

MODERN MANAGEMENT TOOLS ADAPTABLE WITHIN BOUNDARY CRISIS OF THE PUBLIC SECTOR

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Abstract:

Modern management tools adaptable within boundary crisis of the public should be the starting point in developing organizational strategy. We are also claiming for the necessary feedback data during the integration of each tool in the institution managerial area. When experience between various departments of the organization prevents duplication of activities or failure of others, helping to avoid operational and administrative losses is a strategic must.

Internal communication mechanisms should be monitored and continuously improved in order to cope with the dynamic requirements of the organization. Hence, management should be involved in achieving this objective and to oversee that it is understood to be shared by all organizational links.

Accordingly, it must be taken into consideration the level of integration of modern management tools at all levels. Within boundary crisis of the public sector, the local public administration institutions involved, above all, must oversee the optimization of financial resources, human, material available in order to achieve the annual targets and improve currently.

Keywords: modern management tools, boundary crisis, public sector, managerial accuracy, distinguishing features

JEL Clasification: H54, H83, Z18.

1. INTRODUCTION

The starting point in developing organizational strategy must be the relationship between management, stakeholders and context. This is one of the distinguishing features of systems management of institutions in different areas of the world but rooted in cultural

differences between countries, and the attitude of management towards of primary concern of government that must constitute the internal management of public services.

In the current context, the need for modern management tools is not just imperative, but is like a sine qua non condition for reinsuring the optimal pattern of managing sectorial issues.

In order to perform, modern management tools need to be promoted, public decision factors needing to ensure the support in a proper manner, including redirecting resources towards a new public reform in these new crisis contextual guidelines.

Hence, managerial accuracy is must, by transcending from layoffs to public incentives granting.

Taking into account the fundamental element that in the public area, the modern management tools became indispensable, we are underlining the need for prioritizing the strategies in accordance with the parameters relating to their importance and the efficient allocation of necessary funds, that tends to be a priority axis in the optimizing of public work processes, outlining in this way the levels of partial implementation of modern tooling and levels of global overdue for public factors introduced into the automatic system as vital engines.

2. PERFORMANCE MANAGEMENT IN SERVICE ORGANIZATIONS INVOLVED- HIGHEST LEVEL IN PROFESSIONAL AND MANAGERIAL COMPETENCE

Modern management tools applicable to local public institutions can for sure raise performance in service organization reaching out for the highest level in professional and managerial competence.

Hence the public service does not take the form of traditional public sector management application in general, being a result of the boundary crisis of the public sector

From this point of view, public service management for both public sector management, as well as the private sector are provided by organizations belonging to both sectors. As a modern management area the reorganization of companies on the basis of negotiated competencies determines new types of activities such as those of the personnel „chief”:

- ♦ to intervene, whenever necessary, by a procedure of „repairs” with a view to ensuring good work relations;
- ♦ to be able, assisted by the coaching team, to identify certain risks correctly and in due time and to take steps to lower their negative effects on the mind-set of the employees;
- ♦ to establish suitable relations between the measures taken by other departments and the problems of human resources, creating, in due time, a series of competencies necessary for the future, anticipating some changes in the staff structure etc.;
- ♦ to establish relations of partnership between the employers and the trade unions, to cooperate based on the principle of „the game with positive amount” (in which everybody can win due to the good performance of the company) instead of „the game with null amount” (by which conflictive relations are created, since a „part” is going to win and “the other” is going to loose).

Heads of departments (directors, heads of service) are to be responsible for implementing and monitoring the runaway for the new instruments, as per to talk with employees about major decisions of management, to hear the problems and employees, give employees clear and consistent intonation to be credible, constantly motivate employees to keep the team in touch with all the necessary information, to keep in touch with the human resource department personnel and more than all to know and understand potential problems of the team.

Hence, it is necessary to implement an integrated informational system for modern management tools assessment, based on controlling and currently monitoring all sides of the strategy, in order to enable real-time knowledge of level of integration downturn.

3. THE DECISION ON MOTIVATIONAL BEHAVIOR INVOLVES: EFFORT-EXPECTED PERFORMANCE AND PERFORMANCE-EXPECTED RESULTS

Level of integration can be expressed by the analysis of the evolution of indicators or economic flows, but the relevance of results can be misleading. Thus, some progress in the intergovernmental economic integration can be expressed by increasing mutual trade. On this evidence, we must emphasize two points. First, that any increase in mutual trade in goods expressed a higher degree of integration, because, assessing opportunity costs of production and trade may have been ignored. Second, it is possible that in certain countries which have low economic complementarity, further integration will not translate into increasing mutual trade (appropriate regional groupings in Central America and Africa, reached the common market stage, although mutual trade is very low). Calculating an index of correlation between the dynamics of trade and integration processes proves difficult, as determined by an impressive number of inputs and outputs indirectly correlated with each other. Although the free movement of goods, services and factors of production is a goal and an instrument of economic integration, amplitude integration process can not be expressed by mere analysis revealed no degree of liberalization in the movement of factors and goods. The integration process involves legislative changes and institutional changes. Therefore, literature retains the concepts of political integration (general macroeconomic and sectoral policies), and institutional integration.

Moreover, the decision on motivational behavior involves two types of expectations: effort-expected performance ($E \rightarrow P$) and performance-expected results ($P \rightarrow R$), and by multiplying with the results valence - V – we will get the motivational force of performance, according to the expression:

$$Expectation = (E \rightarrow P) \times \sum[(P \rightarrow R) \times V]$$

Performance indicators presented demonstrates that there are sufficient forms to determine the extent to which public services meet the social needs of general interest and, while determining the contribution of every employee, manager and commissioner of a public institution in the development and provision of services.

Also, the respect for correlation between labor productivity growth and wage growth medium and evidenced in its coverage of the civil servants performance must be promoted.

The correlation between labor productivity and average wage growth is reflected by the correlation index established in one of the following relations:

$$I_c = \frac{I_{cs}}{I_{\overline{Wa}}}, \text{ or}$$

$$I_c = \frac{I_{\overline{cs}}}{I_{\overline{Wa}}} \frac{100}{100}, \text{ is used only when the two indices have values higher}$$

than 100 .

It welcomes when $I_c < 1$, that labor productivity has recorded a growth rate higher than the average wage . As the correlation value departs from 1, the labor productivity will register a higher growth rate and an increase in work efficiency and operating profit.

Expression of economic integration covers several economic categories. It can refer to a company absorb a higher organizational architecture. Integration can have a spatial dimension referring, for example, the inclusion of a regional economy in the national economy. In this paper, economic integration is usually used with special reference to international economic relations to indicate economies of member participation at a more comprehensive entity.

4. PROFESSIONALIZATION OF HUMAN RESOURCES IN PUBLIC ADMINISTRATION WITHIN THE DIGITAL ECONOMY

The emergence of digital economy assumes the metamorphoses of human capital management control in view of increasing profitability of the individual. Taking as a fundament the concept of human factor having a limited capacity of attention, perception and memory, modern society is found to be in the stage of development and implementation need of integrated informatics systems to enable the completion and updating the cognitive database of automated systems features and the maintenance at an optimal level in the context their dynamic.

Thus, from the human operator performance growth point of view it is found as imposed the sine qua non condition the transforming of raw information into intelligent information, useful and applicable, materialized in the human resources actions reactivity increase contributing to the internal or external applications. Investing in human resources and support intelligent decision-making processes with predictive abilities may lead to achieving an optimal level of human capital accumulation, which becomes more productive and positive linked to the economic growth rates.

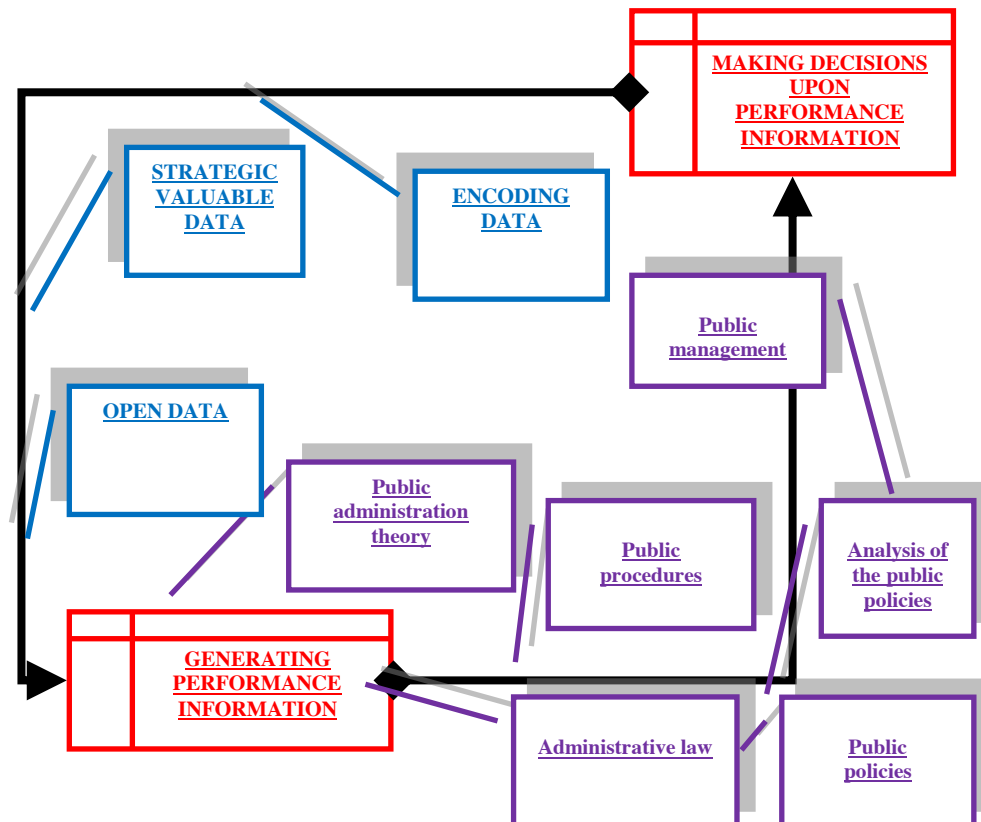


Figure 1. Source of the efficiency and effectiveness of public administration

Therefore generating competitive advantage in the long term proceeded from the capabilities of human capital, having as the central pillar the promotion of integrated information systems to support the reduction of mental demands, will materialize into protecting the balance in the new circumstances of modern variations economy.

Use a static sense, economic integration economic category is a fact that the national economy composite components are not separated by significant economic borders but operate interdependently maximizing synergistic effects. Using dynamic sense, economic integration means the gradual abolition of economic borders between participating states (which may be tantamount to removing many forms of discrimination), former member national economic separated functionally merged into a more comprehensive whole. Transition from static to the dynamic component derived from stages you went through European integration. Economic integration is the integration of first instance, economics making a clear distinction between market goods and services and input markets (capital, labor, entrepreneurship).

Strategic valuable data will for sure the center of the above strategic managerial aspects. As per having the correct data at the moment of ensuring the projection of a new strategy within the public are, is the sine qua non condition for a successful public reform.

First, generating performance information must be the basis of every public strategy, as per the result of implementing modern management tools that are in accordance with the technological evolution, so that the data is accurate.

Afterwards, making decisions upon performance indicators should become the normal pattern of designing strategic outputs that will affect the course of public administration. Taking into consideration all sides of the area, public management will reach the performance promised each year, fitting into the approved budget of any public institution.

Just using the overdue managerial tooling, public decision factors can face the same shortcomings as the ones in the past. This is the reason why we are deeply supporting the promotion of new, adapted to the context, elements within the managerial activity of public institutions.

As per finding the source of efficiency and effectiveness of public administration, the figure below is more than relevant, emphasizing the two elements that will lead to the expected results.

5. CONCLUSIONS

Moreover, the society evolved and with it also the human's professional needs. Employees want and need to be acknowledged for their valuable and extra contributions. Rewards and recognition are powerful tools for demonstrating appreciation and reinforcing those behaviors that lead to superior products, outstanding support, strong supplier relationships, and lifelong customers. Digitalized societies primary tool for providing spot rewards is new total rewards process, a resource for global compensation, benefits, variable pay, equity and rewards plus recognition program information as well as job architecture valuable information.

With the integration into the European Union, the new European membership with full rights, requires a focus on the needs of citizens, in accordance with the new European requirements, which causes improved performance of public servants, and thus improving the quality of training of civil servants.

Without a professionalization of human resources in public administration, it is hard to believe that public institutions and administrative authorities will reach performance levels comparable to those of similar organizations in developed countries. Just based on experience, flair, experience, political and general education elementary level can not be effectively achieved outstanding results in the reform process and it is very hard to imagine that the Romanian public institutions will be approached in a reasonable time for performance public sector major European democracies.

Getting allocation or distribution corresponding to a model of economic optimum, it is believed that the definition of integration of new modern management tooling, and it should be a mandatory requirement recovering full mobility of factors.

Thus, in the context of technological developments in modern society appears to be absolutely necessary to maintain the quality of life at an optimal level and to respect the integrity of human rights during their work activities. So, directives on safety and health are foreseen to be moving towards sizing research in the field of limiting accidents due to human errors.

Therefore, computerized management of public factors introduced as exogenous variables in the analyzed system and at the same time their quantifying effectuated through public management tooling encoding, allows the risk grading in accordance with the importance and frequency of maximum possible consequences on the human body, consolidating the control of known risks.

For this to be possible, should be kept in mind that any government effectiveness in public service, professional quality is determined by the officials occupying various

management positions or running, which is why it requires continuous improvement of civil public.

As recognition is being known worldwide as the greatest motivator and one of the greatest strengths of any organization are the people who work there, the necessity of implementing the new total rewards process becomes acute. Long-service employees provide the knowledge, experience, and attitudes that are responsible for much of digitalized societies success. In recognition of this, new total rewards are presented to eligible employees in celebration of their career milestones and to acknowledge their contribution to the company.

By introducing the new total reward process the truly effective recognition will be no longer a program or a policy mandated by HR, it will become a way of organizational life that touches all corners of the organization most every day of the working week.

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