

Performance management practices in Swiss local governments

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Summary

This PhD thesis is part of a research project funded by the Swiss National Science Foundation (SNSF) which aims to study, for the first time, the implementation of performance management practices in Switzerland's local governments.

More specifically, this research intends to investigate whether and how these managerial practices influence public employees' perceptions about their working experiences in order to identify the conditions likely to favour their successful implementation.

To this end, the data collected from a selection of Swiss municipal administrations will be used to analyse the link between the implementation of performance management practices and public employees' well-being. Indeed, the latter has been widely recognised as an antecedent of organisational performance from previous empirical research. Moreover, the theoretical framework underpinning the study will also allow to test whether public employees' working experiences could play a mediator or moderator role in this relationship.