

Administrative Reform in America: An Overview

Introduction to Administrative Reform

- Overview of administrative reform in America.
- Importance in the context of public administration.

Historical Background and Motivation

- America's revolutionary origins and continuous reform movements.
- The role of state and local governments as reform incubators.

Types of Reform

- Downsizing: Reducing government size and expenditure.
- Reinventing and Reengineering: Modernizing processes and structures.
- Continuous Improvement: Ongoing enhancements in public administration.

Characteristics of U.S. Public Management Reform

- Innovation often rooted in private sector.
- Bottom-up reform approach.
- Transition of reforms from local to federal level.

Sources and Motivations for Reform

- Balancing ideals with pragmatism in American politics.
- Responses to unmet government expectations.
- Variations in political and administrative motivations.

Downsizing Government

- Historical context and examples, like Prop 13 and Taxpayer Bill of Rights.
- Federal level implementations in the 1980s.

Reinventing Government

- Osborne & Gaebler's influence and Clinton Administration initiatives.
- Emphasis on efficiency and downsizing the workforce.

Reengineering in Government

- Fundamental process redesign for efficiency.
- Challenges and potential pitfalls.

Continuous Improvement and Motivation

- Employee motivation and quality-focused reforms.
- Total Quality Management and its impact.

Delivery Frameworks

- Sir Michael Barber's principles for effective goal-setting and delivery.
- Examples of successful implementation.

Assessing the Reforms

- Comparison of different reform approaches.
- Ongoing challenges and future prospects.

Conclusion

- Persistent nature of administrative reform.
- Embracing technology and innovation in modern governance.