

# 43 Lecture - MGT111

## Important Subjective

1. **What is New Public Management (NPM)?**

Answer: NPM is a management philosophy that emphasizes the use of private-sector management techniques and market-based approaches to achieve greater efficiency, effectiveness, and accountability in the public sector.

2. **What are the main characteristics of NPM?**

Answer: The main characteristics of NPM include decentralization, customer orientation, performance measurement, market orientation, and flexibility.

3. **How does NPM differ from traditional public administration?**

Answer: NPM differs from traditional public administration in its emphasis on results, efficiency, and customer satisfaction, as well as its use of **market-based mechanisms and private sector management techniques**.

4. **What are some criticisms of NPM?**

Answer: Some criticisms of NPM include its focus on efficiency at the expense of equity, its potential to undermine democratic accountability, and its failure to account for the unique characteristics of the public sector.

5. **How has NPM influenced public sector reform around the world?**

Answer: NPM has been widely adopted as a model for public sector reform around the world, particularly in developed countries, although its effectiveness in achieving its goals remains a subject of debate.

6. **How has NPM influenced the role of public sector managers?**

Answer: NPM has placed greater emphasis on the role of public sector managers as strategic leaders, responsible for delivering results, managing resources, and achieving organizational goals.

7. **What is the role of performance measurement in NPM?**

Answer: Performance measurement is a key component of NPM, as it provides a means of assessing and improving the efficiency and effectiveness of public sector organizations.

8. **How has NPM affected public sector employment practices?**

Answer: NPM has led to changes in public sector employment practices, including increased use of temporary and contract workers, greater reliance on performance-based pay, and greater flexibility in hiring and firing.

9. **How has NPM affected the relationship between government and the private sector?**

Answer: NPM has led to a greater use of market-based mechanisms and increased collaboration between the public and private sectors in the delivery of public services.

10. **What is the future of NPM?**

Answer: The future of NPM is uncertain, as many of its assumptions and practices have been subject to criticism and debate. However, its emphasis on results and efficiency is likely to

continue to shape public sector management in the years to come.