

Effects of Personnel Policy on the Public Administration Paradigm Shift: From Merit to Neo-managerial

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ABSTRACT The literature in the field of public administration details the factors that have given rise to a new method by which government agencies provide public services. These factors range from a shift in the curriculum of Public Administration graduate programs to the emerging emphasis on global citizenship. This study presents a balanced overview of how these factors have contributed to this paradigm shift, which is a continuous and ongoing transformation. They include an emulation of the private-sector business model, a redirected educational focus of public administration programs, human resource policy changes, reactions to the terrorist attacks on September 11, 2001, decentralization, and the contracting of public services to private providers.