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Education

2013 (Nov.): Ph.d.: Performance Information in Politics and Public Management: Impacts on Decision Making and Performance.
Department of Political Science, Aarhus University.

2010: Master of Science in Political Science (cand.scient.pol), Aarhus University.

Professional Experience

2019-: Associate Professor. Department of Political Science. Aarhus University.

2018-2019: Associate Professor. Department of Political Science and Public Management. University of Southern Denmark.

2013-2017: Assistant Professor. Department of Political Science and Public Management. University of Southern Denmark.

2010-2013: Ph.D. Candidate. Department of Political Science, Aarhus University.

2009-2010: Administrative officer at Videncenter for Pædagogisk Udvikling, Municipality of Aarhus.

Primary Areas of Research

Performance measurement and management
Organizational learning and decision making
Delegation and organizational autonomy
Accountability and responsibility attribution
Health care management
School management and performance
Leadership
Economic incentives

Publikationer

Hvad betyder resultatmålinger for delegation af autonomi?

Nielsen, P. A. & Mikkelsen, K. S., 2023, *I Statskundskabens Tjeneste: festskrift til Jens Blom-Hansen*. Mortensen, P. B. & Serritzlew, S. (red.). Århus: Forlaget Politica, s. 264-276

How Do Public Managers Learn from Performance Information? Experimental Evidence on Problem Focus, Innovative Search, and Change

Hansen, J. A. J. & Nielsen, P. A., 1 sep. 2022, I: *Public Administration Review*. 82, 5, s. 946-957 12 s.

How can public managers use performance management for improvement without demotivating employees?

Nielsen, P. A. & Grøn, C. H., jan. 2021, *Managing for Public Service Performance: How People and Values Make a Difference*. Oxford: Oxford University Press, s. 142-160

Does Performance Disclosure Affect User Satisfaction, Voice, and Exit? Experimental Evidence from Service Users

Damgaard, P. R. & Nielsen, P. A., jul. 2020, I: *Journal of Behavioral Public Administration*. 3, 2, s. 1-12

Are Transformational and Transactional Types of Leadership Compatible? A Two-Wave Study of Employee Motivation
Nielsen, P. A., Boye, S., Holten, A.-L., Jacobsen, C. B. & Andersen, L. B., jun. 2019, I: *Public Administration*. 97, 2, s. 413-428 16 s.

Conceptualizing and Measuring Transformational and Transactional Leadership

Jensen, U. T., Andersen, L. B., Ladegaard, L., Bøllingtoft, A., Mundbjerg Eriksen, T. L., Holten, A.-L., Jacobsen, C. B., Ladenburg, J., Nielsen, P. A., Salomonsen, H. H., Westergård-Nielsen, N. & Würtz, A., 1 jan. 2019, I: *Administration & Society*. 51, 1, s. 3-33 31 s.

Zone of Acceptance Under Performance Measurement: Does Performance Information Affect Employee Acceptance of Management Authority?

Nielsen, P. A. & Jacobsen, C. B., 1 sep. 2018, I: *Public Administration Review*. 78, 5, s. 684-693 10 s.

Rational planning and politicians' preferences for spending and reform: Replication and extension of a survey experiment

George, B., Desmidt, S., Nielsen, P. A. & Bækgaard, M., 21 okt. 2017, I: *Public Management Review*. 19, 9, s. 1251-1271 21 s.

Romanticizing Bureaucratic Leadership? The Politics of How Elected Officials Attribute Responsibility for Performance

Nielsen, P. A. & Moynihan, D. P., okt. 2017, I: *Governance: An international journal of Policy, Administration, and Institutions*. 30, 4, s. 541-559 19 s.

Managerial use of performance data by bureaucrats and politicians

Nielsen, P. A., 1 jan. 2017, *Experiments in Public Management Research: Challenges and Contributions*. James, O., Jilke, S. R. & Van Ryzin, G. G. (red.). Cambridge University Press, s. 244-269 26 s.

How Do Politicians Attribute Bureaucratic Responsibility for Performance? Negativity Bias and Interest Group Advocacy

Nielsen, P. A. & Moynihan, D. P., 2017, I: *Journal of Public Administration Research and Theory*. 27, 2, s. 269-283 15 s.

Ledelse i offentlige og private organisationer

Andersen, L. B., Ladegaard, L., Bøllingtoft, A., Mundbjerg Eriksen, T. L., Holten, A.-L., Jacobsen, C. B., Jensen, U. T., Ladenburg, J., Nielsen, P. A., Salomonsen, H. H., Westergård-Nielsen, N. & Würtz, A., 2017, Hans Reitzels Forlag. 285 s. (Statskundskab; Nr. 20).

Performance Information, Blame Avoidance, and Politicians' Attitudes to Spending and Reform: Evidence From an Experiment

Nielsen, P. A. & Bækgaard, M., 2015, I: *Journal of Public Administration Research and Theory*. 25, 2, s. 545-569 25 s.

Learning from Performance Feedback: Performance Information, Aspiration Levels, and Managerial Priorities

Nielsen, P. A., 2014, I: *Public Administration*. 92, 1, s. 142-160 19 s.

Performance Management, Managerial Authority, and Public Service Performance

Nielsen, P. A., 2014, I: *Journal of Public Administration Research and Theory*. 24, 2, s. 431-458 28 s.

Performance Information in Politics and Public Management: Impacts on Decision Making and Performance

Nielsen, P. A., 2013, Aarhus: Forlaget Politica. 66 s. (Politicas ph.d.-serie).

Priser

Best Journal Article published in 2017 in the Fields of Public and Nonprofit Management. Awarded by The Academy of Management Public and Nonprofit Division

Nielsen, P. A. (Modtager), 2018

Runner-Up Award for the 2017 Kooiman Prize for Best Article published in Public Management Review
Nielsen, P. A. (Modtager), 2018

The 2024 Joseph Wholey Distinguished Scholarship Award
Hansen, J. A. J. (Modtager) & Nielsen, P. A. (Modtager), 2024