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Professionalism, organizational-professional conflict and work outcomes

A study of certified management accountants

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Abstract: This study examines the relationships among professionalism, organizational-professional conflict and various work outcomes for a sample of Certified Management Accountants. We assessed professionalism using Hall's Professionalism Scale, and tested the relationships among professionalism, organizational-professional conflict, organizational commitment, job satisfaction and turnover intentions using a structural equations model. The results indicate that two dimensions of professionalism (dedication to the profession and autonomy demands) were positively associated with perceptions of organizational-professional conflict. As hypothesized, individuals who perceived higher levels of organizational-professional conflict were less committed to the organization, had lower levels of job satisfaction and also had higher turnover intentions.

Introduction

Sociologists have often assumed that professionalization processes involve the gradual attainment of the structural or institutional characteristics traditionally associated with professions, such as licensing or certification examinations, a national association and self-regulatory mechanisms (e.g. Larson, 1977; Millerson, 1964; Wilensky, 1964). Management accountants in the USA have been engaged in such a professionalization process for some time, a process that has included the establishment of a widely recognized certification (CMA), as well as a national professional association (Institute of Management Accountants or IMA). Despite the fact that management accountants have been actively pursuing professional status for decades, previous research has not addressed the behavioral implications of professionalism, for example its effects on organizational-professional conflict, organizational commitment, job satisfaction and turnover intentions.

The current study addresses this issue by assessing professionalism among a sample of practicing certified management accountants (CMAs) using the Hall Professionalism Scale (Hall, 1968), and testing the relationships among



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Militant Professionalism A Study Of Organizational Conflict In High

**Susan Carol Peterson, Courtney Ann
Vaughn-Roberson**



Militant Professionalism A Study Of Organizational Conflict In High:

Militant Professionalism Ronald G. Corwin,1970

Militant Professionalism Ronald G. Corwin,1970

Bureaucracy and Professionalism Jeffrey Glanz,1991 This work explains the rise and evolution of an occupational group in its efforts to professionalize and offers an interpretive analysis of the factors that have historically shaped and influenced public school supervision Routledge Library Editions: Education Mini-Set L Sociology of Education Various,2021-06-23

Mini set L Sociology of Education re issues 48 volumes originally published between 1928 and 1990 The books in this mini set discuss Teaching and social change research processes in education class race culture and education marxist perspectives in the sociology of education the family and education the sociology of the classroom and school organization

International Handbook of Teachers and Teaching Bruce J. Biddle,T.L. Good,I. Goodson,2013-11-11 Recent years have generated a huge increase in the number of research and scholarly works concerned with teachers and teaching and this effort has generated new and important insights that are crucial for understanding education today This handbook provides a host of chapters written by leading authorities that review both the major traditions of work and the newest perspectives concepts insights and research based knowledge concerned with teachers and teaching Many of the chapters discuss developments that are international in scope but coverage is also provided for education in a number of specific countries Many chapters also review contemporary problems faced by educators and the dangers posed by recent politically inspired attempts to reform schools and school systems The Handbook provides an invaluable resource for scholars teacher educators graduate students and all thoughtful persons concerned with the best thinking about teachers and teaching current problems and the future of education **Organization in a Changing Environment** Russell K. Schutt,1986-01-01

This study deals with the interfaces between bureaucratized social service agencies social workers and clients Russell K Schutt covers significant topics of the history and organization of labor unions He illuminates important questions concerning the degree to which initially democratic organizations are overcome by economic forces and how organizational and environmental features play a role in allowing this to happen The object of the study is large union of public welfare employees Spawned in the turbulent 1960s the young union once pledged to reform the welfare system had by the 1980s become a bureaucratic structure focused on traditional economic goals Dr Schutt has drawn on theory and research in the areas of organizations social movements and public welfare and makes a unique contribution to each area A combination of intensive interviews questionnaire surveys archival records and observational notes provide the data for his analyses

Women with Vision Susan Carol Peterson,Courtney Ann Vaughn-Roberson,1988 The Roman Catholic order of Sisters of the Presentation of the Blessed Virgin Mary founded in Ireland in 1776 by Nano Nagle as the Society of Charitable Instruction of the Sacred Heart of Jesus and migrating to North America in the mid 1850s remains committed to tutoring healing and nurturing *School Organisation (RLE Edu L)* William Tyler,2012-05-16 The internal organisation of the school

touches on many areas of contemporary debate Is there such a thing as a good school Are large urban comprehensives necessarily impersonal Are the charges of indiscipline conflict and declining standards in modern schools based on a failure to understand schools as institutions At the time this book was first published sociological analysis had neglected to consider schools as organisational entities preferring to see them as either the sites for negotiated encounters between teachers and pupils or else as agencies of class reproduction The author redresses this imbalance and by relating the various literatures on the school to the constitutive patterns of its internal organisation he demonstrates the need for a more intensive sociological study of this embattled institution

Classrooms and Corridors Mary Haywood Metz, 2023-11-15 Classrooms and Corridors The Crisis of Authority in Desegregated Secondary Schools delves into the complex dynamics of education and social order within two urban junior high schools navigating the challenges of desegregation Based on extensive fieldwork this book provides a vivid in depth portrayal of daily life in these schools highlighting the struggle to balance academic objectives with the need for safety and civility Through detailed observations interviews and an analysis of over 4 000 pages of notes and transcripts the author offers a nuanced examination of how educators and students interact in a charged environment shaped by shifting racial social and cultural contexts The study's rich narrative captures how these unique circumstances reveal broader processes that influence schools across the nation making it a vital resource for understanding the intersection of education authority and community in transitional settings Written with both scholarly rigor and accessibility for educators parents and policymakers Classrooms and Corridors transcends theoretical analysis to provide practical insights The book situates its findings within the broader framework of organizational theory and authority offering a lens through which to interpret the challenges of maintaining order and fostering cooperation in diverse educational environments By documenting the experiences of teachers administrators and students during a transformative period in American history it illuminates the often invisible forces that shape learning and behavior This compelling study is not only a chronicle of two extraordinary schools but also a guide to understanding the universal challenges faced by secondary schools striving to integrate academic success with an equitable and harmonious community This title is part of UC Press's Voices Revived program which commemorates University of California Press's mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1978

Handbook of Clinical Sociology Howard M. Rebach, John G. Bruhn, 2012-12-06 Clinical sociology is an action oriented field that seeks to prevent reduce or resolve the seemingly overwhelming number of social problems confronting modern society In an extensive revision of the first edition of this classic text and reference published by Plenum in 1990 the editors have assembled a distinguished roster of contributors to address such topics as theory and practice intervention at various levels of social organization specific kinds of sociological practice social problems and the process of becoming a clinical sociologist

Post-Industrial Lives Jerald Hage, Charles Powers, 1992-06-16 The interesting contribution of this book is not just confined to capturing the role changes that a knowledge based society characterizing post industrialism demands but that it is able to bring about a fusion of micro individual and the macro societal role relationships This book makes interesting and useful reading for the serious management practitioner interested in gaining a grasp of the role alterations that are taking place in his own work domain and comprehend its implications The contribution of this work to sociological theory is in making predictions about the social changes which can come up with the transformation to a knowledge based society Vikalpa The interesting contribution of this book is not just confined to capturing the role changes that a knowledge based society characterizing post industrialism demands but that it is able to bring about a fusion of micro individual and the macro societal role relationships This book due to its rigour is essentially academic oriented But the writing style is such that it can also make interesting and useful reading for the serious management practitioner interested in gaining a grasp of the role alterations that are taking place in his own work domain and comprehend its implications Unnikrishnan K Nair in Vikalpa The shift from an industrial to a post industrial society has been documented extensively as has its impact on the macro level institutions of society government the workplace and the economy But how has post industrial life impacted the individual and relationships between individuals Hage and Powers examine this intriguing question by linking global changes in work patterns information flow and knowledge to the practice of everyday life They conclude that the complexities of society require a different kind of people those with complex selves and creative minds capable of confronting the challenges of the forthcoming century Creativity flexibility and emotional astuteness will be the buzzwords of the future as well as personality traits that will enable people to successfully adapt to the ever changing swirl of workplace familial personal and leisure roles Based on the tenets of social theory the authors present a window into the future and a plan for personal and interpersonal action Their insights will shed light for social psychologists social theorists futurologists organizational theorists network analysts and communication researchers It is stimulating to encounter a work of such intellectual audacity that is so solidly buttressed by sound scholarship and respect for evidence The core argument which is based heavily on symbolic interactionist theory has the ring of truth This is a thoroughly remarkable book broad in scope significant in its implications and better than any I know making eminently good sense of the eddying social currents and bewildering social changes that characterize contemporary society I predict that it will have a major and lasting impact on the field Morris Rosenberg University of Maryland This book is one of those rare works that courageously turns established assumptions on their heads and challenges the whole field of sociology to shift directions It offers a version of functionalism calling for continuous change rather than stability with functional prerequisites at the individual level It deplores current sociology's dominant emphasis on power and money offering in their place the unequal distribution of knowledge as the key organizing principle Rather than formulating theory primarily at the macro or micro level it focuses on the meso level where micro and macro are

linked through a unique revision of role theory Hage and Powers take symbolic interaction as their starting perspective but modify and extend the work of George Herbert Mead in imaginative ways At the same time they draw selectively on the work of structuralists Merton and Nadel to develop a thoughtful linkage between micro and macro sociological processes in a social structure in which flexible networks rather than formal organizations are the key components Post Industrial Lives could well become the touchstone for broad debate on the nature of sociological theory and the paradigm that stimulates a widely ranging body of new empirical research Ralph Turner University of California Los Angeles Hage and Powers bring their in depth sociological analysis of the changes central to post industrial and post modern life home to where we live and work They succeed in the best sense of the sociological imagination to bridge the micro and macro the personal and the structural They not only build a theoretical framework for understanding the changes in society but encourage us to appreciate that as the old role scripts and hierarchical controls give way to networks of interacting people we have more independence to fashion our own personal connections to others Barbara Sherman Heyl Illinois State University The authors have given a remarkable coherent theoretical outline of postindustrial society This book is written in an extraordinarily clear and understandable scientific prose American Journal of Sociology Most of the books on post industrial society and more recently on post modernism are distinguished by their vagueness and imprecision In contrast this book examines in detail the effects of increasing societal complexity and change on the structure of roles and vice versa The book does a masterful job of utilizing criticizing and extending classic and contemporary theoretical literatures in developing a well reasoned conceptual perspective By focusing on roles role sets status sets person sets and role relationships the authors link changes in the macrostructural forces of modern societies in terms of increased complexity of networks and matrices to meso level changes in organizational forms and to micro level transformations in self emotions and styles of interaction And all of this fine analytical work is done in a highly readable fashion which realizes the rare goal of appealing to students practitioners lay persons and academics The authors have therefore made the analysis of post industrial society theoretically sophisticated while at the same time making it empirically and experientially relevant Jonathan H Turner University of California Riverside

Gender, Race, and the National Education Association Wayne J. Urban, 2000 First Published in 2000 Routledge is an imprint of Taylor Francis an informa company

Teacher Unions in Public Education N. Bascia, 2016-04-29 While much mainstream educational research maintains that teacher unions should be outlawed or their powers greatly reduced Bascia and her contributors including many of the leading teacher union researchers working today challenge this position Instead they recognize the important role teacher unions must play in defending public education and in minimizing the damage wrought by ill thought out educational policies By avoiding idealization of these organizations and recognizing their limitations *Teacher Unions in Public Education* demonstrates the necessity for union renewal for a successful education system

Emerging Issues in Education: Policy Implications for the Schools James E. Bruno, 1972

Contradictions of Control Linda M. McNeil, 2013-10-14 McNeil traces the poor quality of high school instruction to the tensions between the social control purposes of schooling and the schools' educational goals

The Fallacies and Prospects of Educational Planning Hans N. Weiler, 1980

The Principal and Selected Items of Instructional Management Ronald W. Lange, 1974

Stability and Change Sheila Rosenblum, Karen Seashore Louis, 2013-03-13 Nearly a century ago Emile Durkheim founded the sociology of education on the French cultural and structural premise that the function of educators is to transmit culture from one generation to the next. The clarity of his vision was aided by the era, the place, and the actors in the learning environment. His was an era when the relatively seamless web of western culture, although ripping and straining, was still intact. The place, post-Napoleonic France, was vertically stratified and elaborately structured. And the teachers had reason to think they were agents of authority, whereas most students during school hours at least behaved as if they were the objects of that authority. Underlying the very notion of a sociology of education then was a visible and pervasive aura of a system and order that was culturally prescribed. Scholars of American education have yearned for such systems before and since Durkheim. Every European and English model has been emulated in a more or less winsome manner from the Boston Latin School of the 1700s to the Open Education programs of the 1960s. In the last quarter century of research, it has begun to dawn on us, however, that no matter how hard American educators try, they do not build a system.

The Australian Journal of Education, 1992

Theories of Organizations Jerald Hage, 1980

Reviewing **Militant Professionalism A Study Of Organizational Conflict In High**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Militant Professionalism A Study Of Organizational Conflict In High**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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