

Le performance nel settore pubblico: gli effetti della trasparenza e degli incentivi monetari

Abstract

The research project explores the theme of performance in the public sector with the objective to evaluate the effect of transparency (Legislative Decree no. 33/2013) and the monetary incentives (Legislative Decree no. 150/2009).

The process of corporatization that has affected the public sector in the wake of New Public Management (NPM) has necessitated the development of managerial skills and aids to improve the performance of public action.

The research project is composed of three papers elaborated during the three years Doctoral:

- i. Measurement and assessment of performance in the light of the reform Brunetta
- ii. Performance and monetary awards in the municipalities Salerno
- iii. Transparency of the performance in the Campania universities: the regulatory given to reality

After briefly analyzed the international context, the Italian legislation and the model outlined by the reform "Brunetta" for the creation of a system for measuring and evaluating performance, in the first paper, he was chosen as investigated the link between the managerial tools needed for the implementation of the principles contained in the "Brunetta" reform and typical managerial control systems. In methodological terms, the study was based on observation of the degree of assimilation of the Reformation same documents with the typical documents of a management control system.

In the second paper, starting from the underlying theory, according to which individuals are motivated to increase their "efforts" and their performance when their work performance is boosted by monetary awards, it analyzed the model required by Legislative Decree no. 150/2009 and the actual effects of its application to certain municipalities.

In methodological terms the study was based on an empirical study conducted on a sample of Italian municipalities, selected on a geographical-territorial criterion. The research cluster was represented by all municipalities Salerno.

With this paper he studied the gap between the "desired" of normative data and the reality found in some local authorities in providing monetary awards to staff, bringing the real degree of differentiation of granting awards and cash incentives to staff and the practical effects of the Brunetta Reform in measurement, evaluation and provision for productivity bonuses.

Finally, the last paper has been exploring the issue of transparency, which is also the subject of a series of regulatory actions culminated in the single text Decree. 33/2013.

Specifically, it has been chosen as the object of investigation the degree of transparency of the University of bells performance. The survey was based on two levels of analysis, the first based on the tools made available by the "transparency Compass", the second focused on the timely verification of the data and information published on institutional websites, the "transparent administration."