

Abstracts (English)

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‘Master-Study’ - A contribution to the equality between men and women?

The North Rhine-Westphalian pilot project Master¹ Study is an innovation allowing professionals' entrance into universities for applied science on the basis of their work-related qualifications. In this article the question is addressed if the Master Study, by providing easier access to the universities for applied science, contributes to the equality of men and women. A gender-specific evaluation shows that the conceptual framework of the model project in fact hinders equality between men and women. Furthermore, the Master Study, as implemented, builds on the preferential continuing education counseling and politics men receive over women. The relevance of the findings apply most importantly to creating a structure of attention with respect to the gender-specific effects of such model projects.

Keywords: continuing education, gender, higher education, pilot project

Ralf Wetzel

Integration as potential - Organizational handling of massive internal disruption within integration forms

Disabled people face many forms of discrimination in daily life. One basic reason for unfair treatment lies in the social definition and labeling of the stigma „to be disabled“. Integration or self help firms characterize a qualitatively new approach concerning the integration of disabled people into the regular labour market without neglecting socio-psychological support. Therefore, they stand for another endeavour to neutralize discrimination on the labour market. Nevertheless, the achievement of the integration firm approach goes far beyond the establishment of „just“ regular jobs. Integration firms open organizational space for enacting individuality without the determinant strictness of socialized behavioral patterns. Strange forms of organizational structure, collective sensemaking dynamics as well as redefined interaction patterns jeopardize established perception filters and encourage individuation and unstigmatization processes. While struggling with the stigma, the organization is forced to create and validate highly flexible and proactive patterns for internal conflict

¹ Here the term master refers to master tradesman.

handling and problem solving. From that view, integration firms mark a social innovation potential not only for rehabilitative and integrative organizations.

Keywords: disabled, integration, organizational adaptability, stigma, work design

Udo Konradt, Renate Schmook

Analysis of stress and strain of telework - First results of a longitudinal study

This article presents the first of eight waves of a longitudinal study with control groups on the evaluation and implementation of telework. We measured stress and strain of 33 telehome- and alternating tele-workers, as well as of 13 persons in a control group. The results reveal marginal differences only in the stress and strain profiles between teleworkers and persons in the control group. Teleworkers report a better flexibility in their time-schedule during work. Social support has no moderating effect on the relation between stress and strain. The implications of these results for the critical debate of telework are discussed.

Keywords: strain, stress, telework

Michael Jonas

Transfer via locales - A typology of facilities in universities oriented towards combined-technologies

What contribution can human and material resources in the universities make to the transfer of knowledge and technology in partnership with industry? This is the central question in the following discourse, which is based on a one-year empirical pilot study. In this investigation, qualitative methods are used to illuminate, on an organizational level, the transfer contribution of research and development facilities (R&D) in those universities which are oriented towards combined-technologies. The locales under examination lend themselves to a distinction being made on the one hand with the help of the differentiation “invention/innovation”, and “interaction/organization” on the other hand. On the basis of this differential pairing it will be possible to develop an (ideal) typology of four locales, which can serve as objects of examination and explanation. Finally, the typological concept will be used to make a clear distinction between the transfer potential and achievement of the various R&D locales.

Keywords: academic research & development, ideal typology, technology transfer