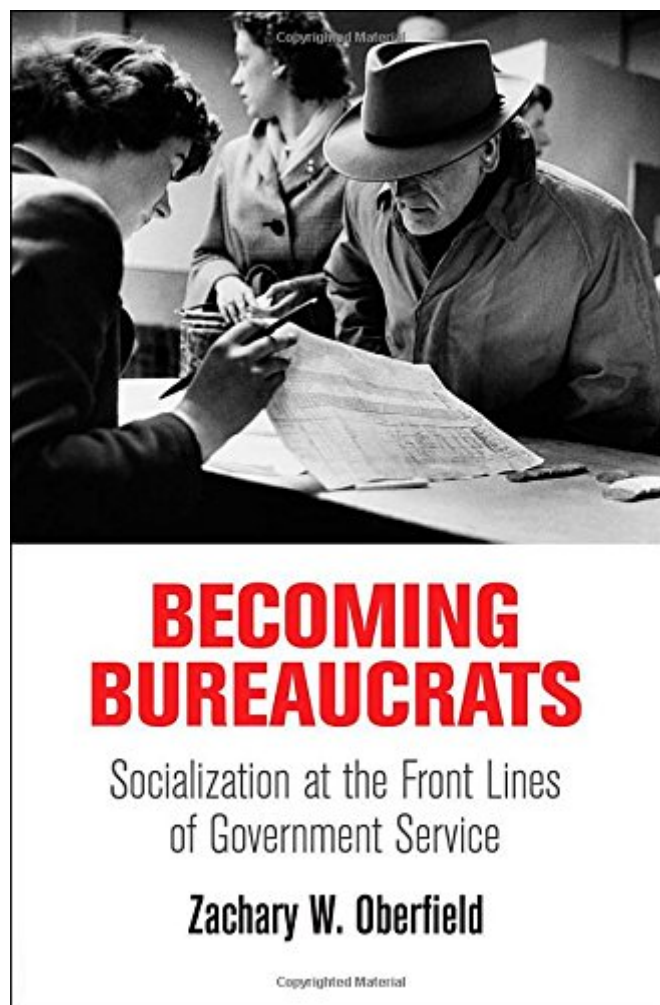


Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) PDF



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Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) by Zachary W. Oberfield ISBN 0812246160

Bureaucrats are important symbols of the governments that employ them. Contrary to popular stereotypes, they determine much about the way policy is ultimately enacted and experienced by citizens. While we know a great deal about bureaucrats and their actions, we know little about their development. Are particular types of people drawn to government work, or are government

workers forged by the agencies they work in? Put simply, are bureaucrats born, or are they made?

In *Becoming Bureaucrats*, Zachary W. Oberfield traces the paths of two sets of public servants—police officers and welfare caseworkers—from their first day on the job through the end of their second year. Examining original data derived from surveys and in-depth interviews, along with ethnographic observations from the author's year of training and work as a welfare caseworker, *Becoming Bureaucrats* charts how public-sector entrants develop their bureaucratic identities, motivations, and attitudes. Ranging from individual stories to population-wide statistical analysis, Oberfield's study complicates the long-standing cliché that bureaucracies churn out bureaucrats with mechanical efficiency. He demonstrates that entrants' bureaucratic personalities evolved but remained strongly tied to the views, identities, and motives that they articulated at the outset of their service. As such, he argues that who bureaucrats become and, as a result, how bureaucracies function, depends strongly on patterns of self-selection and recruitment.

Becoming Bureaucrats not only enriches our theoretical understanding of bureaucratic behavior but also provides practical advice to elected officials and public managers on building responsive, accountable workforces.

Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) Review

This Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) book is not really ordinary book, you have it then the world is in your hands. The benefit you get by reading this book is actually information inside this reserve incredible fresh, you will get information which is getting deeper an individual read a lot of information you will get. This kind of Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) without we recognize teach the one who looking at it become critical in imagining and analyzing. Don't be worry Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) can bring any time you are and not make your tote space or bookshelves' grow to be full because you can have it inside your lovely laptop even cell phone. This Becoming Bureaucrats: Socialization at the Front Lines of Government Service (American Governance: Politics, Policy, and Public Law) having great arrangement in word and layout, so you will not really feel uninterested in reading.