



# Organization Theory and the Public Sector: Instrument, Culture and Myth

*Tom Christensen, Per Lægroid, Paul G. Roness, Kjell Arne Røvik*

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Public sector organizations are fundamentally different to their private sector counterparts. They are multi-functional, follow a political leadership, and the majority do not operate in an external market. In an era of rapid reform, reorganization and modernization of the public sector, this book offers a timely and illuminating introduction to the public sector organization that recognizes its unique values, interests, knowledge and power-base.

Drawing on both instrumental and institutional perspectives within organization theory, as well as democratic theory and empirical studies of decision-making, this text addresses five central aspects of the public sector organization:

- goals and values
- leadership and steering
- reform and change
- effects and implications
- understanding and design.

This volume challenges conventional economic analysis of the public sector, arguing instead for a democratic-political approach and a new, prescriptive organization theory. A rich resource of both theory and practice, *Organization Theory for the Public Sector: Instrument, Culture and Myth* is essential reading for anybody studying the public sector.

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