

## IASIA Annual Conference, Kampala, Uganda 14-18 July 2008

### List of Presented Papers

#### I. Education and Training Programme: aligning missions and quality

Co-Chairpersons: *Hendri KROUKAMP* (University of the Free State, South Africa) & *Ludmila GAJDOSOVA* (NISPAcee, Slovakia)

Project Director: *Blue WOOLDRIDGE* (Virginia Commonwealth University, USA)

**FERRAZ** David & **RATO** Helena (INA, Portugal), *Training Needs Assessment in Public Organizations*

**LI** Xuefeng (CNSA, China), *Leadership Development in China: The Case and Policy Suggestions*

**BREMER** Jennifer & **EL BARADEI** Laila (American University in Cairo, Egypt), *The Supply and Demand for Competencies in Egyptian Public Administration/Public Policy Master's Programs as a Tool for Assessing Program Quality*

**VAN JAARSVELDT** Liza C. (University of South Africa), *The Need for Public Administration Education in the Information Society: a South African Perspective*

**MOTHAE** L. P. (University of the Free State, South Africa), *Innovative and Alternative Practices for Assessing Public Administration and Management: a stepping stone to efficient and effective public service delivery*

**ZZIWA** Gertrude (Makerere University, Uganda), *Organizational Structures and Management of Universities in the Differentiation Era: Empirical findings from Uganda*

**LWANGA** Elizabeth Kawuma (Uganda Management Institute) , **MUHENDA** Mary Basasa (Uganda Management Institute) & **WANDAREGE** Agatha (Tanzania Civil Service College), *Knowledge Management Strategies and Performance Improvement in Management Development Institutes: Empirical Findings from the Ugandan and Tanzanian Context*

**PECAR** Zdravko (University of Ljubljana, Slovenia), *Implementing TQM at the Faculty of Administration*

**BEATTY** Kathleen (National Association of Schools of Public Affairs and Administration, USA), *The Changing World of Public Affairs Education in the US: New Accreditation Standards Adapt to a New Reality*

**BARLET** Christophe (Ecole des Hautes Etudes en Santé Publique, France), *La qualité des formations transnationales dans un contexte régional : l'expérience de la formation sociale en Roumanie*

- BASHEKA** Benon (Uganda Management Institute), *Aligning Missions and Quality: Implications from the Relationship between Management and Institutional Accountability in Institutions of Higher Learning in Uganda*
- DZIMADZI** Chris (Functional Literacy and Integrated Rural Development, Malawi), *Challenges and Opportunities of Managing Adult Literacy Programmes in the Context of Change: Lessons from Malawi*
- WOOLDRIDGE** Blue (Virginia Commonwealth University, USA), *Integrating Concepts of Social Equity into the Public Administration Curriculum*
- TURYASINGURA** Wilberforce (Uganda Management Institute), *Knowledge Management and Institutional/Organisational Learning in Higher Education Institutions in Uganda and South Africa: Implications for Quality Training*
- MISHRA** Ram Kumar (Institute of Public Enterprise, India), *An Evaluation of Training Institutions involved in Social Safety Net Programme (SSNP) in the West Bengal State of India*
- SSONKO** David K W (Uganda Management Institute), *Management Development Institutions (MDIs) in Africa, are they at Crossroads?: Reflections on the Uganda Management Institute (UMI) and the Way Forward*
- KROUKAMP** Hendri (University of the Free State, South Africa), *Public Administration and Management Theory Training Vis-à-Vis Policy Implementation Efforts for Enhanced Service Delivery*
- TSAO** King K. (The Chinese University of Hong Kong, China), *Compulsory Education: Chinese Experience in a Comparative Context and the Implications for Efficiency, Effectiveness and Equity*
- NDAWULA** Stephen (Kyambogo University, Uganda), *Attitude towards Using Sponsored Instructional Materials: The Experience of Teachers in Uganda*
- GUDULA** Naiga Basaza (Uganda Martyrs University), *The impact of an innovative learning environment on student teachers' interaction, levels of cognitive processing, perceptions and perceived flexibility in distance education: Lessons learnt with implications for public service reform*
- BASTELICA** Philippe (Ecole Nationale d'Administration, France), *Participation de l'ENA à la construction de référentiels adaptés à la certification des cursus d'une école d'application*
- GEMANDZE** Bobuin John (University of Buea, Cameroon), *Rethinking Civil Service Education and Training in Francophone Africa: Case of L'Ecole Nationale d'Administration et de Magistrature, Yaounde (Cameroon)*

## **II. State-Market Partnerships and Enterprise Management**

Chairperson: **R.K. MISHRA** (Institute of Public Enterprise, India)

Project Director: **Paul COLLINS** (Public Administration and Development, UK)

**HIHUBBI Adam** (Islamic University in Uganda), *Contracting Out and Contractors in Uganda's Local Governments: Partnership or Parasitism?*

**MISHRA Ram Kumar** (Institute of Public Enterprise, India), *Restructuring of Public Enterprises in India*

**MISHRA Seeta** (AV College, India)

**KUGONZA P.K. Sylvester** (Uganda Management Institute), *Public Sector Outsourcing: The Function of Institutions in Construction Projects*

**HUQUE Ahmed Shafiqul** (City University of Hong Kong, China), *State-Market Partnership in Bangladesh: The Case of Land Ports*

**CHANG Shih-Hsien** (Chinese Culture University, Taiwan, China), *Enhancing **Equity** with Public- Private Partnerships in Implementing Sustainable Development Policy: Taipei County 2005*

**CHOU Yuan-Ching** (Chinese Culture University, Taiwan, China), *Enhancing **Efficiency** with Public- Private Partnerships in Implementing Sustainable Development Policy: Taipei County 2005*

**YEN Mei-Yun** (Chinese Culture University, Taiwan, China), *Enhancing **Effectiveness** with Public- Private Partnerships in Implementing Sustainable Development Policy: Taipei County 2005*

**NIKAWA Tatsuro** (Doshisha University, Japan), *The Governance of Public-Private Partnership in Japanese Local Government*

**TSAI Thung-Lin** (National Taipei University, Taiwan, China), *State-Market Partnerships and Enterprise Management: Delta Electronics Corporation Case Study*

**VARGAS-HERNANDEZ José G.** (Instituto Tecnológico de Cd. Guzmán, Mexico), *Partnerships between Governments, Firms, Communities and New Social Movements*

## **III. Public Sector Reform: people in the public service**

Chairperson: **Pan Suk KIM** (Yonsei University, South Korea)

Project Director: **John KIYAGA-NSUBUGA** (Uganda Management Institute, Uganda)

**BLUTMAN Gustavo & RIGAL Louis Ignacio** (Ministry of Education, Argentina), *Administrative Reform and Organizational Change in Argentina's Educational Sector*

- CAMPEANU** Catalin (National Institute of Administration, Romania), *Human Resources Management in Public Administration*
- EL-TALIAWI** Ola G. (Sadat Academy for Management Sciences, Egypt), *Civil Service Reform in Egypt. A Discussion of Possible Solutions*
- MUKHTAR** Mohammed Ibn (University of Tampere, Finland), *Public Sector Management Reform in Africa - its Feasibility and Relevance*
- NYAKATO** Viola N. (Mbarara University of Science and Technology, Uganda), *Depromoting social determinants of health: the influence of neoliberal development policies on health sector reforms in developing countries since 1990s*
- OKAFOR** Augustine O. (Office of the Head of the Civil Service of the Federation, Nigeria), *Main Issues in Public Sector Reform Measures Being Implemented in Nigeria*
- ZHENGZHONG** Xu (CNSA, China), *Building up a Universal Social Service System, Promoting Comprehensive Modernization of Economic Society*
- DUVILLIER** Thibaut (Université Libre de Bruxelles/INAMI, Belgium), **DAUGNAIX** Arnaud (Université Libre de Bruxelles, Belgium), *L'intégration des systèmes d'évaluation des performances des administrations publiques et des fonctionnaires. Réflexions sur le concept de responsabilisation collective et individuelle dans un contexte de bonne gouvernance publique*
- BAGIRE** Vincent, **KYOGABIIRWE** Janet B (Makerere University Business School, Uganda), *Time Management Practices and Public Service Inefficiencies in Uganda*
- KAGAMBIRWE KARYEIJJA** Gerald (University of Bergen, Norway), *The Influence of Administrative Culture on Administrative Reform in the Ugandan Civil Service 1997-2007*
- ONGODIA** A. Ekomolot (Uganda Management Institute), *Public Sector Experiences with Results-Oriented Management in Uganda*
- DU** Juan (Heilongjiang Institute of PA, China), *Measuring Leadership Impacts on Public Sector Effectiveness in Chinese Public Sector*
- IJEOMA** Edwin (University of Pretoria, South Africa), *Strengthening Public Sector Skills in Africa: The Role of NEPAD*
- LEPAN** Louise (SAMDI, South Africa), **FORBES** Ruth (Africa International Advisers, South Africa), *Project Khaedu – a Case Study on Capacity Building for Team Based Problem Solving, Effective Management and Empowerment of Senior Managers, in the South Africa Public Service*
- FANG** Shirong (Hubei Institute of PA, China), **LI** Xiuquiong (South Central University of Economics and Law, China), *Strengthening the Legal Liability of the Public Service Provider and Enhancing the Effectiveness of Public Service - System and Practice in China*

**NEWMAN** Meredith A. (Florida International University, USA), **GUY** Mary E. (Florida State University, USA), **MASTRACCI** Sharon H. (University of Illinois Chicago, USA), *"P" is for "Public:" Connecting the People, not the Dots*

**TOMIC** Nataša (University of Belgrade, Serbia), *Developing Human Skills in the Serbian Civil Service*

**MPEHLE** Zwelibanzi (University of Kwazulu-Natal, South Africa), *The South African Multi-Purpose Community Centres and Service Delivery*

**KIZITO** Joseph (Civil Aviation Authority, Uganda), *Technology, Organizational Structure, Motivational Factors and Productivity in Public Sector Organizations of Uganda: Findings from Uganda Civil Aviation Authority*

**NALWOGA MUKUKOMA** Mary Maurice (Uganda Martyrs University), *New Public Management (NPM) and Urban Water Service Delivery in Uganda and Tanzania*

**TUMWESIGYE** Godfrey (Uganda Management Institute), *Conflict Management Strategies and their Influence on Teacher and Student Satisfaction with the School Climate – Evidence from Schools in Western Uganda*

**BASHEKA** Benon (Uganda Management Institute), *Re-Energising the African Public Sector through Effective Public Procurement Systems: a Theoretical Perspective*

**DVORAKOVA** Zuzana, **NEMEC** Otakar, **SURYNEK** Alois (University of Economics, Czech Republic), *The Current Questions of Labour Offices Management in the Czech Republic*

**KIGGUNDU** Moses N. (Carleton University, Canada), **MUTAHABA** Gelase (University of Dar Es Salam, Tanzania), *Public Service Reform in Africa: Reflections and Lessons of Experience from Two African Reformers*

**SAXENA** Pradeep K. (University of Rajasthan, India), *The Second Administrative Reforms Commission Report, 2007 and the Initiatives in India*

**FORJE** John W. (University of Yaoundé, Cameroon), *Navigating Public Service Reforms for a Democratic Developmental State in Africa: Strength, Weaknesses, Opportunities and Threats*

**AL-OTAIBI** Mohammed Zweed (Institute of Public Administration, Saudi Arabia), *Civil Service Regulation Reform in Saudi Arabia*

**KHALO** T. (Tshwane University of Technology, South Africa), *Single Public Service: Towards Seamless Service Delivery in South Africa: Challenges and Opportunities*

#### **IV. Local Governance and Development**

Chairperson: *Michiel DE VRIES* (Radboud University Nijmegen, The Netherlands)

Project Director: *P.S. REDDY* (University of Kwazulu-Natal, South Africa)

**RODRIGUEZ-ACOSTA** Christina A & **ROSENBAUM** Allan (Florida International University, USA), *The State of Decentralization in four Latin American Countries*

**ANDREWS** Christina W (State University of São Paulo, Brazil), *Partnership or Recentralization? Municipalities and the Federal Anti-Poverty Program in Brazil*

**KAKUMBA** Umar (Makerere University, Uganda), *Local Government Citizen Participation and Rural Development: Reflections on Uganda's Decentralization System*

**OLUM** Yasin (Makerere University, Uganda), *Participatory Budgeting in Local Governments in Uganda*

**SIKAKANE** B.H. & **REDDY** P.S. (University of Kwazulu-Natal, South Africa), *Local Government Restructuring and Transformation in South Africa: a case study of the Buffalo City Municipality*

**BINZA** Shakespeare M (Nelson Mandela Metropolitan University, South Africa), **NTLEMEZA** Albert M. (Department of Agriculture, South Africa) & **MGWEBE** Linda (Walter Sisulu University, UK), *Ward Committee Systems: Challenges and prospects for good local governance*

**BEKKER** Koos (University of the Orange Free State, South Africa), *Inter-Governmental Alignment of Strategic Plans: Lessons from Local Government in South Africa*

**SU** Chun-Pin (Diwan College of Management, Taiwan, China), *The Study of Local Decentralization in Japan*

**EL BARADEI** Laila & **AMIN** Khaled Z. (American University in Cairo, Egypt), *Community Participation in Education: Case Study of the Boards of Trustees Experience in Fayoum Governorate in Egypt*

**MOTHAE** L.P. & **SINDANE**, A.M. (University of the Free State, South Africa), *The Strategic and Shared Leadership between Municipal Officials and Political Office Bearers in Local Government: A Recipe for Good Governance and Enhanced Service Delivery*

**KROUKAMP** Hendri (University of the Free State, South Africa), *Trust in Leadership: A Prerequisite for Effective Organisational Effectiveness in the South African Local Government*

**GAME** Chris (The University of Birmingham, UK), *29% Women Councillors after a Mere 100 Years: Can the UK Learn from Uganda's Affirmative Action Programme?*

**VYAS-DOORGAPERSAD** Shikha (North-West University, South Africa), **SUBBAN** Mogie & **PILLAY** Pregala (both University of Kwazulu-Natal, South Africa), *Ethics for Good Local Governance in South Africa*

**ZHU** Mengcai (Jilin Institute of PA, China), *Cooperation Government: the New Model of Social Management*

**ONU** Godwin (Nnamdi Azikiwe University, Nigeria), *Re-designing Governance through Sharing for Efficient Service Delivery: A Model for Local Community Participation*

**VAN SCHALKWYK** André (University of South Africa), *Sustainability of Service Delivery in Metropolitan Municipalities in South Africa*

**SINDANE**, A.M. (University of the Free State, South Africa), *The Role of Traditional Leadership in Enhancing Efficiency, Effectiveness and Equity in Public Service Delivery: A South African Local Governance and Development Perspective*

**GONG** Weibin (CNSA, China), *New Rural Cooperative Medical Service in China: Practices and Problems - A Case Study in a Local Area*

**BASHEKA** Benon (Uganda Management Institute), *Outsourcing/Contracting Out and its Implications for Effective Service Delivery in the Local Government Systems of Uganda: A Factorial Approach*

**AWORTWI** Nicholas & **HELMSING** A.H.J. (Bert) (Institute of Social Studies, The Netherlands), *Local Governance and the New Public Management: Building Capacity for a New Experience in Local Development in Sub-Saharan Africa*

**MA** Baocheng (CNSA, China), *The Coordinated Development of the State and Society-The New Tendency of Local Governance in China*

**MALFANE** Shepherd (University of South Africa), *Economic Diversification: an Instrument for Local Economic Base Restructuring*

**GÖYMEN** Korel (Sabanci University, Turkey), *Milestones of Regional Policy in Turkey*

## **V. Accountability, Culture & Trust**

Chairperson: **Melchior POWELL** (Southern Maryland Higher Education Center, USA)

Project Director: **O.P. DWIVEDI** (University of Guelph, Canada)

**BAKKABULINDI** Charles (Ministry of Education and Sports, Uganda) & **MUHENDA** Mary Basasa (Uganda Management Institute), *Good Governance, Records Management and Ghost Workers in the Public Service: detecting loopholes and identifying inefficiencies in Uganda's ministry of education and sports*

- CHANG** Chiung-Ling (Chinese Culture University, Taiwan, China), *Exploring the Mechanism of Accountability Between Government and NPO: A Case Study of Childcare Service*
- EL-RAWI** Mohamed F. (The American University in Cairo, Egypt), *Accountability in Arab Countries, Problems and Suggested Remedies*
- KONDYLIS** Vassilios (EETT, Greece), *Balancer (Balancing) entre Indépendance et Responsabilité (Accountability): Le cas de la Commission Nationale (Hellénique) des Télécommunications et de la Poste (EETT)*
- BHUIYAN** Shahjahan H. (KIMEP, Kazakhstan), *Exploring the Effects of Trust in Urban Conservancy Service Delivery in Bangladesh*
- HONG** Hsiu-Chu (Chingyu Institute of Technology, Taiwan, China) *Accountability in Public-Private Partnerships : A Case Study on Implementing Sustainable Development Policy*
- WEI** Hongwu (Anhui Institute of PA, China), *Corporate Social Trust and Corporate Social Responsibility*
- SINDANE** A.M. (University of the Free State, South Africa), *Accountability Dimensions in Achieving the Goals of Efficiency, Effectiveness and Equity in Public Service Delivery*
- LUKAMBA MUHIYA** Tshombe, **UKEN** Ernst & **FERREIRA** Ignatius (Cape Peninsula University of Technology, South Africa), *Mechanisms to Prevent Corruption and to Promote Good Governance in the Democratic Republic of Congo*
- LWANGA** Martin M. & **ADRIAN** Beinebyabo (Uganda Management Institute), *Corruption and Service Delivery: The Case of Uganda's Police Force*
- SHAW** Johnny (Chinese Culture University, Taipei, China), *Impact of Charismatic Leadership on Taiwan's Democratic Governance*
- VYAS-DOORGAPERSAD** Shikha & **ABABIO** E.P. (North West University, South Africa), *Ethical Values for Good Governance in South Africa*
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- NYAKATO** Viola N. (Mbarara University of Science and Technology, Uganda), *Social Accountability Framework; Multi level Assessment of Factors that Hinder Utilization of Public Health Services in Uganda*

**MANYAK** Terrell G. (Uganda Christian University) & **SEYOUM** Belay (Nova Southeastern University, USA), *The Impact of Public and Private Sector Transparency on Foreign Direct Investment in Developing Countries*

## **VI. New Tools for Public Financial Management**

Chairperson: **Tom SINCLAIR** (Binghamton University, USA)

Project Director: **Juraj NEMEC** (Matej Bel University, Slovakia)

**CHAP** Z.I. (Department of Public Safety, Security and Liaison, South Africa) & **MOTHAE** L.P. (University of the Free State, South Africa), *Supply Chain Management as a New Tool for Public Financial Management: Challenges, Opportunities and Good Practices*

**PECAR** Zdravko (University of Ljubljana, Slovenia), *Assessing Performance of Public Administration in Slovenia*

**KASOZI-MULINDWA** Saturninus (Uganda Management Institute), *Budgets as Tools for Enhancing Efficiency, Effectiveness and Equity in a Decentralised Local Government System: A Case of Wakiso District Local Government*

**MOSES** Itumeleng James (Free State Provincial Treasury, South Africa), *A Better Life for All, or is it? Assessing Pro-Poor Growth in the Free State, South Africa*

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**CAI** Chunhong (CNSA, China), *The Reforms in the Financial Transfer Payments System. Taking the Equalization as the Aim*

### **Open Forum**

Chaired by Tom **SINCLAIR** (Binghamton University, USA) & Juraj **NEMEC** (Matej Bel University, Slovakia)

**SIHVOLA** Ari (Finnish Institute of Public Management, Finland), *Better Performance through Transformation: Leadership in Public Sector Reform*

**TAIBI** Abdelkader (Université d'Oran Es-senia, Algeria), *La qualité au service des objectifs des programmes de formations: La formation administrative au service de la qualité requise des hautes compétences de la fonction publique en Afrique. L'exemple de l'école nationale d'administration de l'Algérie*

**WANG** Manchuan (CNSA, China), *Public Service Assessment Framework: A Tool of Service-based Government Performance Assessment*

**WENENE** Mary T. (Ministry of Public Service, Uganda), *Paper on the Conference Theme*