

Cultura Organizațională în Administrația Publică Locală

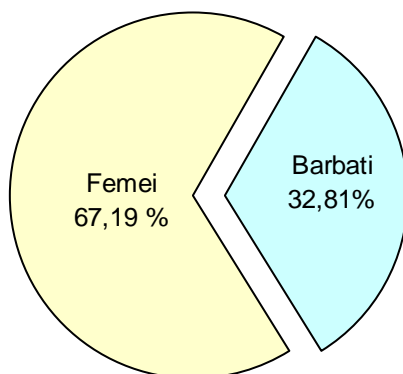
2001

Cercetare realizată în cadrul Consiliilor Județene din județele Harghita, Covasna, Mureș și Brașov și a Primăriilor Municipiilor reședință de județ

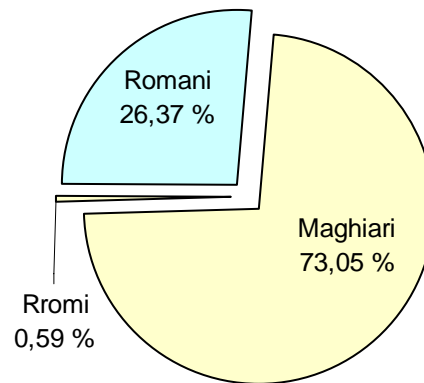
Cercetare realizată pe bază de chestionar
Chestionare completate: 512

Rezultatele cercetării

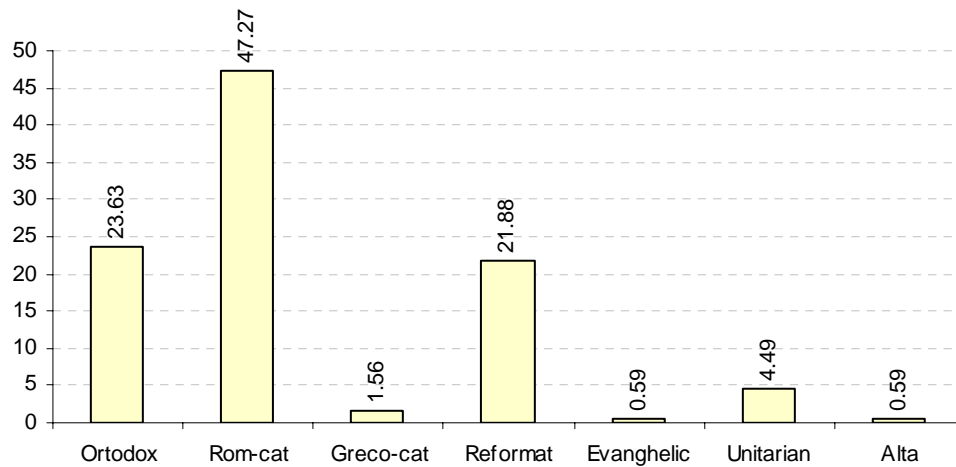
Q1 / Raportul dintre sexe in rindul functionarilor publici



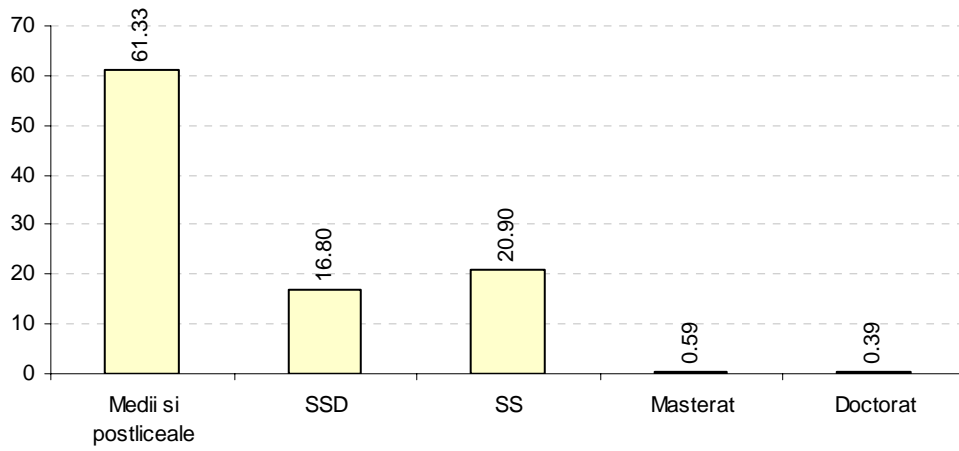
Q2 / Aparteneta etnica a functionarilor publici



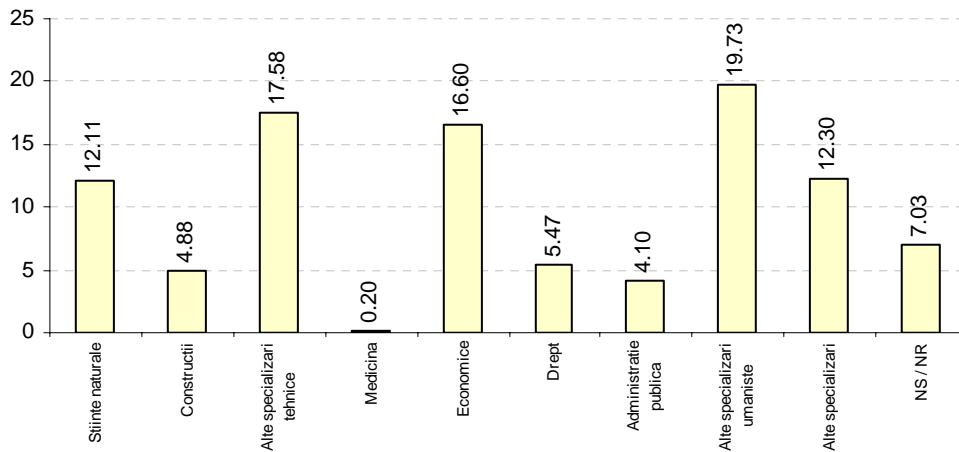
Q3 / Aparteneta la un cult religios al functionarilor publici



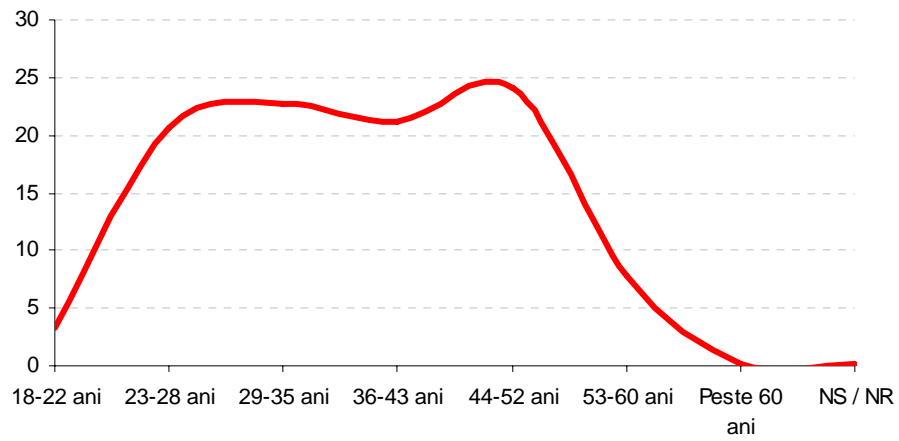
Q4 / Studiile functionarilor publici



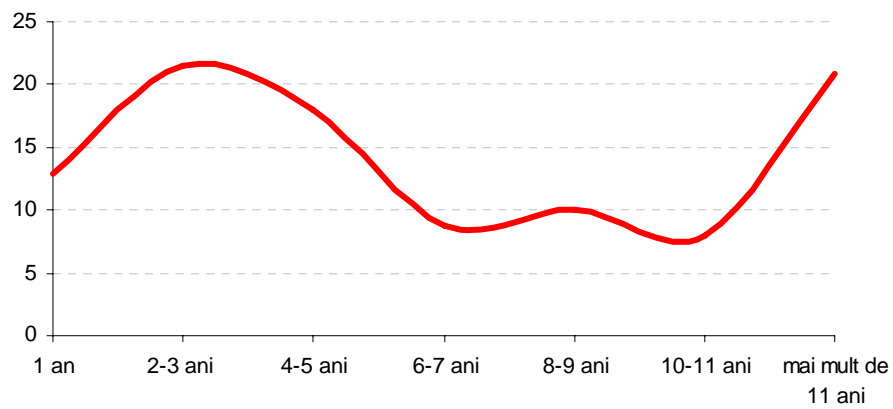
Q5 / Specializarea functionarilor publici



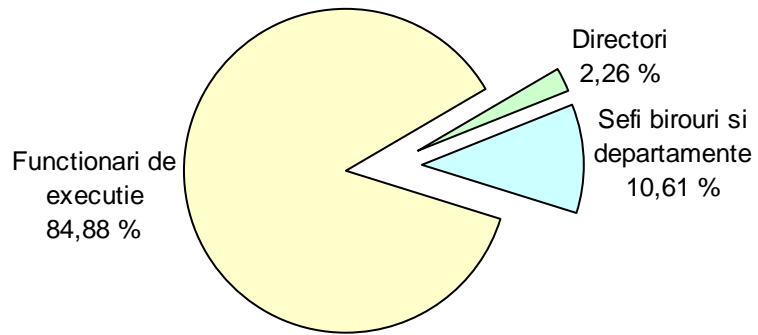
Q6 / Virsta functionarilor publici



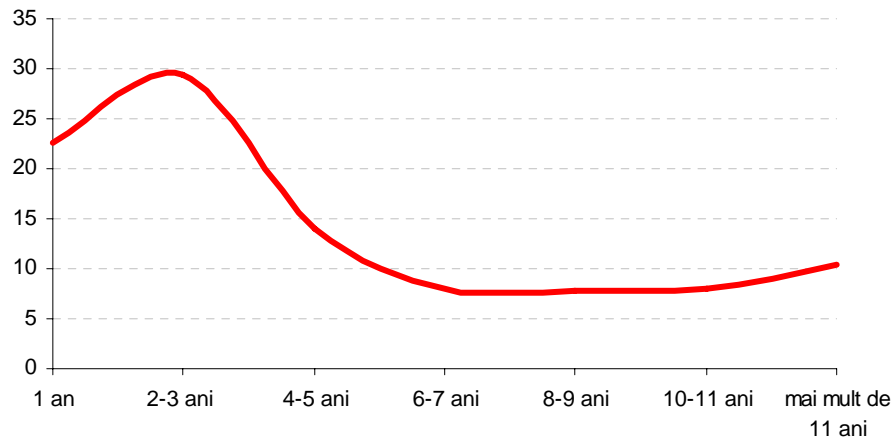
Q7 / Vechimea functionarilor publici in institutia in care la ora actuala lucreaza



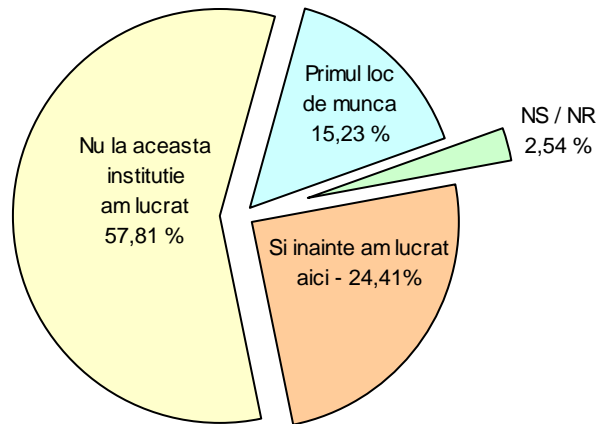
Q8 / Structura functiilor in administratia publica locala



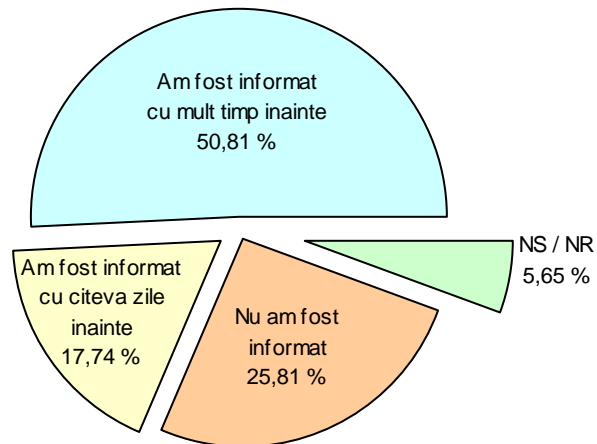
Q9 / Vechimea in functie a functionarilor publici



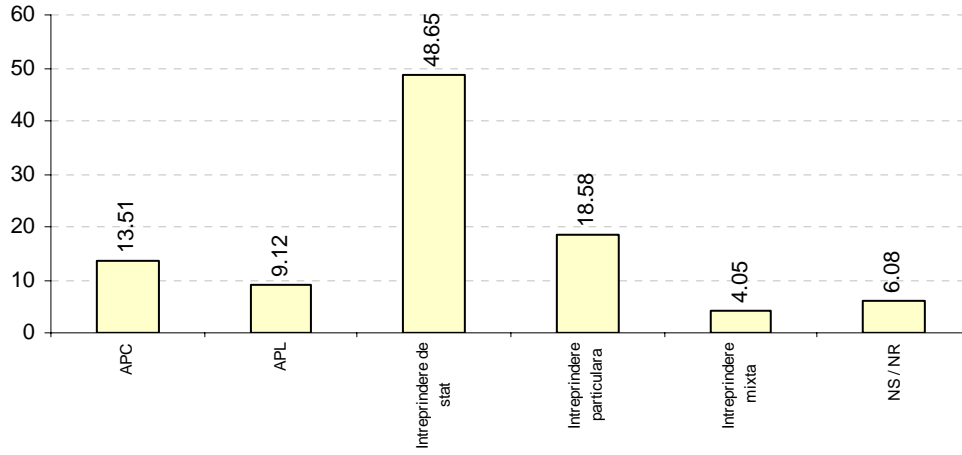
Q10 / Fostul loc de munca a functionarilor publici



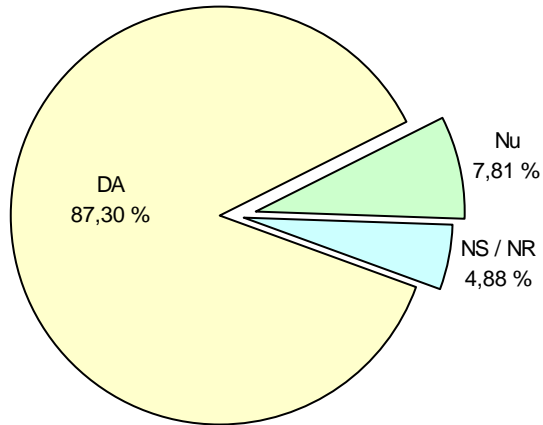
Q12 / Aducerea la cunostinta functionarilor publici transferul acestora intr-o alta functie in cadrul aceleiasi institutii



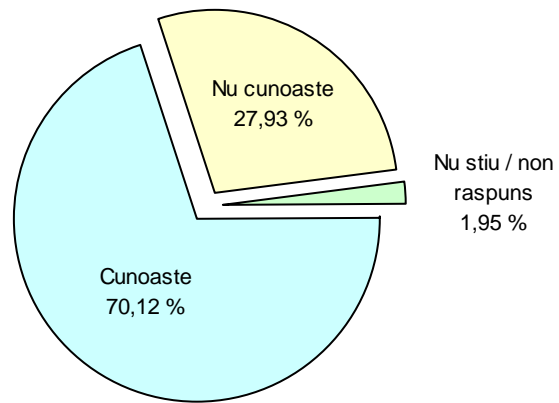
Q13 / Fostul loc de munca a functionarilor publici



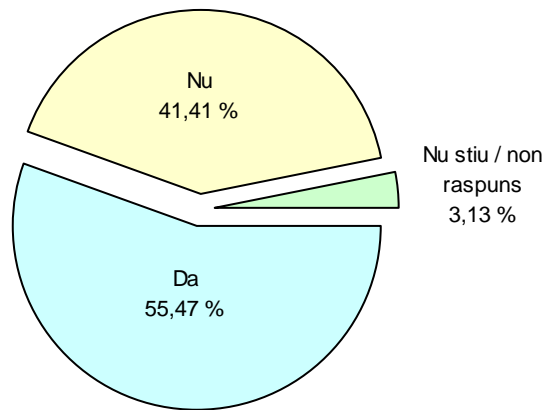
Q14 / Aducerea la cunostinta functionarilor atributiile de serviciu la angajarea sau transferul in noua functie



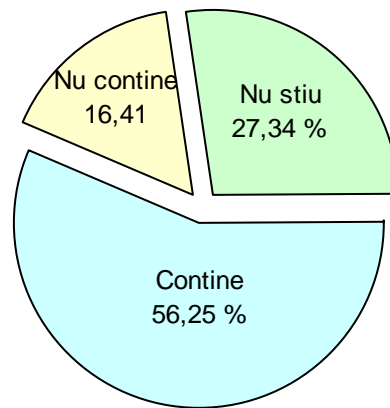
Q15 / Cunoastrea principalelor atributii de serviciu de catre functionarii publici



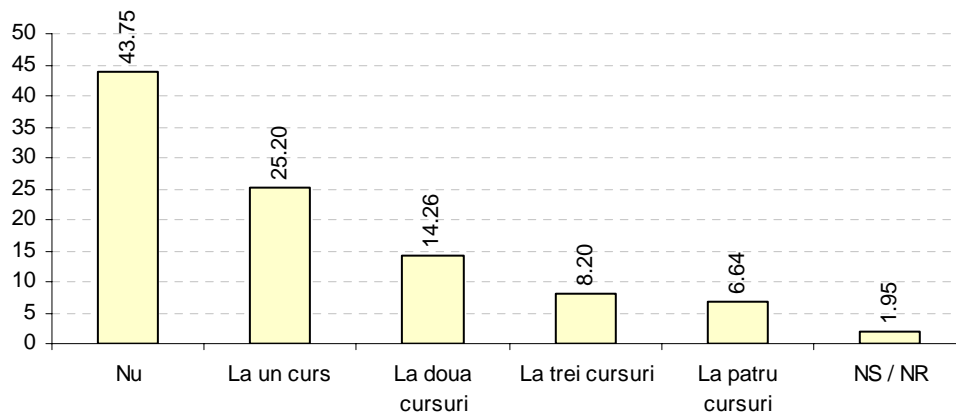
Q16 / Ne puteti arata fisa postului?



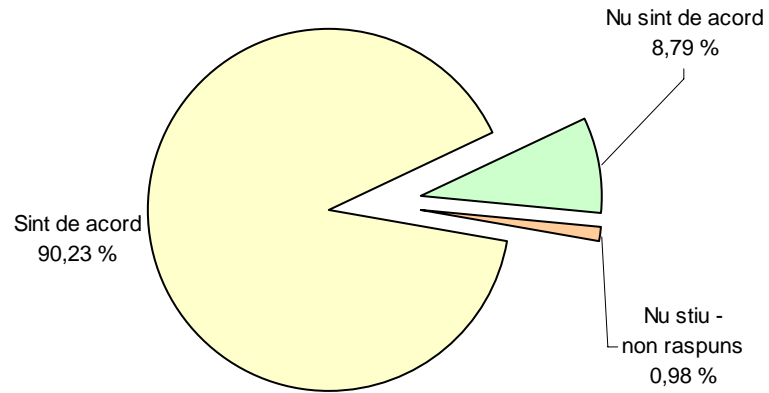
**Q19 / Ne puteti spune daca fisa postului contine fraza:
executa ordinele dispozitiile sefilor ierarhici superiori**



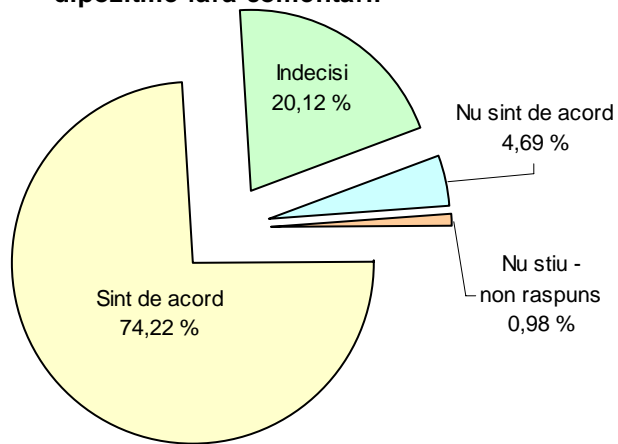
**Q17-Q18 / Participarea functionarilor publici la cursuri de
perfectionare in administratia publica**



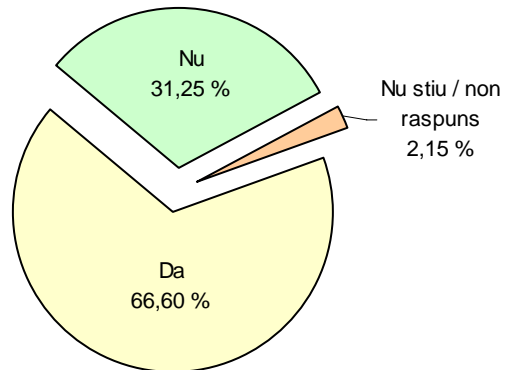
**S1 / Se cere de la angajati sa indeplineaca ordinele si
dipozitiile fara comentarii**



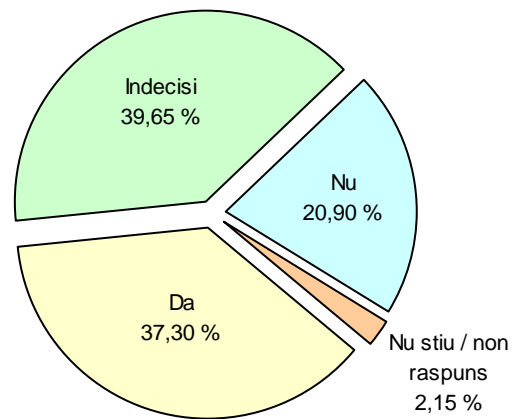
**S1 / Se cere de la angajati sa indeplineaca ordinele si
dipozitiile fara comentarii**



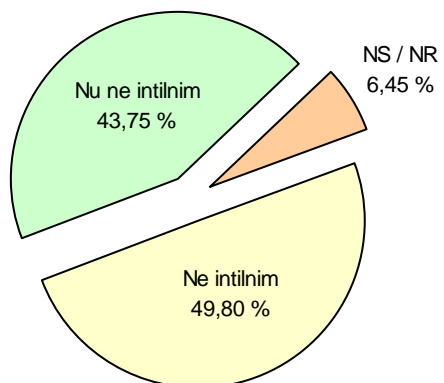
S2 / Angajatii isi rezolva problemele de serviciu fara interventia si ajutorul sefilor ierarhici superiori



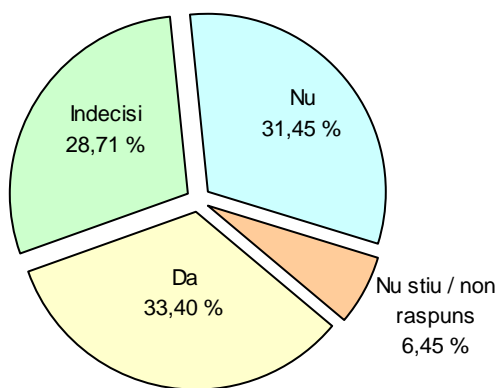
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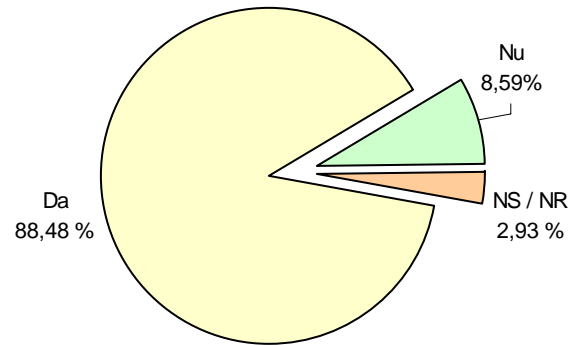
S3 / Intilnirea cu sefii in afara programului de lucru



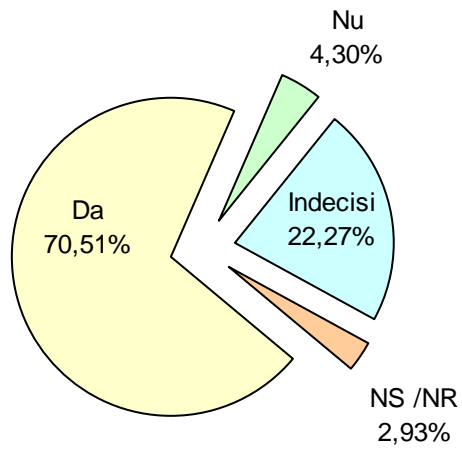
S3 / Intilnirea cu sefii in afara programului de lucru



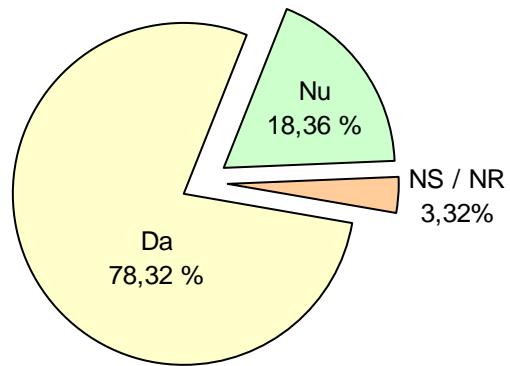
S4/ Sefii sint prietenosi?



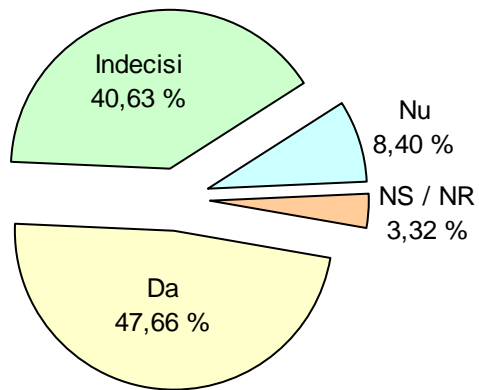
S4 / Sefii sint prietenosi?



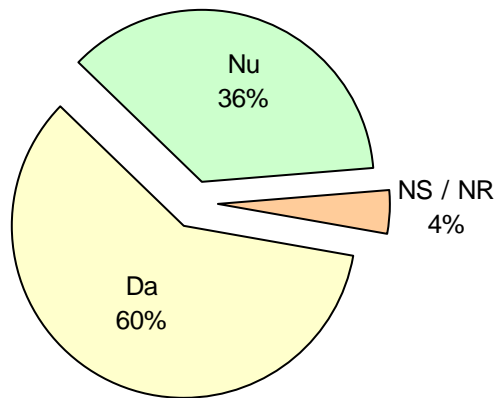
S 5 / Sefii sint severi in evaluarea muncii salariatilor?



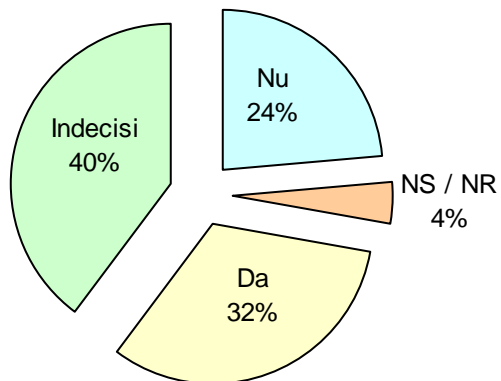
S 5 / Sefii sint severi in evaluarea muncii salariatilor?



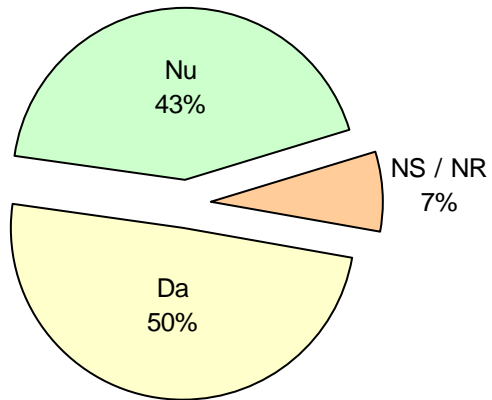
S 6 / Cer sefii parerea subalternilor in problemele de rezolvat?



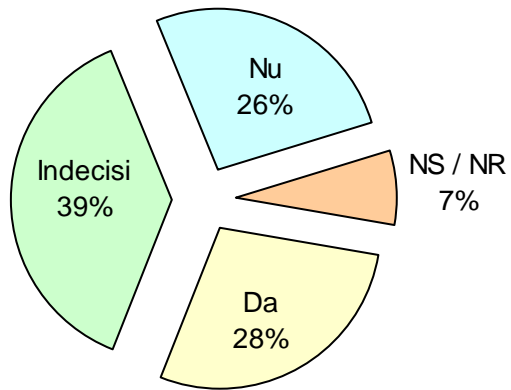
S 6 / Cer sefii parerea subalternilor in problemele de rezolvat?



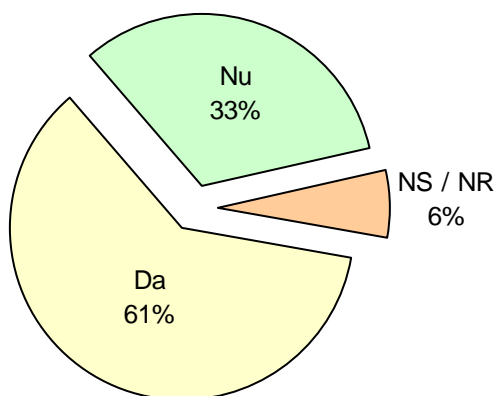
S 7 / Seful este un executant al deciziilor superiorilor.



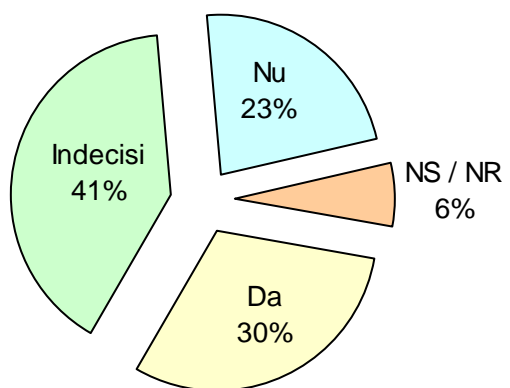
S 7 / Seful este un executant al deciziilor superiorilor.



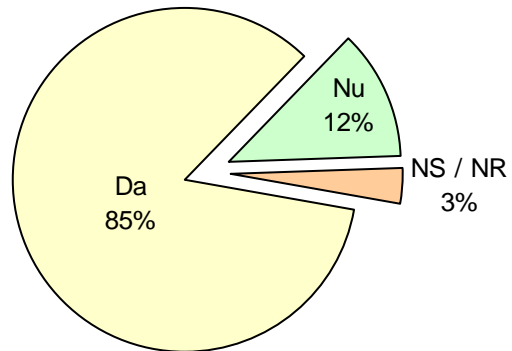
S 8 / Sefilor l-e place sa dea ordine



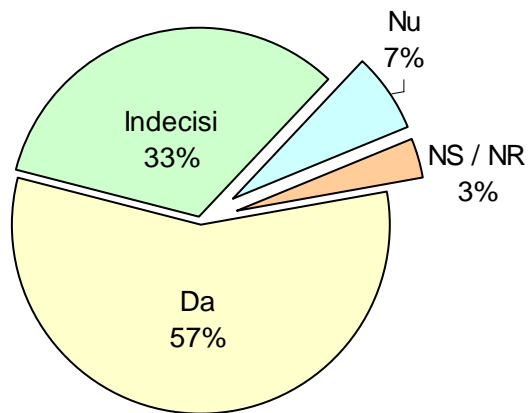
S 8 / Sefilor l-e place sa dea ordine



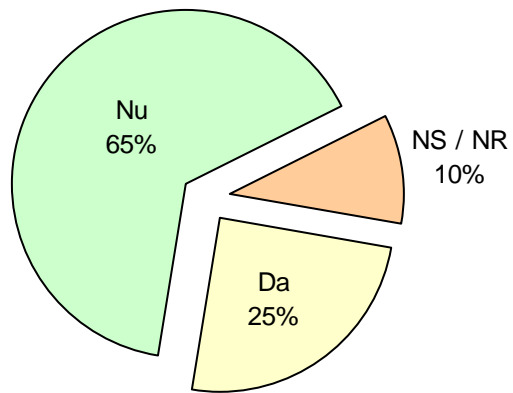
S 9 / Sefii sint intelegatori?



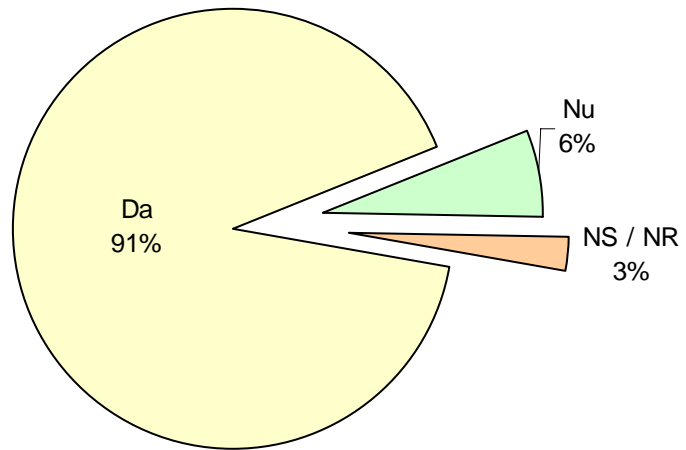
S 9 / Sefii sint intelegatori?



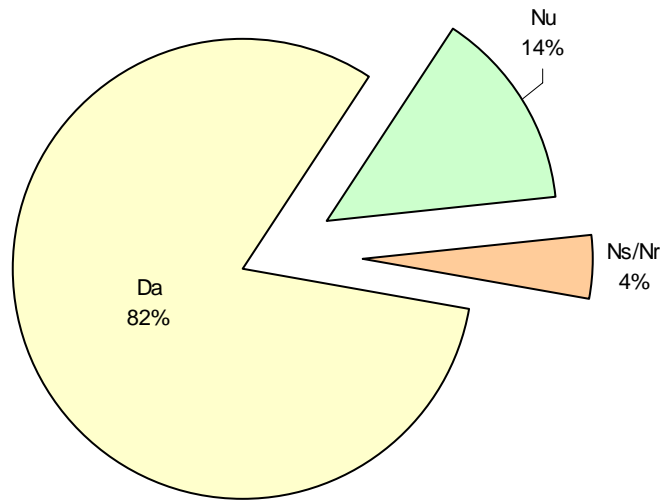
S 10 / Sefii sint ghidati dupa propriile lor interese



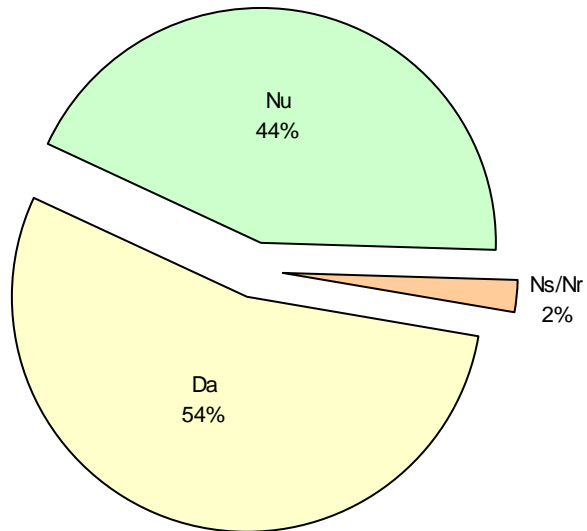
S 11 / Sefii sint preocupati ca totul sa mearga bine



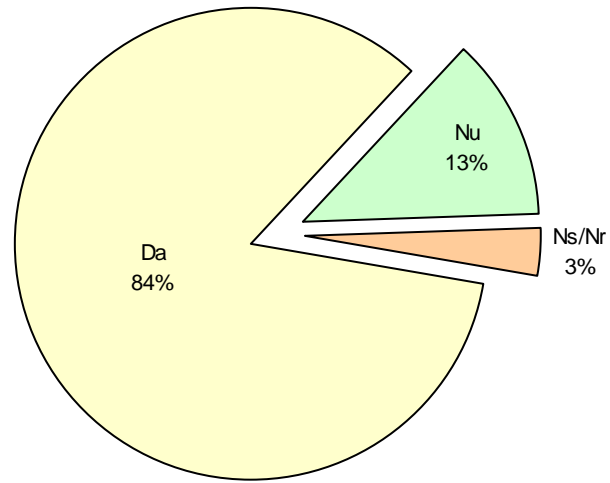
S12 / Sefii sint toleranti



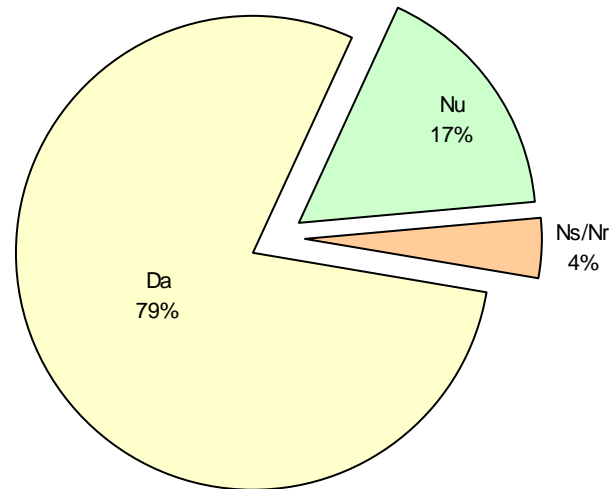
S13 / Sefii sint distanti in relatiile cu subalternii



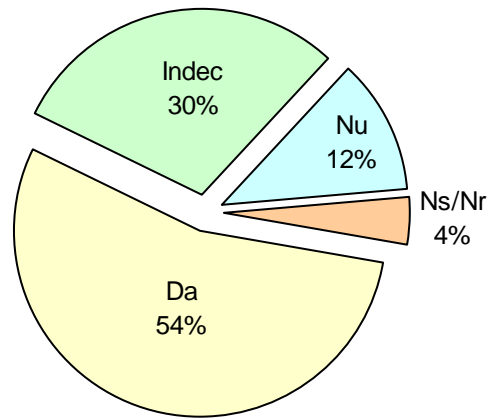
S14 / Se pune accent pe consecventa si rigurozitate



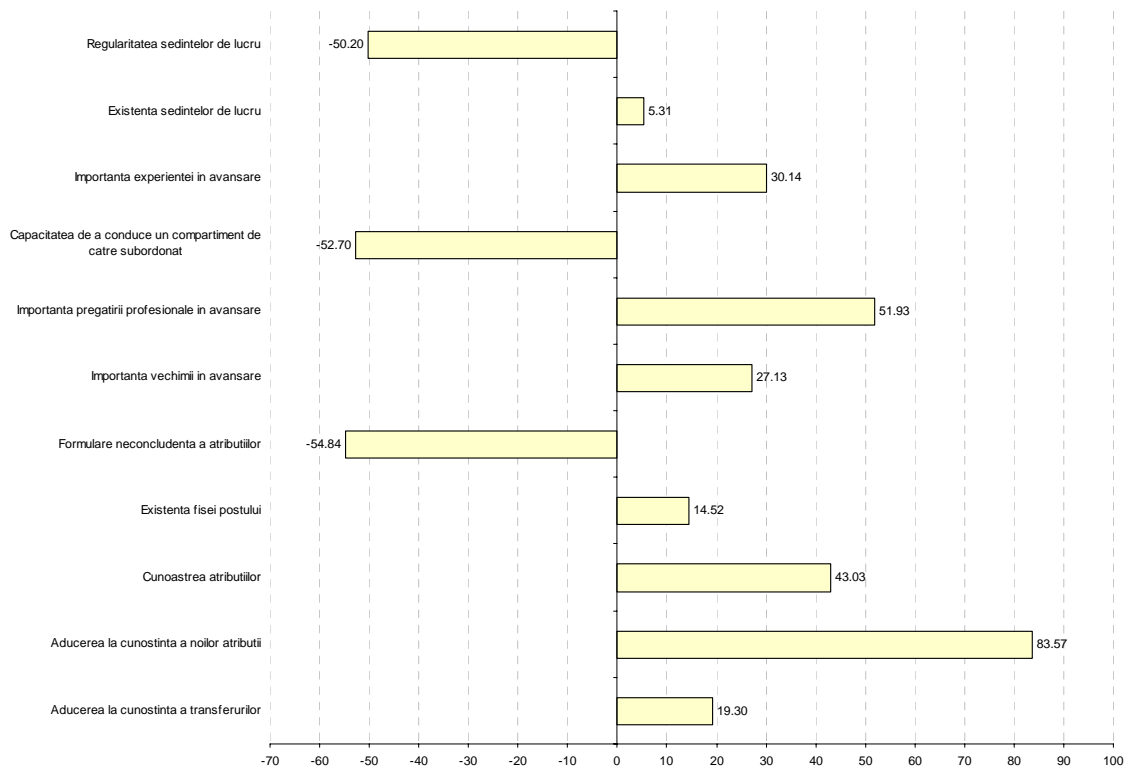
S15 / In cazul promovarilor se pune accent pe pregatirea profesionala



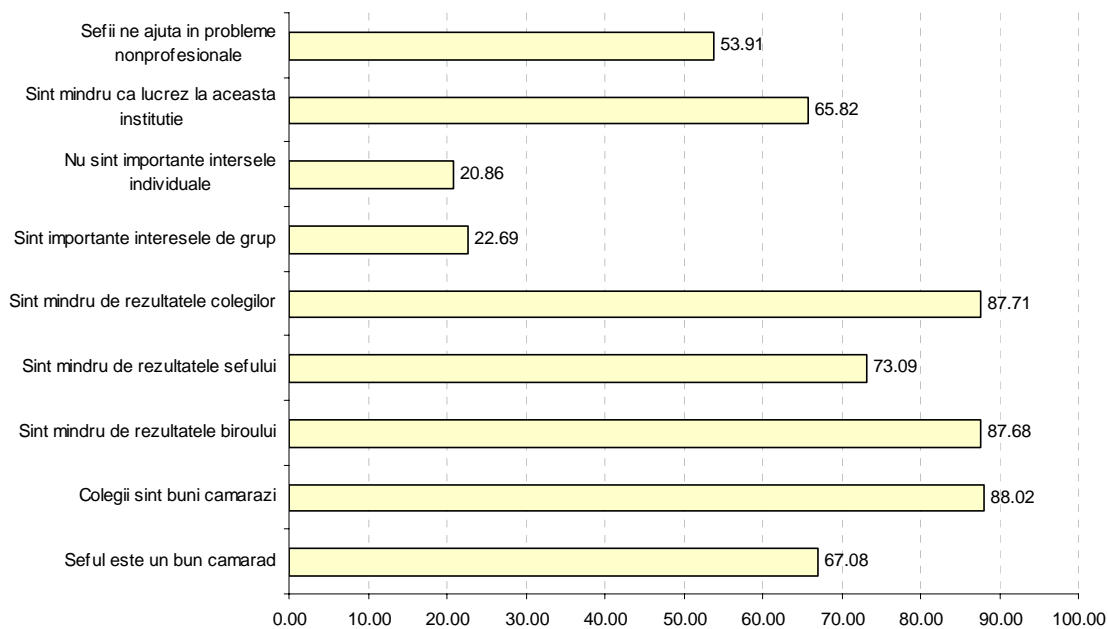
S15 / In cazul promovarilor se pune accent pe pregatirea profesionala



Regularitate (tendinta generala 10,65 din 100)



Colectivism (tendinta generala 62,99 din 100)



Distanta decizionala (tendinta generala 15,63 din 100)

