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Altri autori (Persone)	DeeJay R
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Nota di contenuto	Cover; CONTENTS; PROBLEM-TO-THEORY APPLICATION TABLE; FOREWORD; ABOUT THE AUTHORS; ACKNOWLEDGMENTS; PREFACE; INTRODUCTION; VOLUME I: THE STATE OF THE SYSTEM; 1 THE APPLICATION OF ORGANIZATIONAL THEORY TO COLLEGES AND UNIVERSITIES; Colleges and Universities as Complex Organizations; Objectives of the Book; Theory; Organizational Theory; Three Perspectives on Organizational Theory; Summary; References; 2 COLLEGES AND UNIVERSITIES AS COMPLEX ORGANIZATIONS; Roles and Functions of Colleges and Universities; College and University National Organization Internal Organization of Colleges and Universities Budget Making in Academic Institutions; Personnel Decisions; Tenure and Academic Freedom; Student Participation in Decision Making; Summary; References; 3 APPROACHES TO ORGANIZATIONAL ANALYSIS: THREE PARADIGMS; Paradigms Defined; Approaches to Paradigmatic Use; Three Paradigms: An Overview; Positivist Paradigm; The Social Construction Paradigm; Postmodern Perspectives on Organizations;

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9 MOTIVATION IN THE HIGHER EDUCATION WORKPLACE

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#### Sommario/riassunto

Now available in paperback, this two-volume work is intended to help readers develop powerful new ways of thinking about organizational principles, and apply them to policy-making and management in colleges and universities. The book is written with two audiences in mind: administrative and faculty leaders in institutions of higher learning, and students (both doctoral and Master's degree) studying to become upper-level administrators, leaders, and policy makers in higher education. It systematically presents a range of theories that can be applied to many of the difficult management situations

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