

Administrative Behavior A Study Of Decision Making Processes In Administrative Organizations

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Administrative Behavior - Herbert Alexander Simon 1968

Administrative Behavior - Herbert A. Simon 1945

Crisis-Related Decision-Making and the Influence of Culture on the Behavior of Decision Makers - Ásthildur Elva Bernhardsdóttir 2015-08-31

This book provides an analysis on the impact of culture on crisis management, exploring how different cultural types are reflected in crisis-related decision making patterns. Providing an interdisciplinary and international perspective with a rich research and practical outlook, this work is an important contribution to the field of crisis management and decision making. Offering essential understanding to how countries, organizations, groups and individuals prepare for and respond to crises thus combining research across several disciplines, offering theoretical development, empirical testing and reporting on the testing of a large number of hypotheses across several frameworks. The novelty of this book lies in its presentation of the quantitative testing of the relationship between cultural theory and crisis management, drawing on data from cases that cross continents and crises types. The book also includes a review of cases from South Korea and suggests a number of ways in which practitioners at various levels of government can prepare their organizations to cope better with the introduction of cultural bias into the decision making process. Those with an interest in risk management, disaster management and crisis management will value this pioneering work as it reveals the influence of cultural bias in decision making processes. This work offers important insights for practice as well as for theory-building, scholars and practitioners of public administration, management, political, and international relations, organizational, social and cultural psychology, amongst others, will all gain from reading this work.

Handbook of Decision Making - Goktug Morcol 2006-11-01
Over time, thought processes and decision making styles evolved and were shaped by theological, philosophical, political, social, and environmental factors and trends. Recently, advances in technology have borne an unprecedented influence on our social environment. Contemporary thinking inevitably reflects this influence and moves us from a linear,

The Paradox of Choice - Barry Schwartz 2009-10-13
Whether we're buying a pair of jeans, ordering a cup of coffee, selecting a long-distance carrier, applying to college, choosing a doctor, or setting up a 401(k), everyday decisions—both big and small—have become increasingly complex due to the overwhelming abundance of choice with which we are presented. As Americans, we assume that more choice means better options and greater satisfaction. But beware of excessive choice: choice overload can make you question the decisions you make before you even make them, it can set you up for unrealistically high expectations, and it can make you blame yourself for any and all failures. In the long run, this can lead to decision-making paralysis, anxiety, and perpetual stress. And, in a culture that tells us that there is no excuse for falling short of perfection when your options are limitless, too much choice can lead to clinical depression. In *The Paradox of Choice*, Barry Schwartz explains at what point choice—the hallmark of individual freedom and self-determination that we so cherish—becomes detrimental to our psychological and emotional well-being. In

accessible, engaging, and anecdotal prose, Schwartz shows how the dramatic explosion in choice—from the mundane to the profound challenges of balancing career, family, and individual needs—has paradoxically become a problem instead of a solution. Schwartz also shows how our obsession with choice encourages us to seek that which makes us feel worse. By synthesizing current research in the social sciences, Schwartz makes the counter intuitive case that eliminating choices can greatly reduce the stress, anxiety, and busyness of our lives. He offers eleven practical steps on how to limit choices to a manageable number, have the discipline to focus on those that are important and ignore the rest, and ultimately derive greater satisfaction from the choices you have to make.

Satisficing and Maximizing - Michael Byron 2004-07-19
How do we think about what we plan to do? One dominant answer is that we select the best possible option available. However, a growing number of philosophers would offer a different answer: since we are not equipped to maximize we often choose the next best alternative, one that is no more than satisfactory. This strategy choice is called satisficing (a term coined by the economist Herb Simon). This new collection of essays explores both these accounts of practical reason.
Administrative Behavior. A Study of Decision-Making Processes in Administrative Organization de Herbert Alexander Simon - Encyclopaedia Universalis, 2015-11-10
Bienvenue dans la collection Les Fiches de lecture d'Universalis Au début des années 1940, il existe au sein des sciences administratives américaines un accord sur quatre principes supposés garantir la bonne gestion des affaires publiques ou des entreprises : la spécialisation des tâches ; l'unité de commandement ; la limitation de l'aire de contrôle d'un supérieur hiérarchique ; et l'organisation par objectif, procédé, clientèle, ou zone desservie. Une fiche de lecture spécialement conçue pour le numérique, pour tout savoir sur *Administrative Behavior. A Study of Decision-Making Processes in Administrative Organization* de Herbert Alexander Simon Chaque fiche de lecture présente une œuvre clé de la littérature ou de la pensée. Cette présentation est couplée avec un article de synthèse sur l'auteur de l'œuvre. A propos de l'Encyclopaedia Universalis : Reconnue mondialement pour la qualité et la fiabilité incomparable de ses publications, Encyclopaedia Universalis met la connaissance à la portée de tous. Écrite par plus de 7 200 auteurs spécialistes et riche de près de 30 000 médias (vidéos, photos, cartes, dessins...), l'Encyclopaedia Universalis est la plus fiable collection de référence disponible en français. Elle aborde tous les domaines du savoir.

Economic Foundations of Strategy - Joseph T. Mahoney 2005

The theoretical foundations of management strategy are identified and outlined in this text. Five theories are considered in the light of questions about how organisations operate efficiently, cost minimization, wealth creation, individual self-interest, and continued growth.

Noise - Daniel Kahneman 2021-05-18

From the Nobel Prize-winning author of *Thinking, Fast and Slow* and the coauthor of *Nudge*, a revolutionary exploration of why people make bad judgments and how to make better ones—"a tour de force" (New York Times). Imagine that two doctors in the same city give different diagnoses to identical patients—or that two judges in the same courthouse give markedly different sentences to

people who have committed the same crime. Suppose that different interviewers at the same firm make different decisions about indistinguishable job applicants—or that when a company is handling customer complaints, the resolution depends on who happens to answer the phone. Now imagine that the same doctor, the same judge, the same interviewer, or the same customer service agent makes different decisions depending on whether it is morning or afternoon, or Monday rather than Wednesday. These are examples of noise: variability in judgments that should be identical. In *Noise*, Daniel Kahneman, Olivier Sibony, and Cass R. Sunstein show the detrimental effects of noise in many fields, including medicine, law, economic forecasting, forensic science, bail, child protection, strategy, performance reviews, and personnel selection. Wherever there is judgment, there is noise. Yet, most of the time, individuals and organizations alike are unaware of it. They neglect noise. With a few simple remedies, people can reduce both noise and bias, and so make far better decisions. Packed with original ideas, and offering the same kinds of research-based insights that made *Thinking, Fast and Slow* and *Nudge* groundbreaking New York Times bestsellers, *Noise* explains how and why humans are so susceptible to noise in judgment—and what we can do about it.

Psychological Perspectives on Ethical Behavior and Decision Making - David DeCremer 2009-08-01

The book is divided into three relatively coherent sections that focus on understanding the emergence of (un)ethical decisions and behaviors in our work and social lives by adopting a psychological framework. The first section focuses on reviewing our knowledge with respect to the specific notions of ethical behavior and corruption. These chapters aim to provide definitions, boundary conditions and suggestions for future research on these notions. The second section focuses on the intra-individual processes (affect, cognition and motivation) that determine why and how people display unethical behavior and are able to justify this kind of behavior to a certain extent. In these chapters the common theme is that given specific circumstances psychological processes are activated that bias perceptions of ethical behavior and decision making. The third section explores how organizational features frame the organizational setting and climate. These chapters focus on how employment of sanctions, procedurally fair leadership and a general code of conduct shapes perceptions of the organizational climate in ways that it becomes clear to organizational members how just, moral and retributive the organization will be in case of unethical behavior.

Administrative Behavior - Herbert A. Simon 2013-08

Organizations - James G. March 1993-05-07

Everything you ever wanted to know about growing grapes March and Simon's *Organizations* has become a classic in the field of organizational management for its broad scope and depth of information. Written by two of the most prominent experts in the field, this book offers invaluable insight on all aspects of organizational culture through deep discussion of organization theory. The definitive reference for topics including bounded rationality, satisficing, inducement/contribution balances, attention focus, uncertainty absorption and more, this seminal text offers authoritative insight with a practical grounding in the field.

The Forest Ranger - Herbert Kaufman 2006

First Published in 2006. Routledge is an imprint of Taylor & Francis, an informa company.

Administrative Burden - Pamela Herd 2019-01-09

Bureaucracy, confusing paperwork, and complex regulations—or what public policy scholars Pamela Herd and Donald Moynihan call administrative burdens—often introduce delay and frustration into our experiences with government agencies. Administrative burdens diminish the effectiveness of public programs and can even block individuals from fundamental rights like voting. In *Administrative Burden*, Herd and Moynihan document that the administrative burdens citizens regularly encounter in their interactions with the state are not simply unintended byproducts of governance, but the result of deliberate policy choices. Because burdens affect people's perceptions of government and often perpetuate long-standing inequalities, understanding why administrative burdens exist and how they can be reduced is essential for maintaining a healthy public sector.

Through in-depth case studies of federal programs and controversial legislation, the authors show that administrative burdens are the nuts-and-bolts of policy design. Regarding controversial issues such as voter enfranchisement or abortion rights, lawmakers often use administrative burdens to limit access to rights or services they oppose. For instance, legislators have implemented administrative burdens such as complicated registration requirements and strict voter-identification laws to suppress turnout of African American voters. Similarly, the right to an abortion is legally protected, but many states require women seeking abortions to comply with burdens such as mandatory waiting periods, ultrasounds, and scripted counseling. As Herd and Moynihan demonstrate, administrative burdens often disproportionately affect the disadvantaged who lack the resources to deal with the financial and psychological costs of navigating these obstacles. However, policymakers have sometimes reduced administrative burdens or shifted them away from citizens and onto the government. One example is Social Security, which early administrators of the program implemented in the 1930s with the goal of minimizing burdens for beneficiaries. As a result, the take-up rate is about 100 percent because the Social Security Administration keeps track of peoples' earnings for them, automatically calculates benefits and eligibility, and simply requires an easy online enrollment or visiting one of 1,200 field offices. Making more programs and public services operate this efficiently, the authors argue, requires adoption of a nonpartisan, evidence-based metric for determining when and how to institute administrative burdens, with a bias toward reducing them. By ensuring that the public's interaction with government is no more onerous than it need be, policymakers and administrators can reduce inequality, boost civic engagement, and build an efficient state that works for all citizens.

The Psychology of Decision Making - Lee R. Beach 2005-01-05

The *Psychology of Decision Making* provides an overview of decision making as it relates to management, organizational behavior issues, and research. This engaging book examines the way individuals make decisions as well as how they form judgments privately and in the context of the organization. It also discusses the interplay of group and institutional dynamics and their effects upon the decisions made within and on the behalf of organizations.

A Behavioral Theory of the Firm - Richard Michael 1921-Cyert 2021-09-10

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Administrative Behavior - Herbert Alexander Simon 1976

The aim of the book is to show how organizations can be understood in terms of their decision processes. The central point is that decision-making is the heart of administration. The language and conceptual framework for describing administration must be based on the logic and psychology of human choice, i.e. economic theory and psychology. Simon got a Nobel's prize in 1978 for his contributions to science within decision processes in economic organizations.

The Oxford Handbook of Classics in Public Policy and Administration - Steven J. Balla 2015

This Handbook brings together a collection of leading international authors to reflect on the influence of central contributions, or classics, that have shaped the development of the field of public policy and administration. The Handbook reflects on a wide range of key contributions to the field, selected on the basis of their international and wider disciplinary impact.

Focusing on classics that contributed significantly to the field over the second half of the 20th century, it offers insights into works that have explored aspects of the policy process, of particular features of bureaucracy, and of administrative and policy reforms. Each classic is discussed by a leading international scholar. They offer unique insights into the ways in which individual classics have been received in scholarly debates and disciplines, how classics have shaped evolving research agendas, and how the individual classics continue to shape contemporary scholarly debates. In doing so, this volume offers a novel approach towards considering the various central contributions to the field. The Handbook offers students of public policy and administration state-of-the-art insights into the enduring impact of key contributions to the field.

Administration Behavior - Herbert Alexander Simon 1947

Behavioral Decision Theory - Kazuhisa Takemura
2021-09-29

This book is the second edition of Behavioral Decision Theory, published in 2014. The main approach and structure of this book have been retained in the new edition. However, this second edition provides a fresh overview of the idea of behavioral decision theory and related research findings such as theoretical and empirical discoveries of preference formation, time discounting, social interaction, and social decision making. The book covers a wide range from classical to relatively recent major studies concerning behavioral decision theory, which, in brief, is a general term for descriptive theories to explain the psychological knowledge related to people's decision-making behavior. It is called a theory but is actually a combination of various psychological theories, for which no axiomatic systems—such as those associated with the utility theory widely used in economics—have been established. The utility theory is often limited to qualitative knowledge; however, as the studies of Nobel laureates H. A. Simon, D. Kahneman, and R. Thaler have suggested, the psychological methodology and knowledge of behavioral decision theory have been applied widely in such fields as economics, business administration, and engineering and are expected to become even more useful in the future. Research into people's decision making represents an important part in those fields, various aspects of which overlap with the scope of behavioral decision theory. This theory is closely related to behavioral economics and behavioral finance, which have come into greater use in recent years. This book will appeal especially to graduate students, advanced undergraduate students, and researchers who are interested in decision-making phenomena.

Administrative Behavior - Herbert Alexander Simon 1965

Administrative Behavior - Herbert Alexander Simon 1957

How Will You Measure Your Life? (Harvard Business Review Classics) - Clayton M. Christensen 2017-01-17

In the spring of 2010, Harvard Business School's graduating class asked HBS professor Clay Christensen to address them—but not on how to apply his principles and thinking to their post-HBS careers. The students wanted to know how to apply his wisdom to their personal lives. He shared with them a set of guidelines that have helped him find meaning in his own life, which led to this now-classic article. Although Christensen's thinking is rooted in his deep religious faith, these are strategies anyone can use. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

Administration Behavior a Study of Decision-making Processes in Administrative Organization - Herbert Alexander Simon 1950

Creating New Knowledge in Management - Ellen O'Connor
2011-12-07

Creating New Knowledge in Management rediscovers lost sources in the work of Mary Parker Follett and Chester Barnard, providing a foundation for management as a

unique and coherent discipline. This book begins by explaining that research universities, and the management field in particular, have splintered into smaller and less related parts. It then recovers a lost tradition of integrating management and the humanities, exploring ways of building on this convention to advance the unique art and science of business. By way of Follett and Barnard's work, author Ellen S. O'Connor demonstrates how the shared values, purposes, and customs of management and the humanities can be used to build an enterprise that will help to meet the challenges of business today. Igniting approaches to management that build on humanistic traditions is the ultimate goal of this book. Therefore, the text ends with two experiments—one in the classroom and one with a business executive—that take up this call and offer a perspective on where management must go next.

Administrative Behavior - Herbert Alexander Simon 1970

Administrative Behavior, 4th Edition - Herbert A. Simon
1997-03

Nobel Prize-winner Herbert Simon commemorates the fiftieth anniversary of his classic Administrative Behavior by updating the original work with commentaries examining new facets of the topic.

Reason in Human Affairs - Herbert Simon 1990-07-01

What can reason (or more broadly, thinking) do for us and what can't it do? This is the question examined by Herbert A. Simon, who received the 1978 Nobel Prize in Economic Sciences "for his pioneering work on decision-making processes in economic organizations." The ability to apply reason to the choice of actions is supposed to be one of the defining characteristics of our species. In the first two chapters, the author explores the nature and limits of human reason, comparing and evaluating the major theoretical frameworks that have been erected to explain reasoning processes. He also discusses the interaction of thinking and emotion in the choice of our actions. In the third and final chapter, the author applies the theory of bounded rationality to social institutions and human behavior, and points out the problems created by limited attention span human inability to deal with more than one difficult problem at a time. He concludes that we must recognize the limitations on our capabilities for rational choice and pursue goals that, in their tentativeness and flexibility, are compatible with those limits.

Goal-Directed Decision Making - Richard W. Morris
2018-08-23

Goal-Directed Decision Making: Computations and Neural Circuits examines the role of goal-directed choice. It begins with an examination of the computations performed by associated circuits, but then moves on to in-depth examinations on how goal-directed learning interacts with other forms of choice and response selection. This is the only book that embraces the multidisciplinary nature of this area of decision-making, integrating our knowledge of goal-directed decision-making from basic, computational, clinical, and ethology research into a single resource that is invaluable for neuroscientists, psychologists and computer scientists alike. The book presents discussions on the broader field of decision-making and how it has expanded to incorporate ideas related to flexible behaviors, such as cognitive control, economic choice, and Bayesian inference, as well as the influences that motivation, context and cues have on behavior and decision-making. Details the neural circuits functionally involved in goal-directed decision-making and the computations these circuits perform Discusses changes in goal-directed decision-making spurred by development and disorders, and within real-world applications, including social contexts and addiction Synthesizes neuroscience, psychology and computer science research to offer a unique perspective on the central and emerging issues in goal-directed decision-making

Administrative Behavior - Herbert A. Simon 1961

Primer on Decision Making - James G. March 1994-05-23

Building on lecture notes from his acclaimed course at Stanford University, James March provides a brilliant introduction to decision making, a central human activity fundamental to individual, group, organizational, and societal life. March draws on research from all the disciplines of social and behavioral science to show decision making in its broadest context. By emphasizing how decisions are

actually made -- as opposed to how they should be made -- he enables those involved in the process to understand it both as observers and as participants. March sheds new light on the decision-making process by delineating four deep issues that persistently divide students of decision making: Are decisions based on rational choices involving preferences and expected consequences, or on rules that are appropriate to the identity of the decision maker and the situation? Is decision making a consistent, clear process or one characterized by ambiguity and inconsistency? Is decision making significant primarily for its outcomes, or for the individual and social meanings it creates and sustains? And finally, are the outcomes of decision processes attributable solely to the actions of individuals, or to the combined influence of interacting individuals, organizations, and societies? March's observations on how intelligence is -- or is not -- achieved through decision making, and possibilities for enhancing decision intelligence, are also provided. March explains key concepts of vital importance to students of decision making and decision makers, such as limited rationality, history-dependent rules, and ambiguity, and weaves these ideas into a full depiction of decision making. He includes a discussion of the modern aspects of several classic issues underlying these concepts, such as the relation between reason and ignorance, intentionality and fate, and meaning and interpretation. This valuable textbook by one of the seminal figures in the history of organizational decision making will be required reading for a new generation of scholars, managers, and other decision makers.

Administrative Behavior - Herbert Alexander Simon 1948

Administrative Behavior - Herbert A. Simon 1957

Organizational Behavior 2 - John B. Miner 2006

"The sequel to *Organizational Behavior: Essential Theories of Motivation and Leadership* (2005) provides a review and analysis of the key theories of macro-organizational behavior. It provides background on scientific method, theory construction and evaluation, measurement considerations, research design, and the nature of knowledge in organizational behavior, and discusses theories in areas including decision-making, systems, and organizational sociology. The text assumes prior studies in fields such as organizational behavior and management." -- Publisher.

Administrative Behavior - Herbert Alexander Simon 1961

Administrative Behavior - William Blake 1957

Redesigning the Firm - Edward H. Bowman 1995-08-31

The rapidly changing nature of the modern industrial world has helped spark a radical rethinking of the design of corporations, changes no less revolutionary than the wave of innovations associated with the names of Frederick Taylor and Henry Ford at the dawn of this century. In *Redesigning the Firm*, nineteen experts from one of the nation's premier business schools, the Wharton School at the University of Pennsylvania, take an informed look based on their own research at various aspects of this revolution, offering managers a host of insights and powerful tools for orchestrating change in their firm. *Redesigning the Firm* illuminates many of the challenges that confront the executive, approaching the issue from a wide variety of perspectives. The book considers, for instance, whether the firm's stockholders, directors, and managers should reevaluate how they distribute power and share information, and it explores why external board members often fail to exercise a strong voice in governance. It looks at the changing boundary of the firm, as partnerships and alliances have become more important, examining this new development in three types of market: emerging markets such as Eastern Europe, markets where economies of scale provide a critical advantage, and dynamic markets where speed is essential. It examines the use of suppliers in Japanese, American, and European firms, and finds the former to be more efficient. Some of the essays are quite eye-opening. For instance, one chapter demonstrates that firms can increase product variety at no extra cost, revealing how a study of the automotive industry shows that investing in training, in flexible manufacturing processes, and in better operations management will increase variety without compromising productivity or lowering quality. And one chapter sounds

a strong note of dissent, contending that the design of organizations matters little to a global competitor-- what matters is how managers think about the world, and how the operating procedures they use guide decision-making and behavior. In the final section, editors Bowman and Kogut reflect on two outstanding issues concerning the design of the firm: how much of what managers used to believe was critical to their success can they place outside their ownership boundaries; and how to deal with the complex challenges that modular design presents. The editors apply their conclusions to the Wharton School itself, making the book particularly valuable for anyone concerned with the quality and future of business education in America. Here then is the best thinking by leading experts in corporate design, who examine the best ways to generate speed, variety, and flexibility, to expand the firm over time and over national boundaries, and to prepare a corporation for the next century.

Administrative Behavior, 4th Edition - Herbert A. Simon 2013-02-05

In this fourth edition of his ground-breaking work, Herbert A. Simon applies his pioneering theory of human choice and administrative decision-making to concrete organizational problems. To commemorate the fiftieth anniversary of the book's original publication, Professor Simon enhances his timeless observations on the human decision-making process with commentaries examining new facets of organizational behavior. Investigating the impact of changing social values and modern technology on the operation of organizations, the new ideas featured in this revised edition update a book that has become a worldwide classic. Named by *Public Administration Review* as "Book of the Half Century," *Administrative Behavior* is considered one of the most influential books on social science thinking, and was referred to by the Nobel Committee as "epoch-making." Written for managers and other professionals who wish to understand the decision-making processes at the heart of organization and management, it is also essential reading for students in business and management, economics, sociology, psychology computer science, government, and law.

Models of My Life - Herbert A. Simon 1996-10-08

In this candid and witty autobiography, Nobel laureate Herbert A. Simon looks at his distinguished and varied career, continually asking himself whether (and how) what he learned as a scientist helps to explain other aspects of his life. A brilliant polymath in an age of increasing specialization, Simon is one of those rare scholars whose work defines fields of inquiry. Crossing disciplinary lines in half a dozen fields, Simon's story encompasses an explosion in the information sciences, the transformation of psychology by the information-processing paradigm, and the use of computer simulation for modeling the behavior of highly complex systems. Simon's theory of bounded rationality led to a Nobel Prize in economics, and his work on building machines that think--based on the notion that human intelligence is the rule-governed manipulation of symbols--laid conceptual foundations for the new cognitive science. Subsequently, contrasting metaphors of the maze (Simon's view) and of the mind (neural nets) have dominated the artificial intelligence debate. There is also a warm account of his successful marriage and of an unconsummated love affair, letters to his children, columns, a short story, and political and personal intrigue in academe.

Improving the Military Acquisition Process - Michael D. Rich 1986

"This report, drawing on more than 30 years of RAND research, evaluates past experience with defense development and production, identifies trends that will affect future acquisition activity, and recommends improvements in the acquisition process to meet future challenges. The findings indicate that, in terms of the three most generally accepted measures for judging the acquisition process--cost growth, schedule slippage, and functional performance shortfalls--there has been steady improvement in program outcomes over time. The authors present an integrated strategy for meeting the future force-modernization challenges: improve the requirement-formulation process, make early development more austere, separate critical subsystem development from platform development, encourage austere prototyping, improve the transition from full-scale development to production, focus more attention on upgrading fielded

systems, and stimulate plant modernization and

production flexibility."--Rand Abstracts.