

1. Record Nr.	UNINA9910778259903321
Autore	Bess James L
Titolo	Understanding College and University Organization [[electronic resource]] : The State of the System
Pubbl/distr/stampa	Sterling, : Stylus Publishing, 2007
ISBN	1-00-344844-5 1-000-97325-5 1-003-44844-5 1-57922-771-6 1-4356-1729-0
Descrizione fisica	1 online resource (510 p.)
Collana	Understanding College and University Organization
Altri autori (Persone)	DeeJay R
Disciplina	378.101
Soggetti	Organizational sociology Universities and colleges -- Administration Universities and colleges
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
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 UniversitiesBudget 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;

Applying the Three Paradigms; Summary; Review Questions; Case Discussion Questions; References; 4 GENERAL AND SOCIAL SYSTEMS THEORY; History of Systems Theory
General Systems TheorySocial Systems Theory; The Social Systems Model; Expanded Social Systems Model; Proportionate Contribution of Idiographic versus Nomothetic; The "Fit" Between and Among System Components; Extensions of Systems Theory: Alternative Paradigms; Summary; Review Questions; Case Discussion Questions; References; 5 ORGANIZATIONAL ENVIRONMENTS; Systems Theory and Organizational Environments; Positivist Theories of Organization-Environment Relations; Social Construction Perspectives on Environment; Postmodern Perspectives on Environment; Summary; Review Questions Case Discussion QuestionsReferences; 6 CONCEPTUAL MODELS OF ORGANIZATIONAL DESIGN; A Brief Definition of Organizational Design; Description and Overview of This Chapter; A Brief Review of a Typical College or University Design; Differentiation and Integration: Basic Issues in Organizational Design; Alternative Modes of Designing an Organization: Mechanistic and Organic; Determinants of Organizational Design; Summary; Review Questions; Case Discussion Questions; References; 7 BUREAUCRATIC FORMS AND THEIR LIMITATIONS; Bureaucratic Structure; Centralization, Decentralization, and Participation
Common Bureaucratic FormsSocial Construction of Organizational Structure; Postmodern Views on Organizational Design; Summary; Review Questions; Case Discussion Questions; References; 8 ORGANIZATIONAL ROLES; Organizational Benefits and Detriments of Precise Role Definition; Role Theory in Organizations; Roles as Functional Positions in Bureaucracies; Role as Expected Behavior; Social Construction Conceptualizations of Roles; Postmodern and Feminist Perspectives on Roles; Role Conflict; Role Ambiguity; Supplementary Role Concepts; Summary; Review Questions; Case Discussion Questions; References
9 MOTIVATION IN THE HIGHER EDUCATION WORKPLACE

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
