


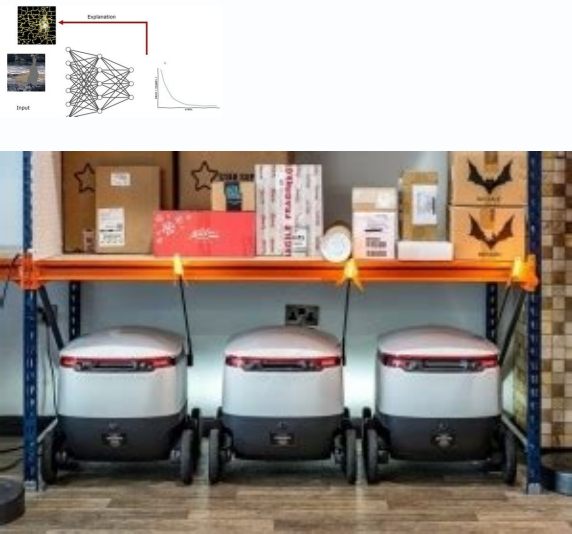
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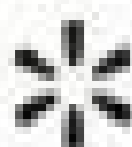
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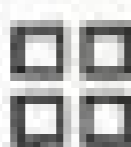
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Given the central place of public-financed services in Sweden and elsewhere, it is essential to establish positive workplaces in the public sector in order to attract and retain qualified and experienced managers. (Respondent e)Furthermore, the managers also commented on their tasks as managers, and whether they met the expectations they had when they entered their jobs. When the municipality hired her as a school principal, the authorities gave her a specific assignment to 'clean up' the school. The managers believed that while they must inevitably share some of this burden, managers' expertise is better used in overseeing daily operations. The manager's supervisor told her that she should simply accept the situation as 'good enough', despite the increased staff absenteeism and the deterioration in care. 2013; Corin 2016).The term 'employee turnover' in an organization or department broadly refers to the departure of current employees and their replacement by new employees. In addition, some staff had health problems, and interpersonal staff conflicts were common. As her administrative tasks increased, she unsuccessfully tried to delegate some of them to an administrative assistant: And when I hired an assistant to help, it wasn't allowed - I had to do everything myself. (Respondent a)The manager could only deal, metaphorically speaking, with small 'brush fires'. 'The manager shall! The manager must! I told my supervisor it was crazy. 2006) as well as reduced quality and stability of the public services provided (Mor Barak, Nissly, and Levin 2001).To date, there is scant research on employee turnover in the public sector (Selden and Moyinhan 2000) and still less on turnover among public-sector managers (Cregård, Corin, and Skagert 2017). The narratives of managerial turnover reveal the complexity of the decision to leave or remain in a job, containing a mixture of push and pull factors, negative feelings, unmet expectations and extraordinary events. Björk et al. Although our respondent sample is diverse in terms of the respondents' workplaces, work environments, work tasks, and gender, we draw no conclusions based on this diversity. In 2016, more than 18 per cent of the Swedish workforce was employed in the municipal sector (per Swedish Agency for Public Management, 3 July 2018) including approximately 35,000 managers. The municipal sector in Sweden has experienced significant changes in the last three decades as a result of the introduction of New Public Management (NPM). Several managers said this lack of time made them feel inadequate and overtrained.If you are to work as a manager, you do not want to do just administration and there should be administrative support, so that you can work on service development and quality. They did not support me with their supervisors - I was completely alone. For more details on the interviews conducted, see Table 2.Face-to-face interviews were conducted with the managers in 2015 and 2016 at their offices. The narratives reveal the turnover decision to be a complex and often protracted process involving numerous elements embedded in the context (see also e.g. Allen et al. A structure that provides professional, hands-on support for issues related to personnel, finance, audits, and IT can relieve much of the burden that overwhelms operations managers, who can then spend more time and effort on the organization's core activities. 2014; Hom et al. Although she sometimes thought about leaving the position, she remained because she thought she had made a positive difference - especially in the beginning.However, she was often frustrated by how the politicians and her supervisors micro-managed some areas of her work. Push and pull factors influencing managerial turnover. Current (or former) job experienceNew (or potential) job perceptionsPush factorsOrganizational structureNo or insufficient hands-on administrative supportSplit between different goals and valuesSplit between different units and contactsToo many subordinatesToo many meetings and too little timeJob characteristicsIllegitimate tasksUninterested or mistrustful supervisorsInsufficient control over own agendaInadequate strategic leadershipSupervisors' excessive administrative and audit requestsDevelopment of core services is out of reachInsufficient time for subordinatesSense of lonelinessMicromanagement by supervisorsConflicts among subordinatesOrganizational structureToo many, multifaceted organizational unitsToo many subordinatesInsufficient hands-on administrative supportJob characteristicsRisk of losing control of the jobBuilding trust takes time and effortSense of letting down current subordinatesPull factorsOrganizational structurePersonal administrative supportFewer subordinatesFewer, less multifaceted organizational unitsJob characteristicsWell-known supervisorSense of appreciationNo potential conflict of interest was reported by the authors.Notes The manager knew this was a challenging assignment.Yet, after several years as school principal, the manager had made some progress, and the teachers in particular appreciated her efforts and dedication. The current managers had been in their positions for at least five years. In such very challenging situations, the current work environment may be no longer endurable.Nevertheless, some managers in the public sector remain in their positions, even for years. She spent too much of her time preparing statistics for reports on her management activities. When the politicians decided to relocate the home for the elderly, the home's routines were disrupted, increasing stress for the manager, staff, and residents. The managers with such support thought their work was more appreciated, leading to a sense that they had more control over their work. And I have never achieved so little. The managers called for support from their managers to be able to prioritize, but also for confirmation, leeway, and protection:[I should] not [have been] just someone to give the task to, but my boss should have worked with me on how to do the job. Particularly lacking in turnover research that takes the perspective of operations managers (i.e. first-line managers directly responsible for supervising staff performance, departmental budgets, and various corrections). Push factors are the work experiences and organizational conditions that cause employees to leave their current positions. Thirty-five operations managers (employed at the three studied municipalities or in other Swedish municipalities) discussed the findings, relevance and credibility. Employee departures may be voluntary or involuntary. Some turnover researchers caution other researchers about making broad generalizations across populations, advising them to consider occupational and organizational contexts when studying voluntary turnover (Carmeli and Weisberg 2006; Griffith, Hom, and Gaertner 2000).Between 1992 and 2014, 12 peer-reviewed articles were published on public-sector voluntary managerial turnover and its antecedents (Cregård, Corin, and Skagert 2017), but few articles on the subject have appeared since then. (2013, 263) described illegitimate tasks as the tasks 'considered to be inappropriate as a result of a specific person with regard to that person's occupational status, or, to the range of his or her occupation'. We assured all respondents of personal and organizational anonymity. While push and pull factors influence turnover, they do not capture the full complexity of the turnover decision, which touches on a multitude of antecedents, contexts, processes, and emotions.The manager (a fictitious composite) of two nursing homes - a home for the elderly and a home for the disabled - accepted the managerial position at her supervisor's request when the position became vacant. Our study makes two contributions to research. (2008). The pull factors, which the managers cited as reasons for remaining in their positions, in summary reflect their appreciation of administrative/supervisory support, challenging work tasks, good communication, and work control (Table 3).We focus on the following three areas of push and pull factors: administrative support, supervisory support, and work tasks. We chose the managerial respondents from three Swedish municipalities with varying characteristics. That is not to say, however, that other push and pull factors are irrelevant in arriving at the leave or remain decision. The organizational structure should be so constructed that it provides administrative support to managers. Our hope is that the findings are used for ultimately create healthy organizations.Public-sector managers have an important role in developing their organizations since they directly influence employees and change processes (Tvedt, Saksrud, and Nytrø 2009; Whitehouse 2006). We used a five-step procedure to analyse the managers' narratives. These narratives, which are presented in the 'Findings' section, are consensus narratives of job characteristics, responsibilities, and leave/remain decisions. The school had severe problems related to both finances and staffing. 2015). All the time, all the time. The push factors, which the managers cited as reasons for leaving their positions, in summary reflect their grievances about their work isolation, illegitimate work tasks, insufficient administrative/supervisory support, and lack of work control. Managers require greater flexibility in selecting the administrative tasks best suited to their talents and skills.Our findings are consistent with research showing that operations managers in the public sector generally have too little administrative support (e.g. Höckertin 2007; Wikström and Dellve 2009). Second, our use of composite managerial narratives is a qualitative research approach that can be used to tell a story (Robert and Shenhar 2014) of managerial turnover in the public sector, revealing the complexity of the decision.From our perspective, narratives are useful for understanding a studied phenomenon in both its entirety and in its essential elements. The experience category reflects what the managers know, the perceptions category what they imagine. ... I have never had so much to do. It was difficult to hire qualified staff. Descriptions of the three municipalities. Municipality AMunicipality BMunicipality CSIZE100,000 inhabitants500,000 inhabitantsUrbanizationSuburban municipalityLarge cityMetropolitan municipalityPolitical governanceRight minorityLeft minorityLeft majorityTable 2. We have chosen this approach as we discovered early in our investigation that the managers' stories were similar in many respects. Management of the more than 20 different IT applications was especially time consuming. 2016; Hom et al. They may have a more complete complaints about their work environment, but they identify positive (pull) factors of their work that help counterbalance the negative (push) factors. 2010b; Castle 2005; Emmes-Jedenastik 2014; Feiock et al. The principal stated: I noticed that my supervisors did not interact upwards in the company in any way and they are supposed to ... the communication didn't work. 2017) on work discontent and work resignation. First, the manager turnover-work environment linkage has not been well examined in research. 2008; Tekampe and Stream 2009). Thus, providing support to their subordinate managers should be a prioritized part of upper managements HRD role in order for the operations managers to perform well and be sustainable in the organization over time. One shouldn't have to put three hours into ordering computers, especially when they turn out to be the wrong ones. For the organization, high employee turnover may be more negative (Abbasi and Hollman 2000; Kleinknecht, Kwee, and Budyanto 2016), although this depends on who leaves and why (Connolly 2018; Hausknecht and Holwerda 2013). We conducted a focus group interview with seven HR managers. 2009; Björk and Hårenstam 2016) and more engaged supervisors could lead to a better understanding of operations managers' work environments, perhaps reducing the turnover rate. Another example is Tekniqne and Stream's (2009) study of American county managers. Research on the antecedents of voluntary managerial turnover in the public sector is clearly needed if we are to address the workforce challenges and outcomes of the high rate of public-sector manager turnover. Thilander (2013) also drew attention to the HRM and HRD problems that result when operations managers lack support for their administrative and personnel responsibilities.The absence or presence of administrative support is an important factor influencing the leave or remain decisions of the studied operations managers. They stated that the formal and informal descriptions of what a manager is supposed to accomplish are not in line with what they actually do in their daily work. The interview lasted approximately three hours. Managers who value the opportunities for social interaction at their current organizations are more likely to remain in their positions (Peterson 2009). I just go to meetings. Nevertheless, as our findings reveal, many of the managers' narratives are notable for the consistency of their reasons for leaving or remaining. But the narratives contain more. We therefore considered push and pull factors (see above), organizational structure, and job characteristics in our analysis (e.g. Charsz 2006; Corbin and Strauss 1990). She was especially pleased because the offer came from a well-respected manager who knew of her work history and would provide her with administrative support. Furthermore, this will probably also aid the operations managers in their own development-focused leadership and thus the fulfillment of their HRD role in relation to their own employees (Lee, Idris, and Tuckey 2018).Previous research has examined the illegitimacy (or legitimacy) of tasks assigned to managers. Three possible HRD actions to decrease undesirable managerial turnover are identified: re-work organizational structures; re-model job characteristics; and re-examine managerial turnover decisions as a long and complex process. We also believe that this approach advances our understanding of the complexity of the turnover decision.To obtain broad representation of managerial workplaces and thereby ensure the richness of the study's empirical data, we used a purposeful sampling technique based on variation (Palinkas et al. This research should investigate the antecedents to such turnover and, ultimately, aim to reduce its high rate. You are supposed to do everything from writing the personnel decisions or ... like ... What can be reduced and executed in a smarter way? Therefore, we conducted individual interviews with five currently and nine formerly employed operations managers at the municipalities. We had three goals in this interview: to obtain background information about the municipalities, to obtain general information on managerial turnover in the municipalities, and to identify operations managers for subsequent interviews. Conducted interviews. Managers who stayed in their jobsManagers who left their jobsMunicipalityABCABC: Social care 2 (2)a1 (1)b2 (2)c1 (1)d: Education1 (0)e1 (1)f 1 (1)g 1 (1)h: Technical services 1 (1)i1 (0)j1 (0)k1 (0)lTable 3. The background information was useful in preparing for the individual face-to-face manager interviews.Allen et al. For example, the residents of the two nursing homes, with their various demands and needs, required specialized services and care. (Respondent j)This lack of supervisory support and appreciation was the manager's greatest disappointment. They were chosen to ensure representation of all three municipalities, with a strategic HR manager and at least one operational HR manager from each municipality. Hayward et al. (Respondent i) It is entirely up to yourself [to prioritize and define]. Some of the investigated managers had many subordinates and separate service functions within their responsibilities. Research on manager turnover in the public sector mainly provides findings in the first two categories. They recommend that key, change times on the office cars, and resolve problems with the elevator alarm system. We also used the system to store all notes from the interviews, meetings, and seminars related to the study. 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