
Abstract

This study aims to analyze characteristics of Gyeonggi-do headquarters' reorganizations by the 6th and 7th elected governments and to explore desirable reorganizational plans for the future. From the theoretical perspective, this study attempts to broaden objects of analysis by focusing on local government, unlike most of previous research that has centered on reorganizations of the central government. Especially those studies on reorganizations of Gyeonggi-do have tended to concentrate on prospective research, suggesting directions of reorganization. This study attempts to fill the gap in the previous literature by reviewing characteristics of reorganizations in the past. From the practical perspective, this study suggests what to prepare for the future reorganization before the 8th elected government is inaugurated.

This study explores the dynamic transition over the time based on 'Gyeonggi-do Ordinance on Administrative Organization and Personnel' and its Enforcement Rule. This study also prioritizes government functions through the analytic hierarchy process (AHP) in order to discover desirable reorganization plans for the Gyeonggi-do government.

This study finds following characteristics of Gyeonggi-do's reorganizations. First, it confirms that large-scale reorganizations were carried out at the initial stage of the formation of government. It was immediately after governor elections that reorganizations were carried out most enthusiastically. This indicates that the influence of governor on reorganization process is significant. Considering this result, it appears necessary to prepare for reorganization before a new government is formed. Meanwhile the top-down reorganization by

governor may disrupt the stability and consistency of administrative organization. Therefore it is indispensable to respond to reorganizational demands by self-organizational assessment manuals so as to prevent unnecessary administrative costs.

Second, this study finds that reorganizations were carried out more at the office, bureau, and headquarter level than at the division and director level. This contrast shows that it is difficult to apply principles of division and unification to lower organizations since their tasks are specified.

Third, this study finds that the reorganizations of Gyeonggi-do are overwhelmingly linear and nonlinear replacements. Linear and nonlinear replacements are parts of succession. Thus, Gyeonggi-do's reorganizations have characteristics of readjusting the existing organizations according to the need instead of creating new organizations or revoking the existing ones.

Meanwhile the AHP analysis shows following results. The importance (weight) of higher government functions appears in the order of quality of life, urban management, and administrative management. The comprehensive importance analysis indicates that public health and sanitation is the most important while financial function is the least important. Based on this result, this study suggests to strengthen the function of the Department of Health and Sanitation in the future reorganization of the Gyeonggi-do's 8th elected government.

Keyword Administrative Reorganization, Reorganizational Characteristics, Reorganizational Plans