

two features of the relationship between organizational and policy change involve the fact that reorganization efforts may prove to be merely cosmetic, not accompanied by changes in the substance of policy. Also, presumed organizational change may involve innovative or terminating elements; and can have "spillover" effects on operations of other organizations.²⁵ Given the nature the above, it should be understood that there is a need to monitor in concrete terms organizational effort.

Links between Sub-Objectives (S_n 's) are hypotheses.

Example: Human Trafficking Initiative (Law Enforcement)

Goal: Reduced Transnational Criminal Activity = Y addressed in part by Sub-Objective (S1), increased rate of detection of missing persons.

Counterfactual = Initial measure of slope

Sub-objective Analysis Estimating Equations

$$\text{Eq. 1: } S_i = a_1 + bT_i + eS_i$$

This equation shows the T – S link,

where, bT = estimate of the impact of the treatment on the sub-objective.

$$\text{Eq. 2: } Y_i = a + bS S_i + bTT_i + eS_i$$

where, bS shows the impact of the sub-objective on the outcome; and, where bT = additional impact of the treatment on the outcome beyond the impact from the sub-objective.²⁶

²⁵ See Hogwood and Peters, 1985

²⁶ *A Well-Reasoned Response* by Olivia M. McDonald © 2010 – A Limited Access Document.