The Good State and the Good Civil Servant. Crystallisation of Normative Patterns among Governmental Administrative Elites

The article aims to present the normative visions of the good state and the good civil servant shared among the directors of substantive departments of government ministries who were surveyed for the purposes of the study. The degree to which these visions are crystallised and their convergence are also assessed. Normative patterns are an important regulator of collective actions and, in addition, in the case in question, they provide a good indicator of both the institutionalisation of government administration and the consolidation of its elites, which are operating in a democratic environment. As a result of the analysis, it was found that the patterns are relatively crystallised and distinctly differentiated. At the same time, there is no acute conflict between them and, in general, they do not rule one another out one another either, often even being complementary in nature. On these grounds, a hypothesis may be risked, to the effect that, in the case of a central state administration approached as an organisation, what we are dealing with is the multiculturalism which is typical enough in the present day. This phenomenon not only makes the partial explanation of numerous governmental actions and decisions possible, but it is also an important indication both in managing the administration and, possibly, the designing of the necessary changes in its structures and practices.

Tags: administration, governance, state, civil servants, normative patterns