The Local Government Workplaces Project

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Background

• Tough time to be a local government employee
• Public employee morale on decline
• Employee Morale → Citizen Experiences
• Local governments cannot afford to be bad employers
Goals and Objectives

• To equip NC local governments in workplace improvement through
  ▪ Management-relevant social science research
  ▪ Evidence-based management teaching
  ▪ Public service that increases research capacity of NC local government organizations
History

• Builds on ten-year study of organizational rules
  – 2004-2014
  – Nine local governments
  – KS and NC

• Outcomes
  – Workshops and class sessions
  – 2 dissertations
  – 9 journal articles
Local Government Workplaces Project

- Teach NC local govs about employee surveys, organizational data analysis
- Collect employee survey and organizational practices data across NC local governments
- Correlate employee perceptions with practices/performance
- Publish to practitioner & academic audiences
- International team of public organizational behavior researchers
Local Government Workplaces Project 2016 Research Team

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Research Topics/Capacities

- Employee surveys and diaries
- Employee Morale/Engagement/Satisfaction
- Performance (turnover, disciplinary actions, grievances)
- Organizational Capital/Resilience
- Mentoring
- Supervisor-Employee Relationships
- Policies and Procedures
- Diversity
- Trust
- Psychological Contract
Engaged Scholarship Model

Research

Public Service

Teaching
Outcomes

• Evidence-based management information
• Comparison data across local governments
• Increased local government capacity for employee surveys/organizational analysis
• Webinar courses
Questions?