

From network to hierarchy : the evolution of the Estonian senior civil service development system

Randma-Liiv, Tiina; Uudelepp, Annika; **Sarapuu, Külli** International review of administrative sciences 2015 / p. 373-391

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Leaving the senior civil service - public service bargain and beyond : the case of Estonia

Rattus, Reelika; **Randma-Liiv, Tiina** Public policy and administration 2019 / 21 p. <https://doi.org/10.1177/0952076718804862> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)