



How does Public Service Motivation affect Performance in Public Organization? The Role of Job Satisfaction and Person-Organization fit

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Abstract

Since 1990, numerous public administration and management studies have focused on Public Service Motivation (PSM). In Vietnam, the year 2016 marked the inception of PSM research, with significant attention given to its influence on civil servants' job satisfaction, person-organization fit, performance, and organizational commitment. Some studies have explored the effects of Public Service Motivation (PSM) on outcomes among public employees, particularly within the framework of Vietnamese higher education institutions (HEIs). This study proposes and tests a path mediation model in public higher education in which the relationship between public service motivation and job performance is mediated by person-organization fit (P-O fit) and job satisfaction. Based on a sample of 345 faculty members and academic members at a public university, we find that P-O fit and job satisfaction act as mediators in the causal chain linking PSM and performance. Furthermore, the findings concerning direct effects demonstrate the directions and significance of the relationships between public service motivation and outcomes such as person-organization fit, job satisfaction, and performance. The findings of this research can be relevant for performance improvements for the approaches taken to human resource management within public universities in Vietnam.

Keywords: Public Service Motivation, Job Performance, Job Satisfaction and Person-Organization Fit

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Factors to Organization Management based on Integrate Governance Paradigms of Local Government Organizations in Roi Kaen Sarasin Province Groups

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Abstract

If considering of public sector organizations management knowledge that can respond to the needs of the people in appearance is more dynamics. However, the changing management by applying the increasing efficiency principles in operation and adhering to good governance for management and operation to be successful. This article aims to analyze the factors to organization management based on integrate governance paradigms of local government organizations in Roi Kaen Sarasin Province groups. A qualitative study came from documentary and interviews among 30 key informants to data analysis by using three main stages, i.e., data reduction, data organization, data interpretation to conclusion. In this matter, the organization management based on integrate governance paradigms at “Key” factors including of transparent operations and decision-making, participatory processes and social responsibility, cost-effective and efficient resource management, public services to people, building relationships among network partnership and communication, leadership and strategic management, developing high-performance personnel, emphasizing teamwork, and creating organizational culture to effectiveness.

Keywords: Organization Management, Integrate Governance Paradigms,
Local Government Organizations

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