

**제 7주 1시간**

# **Power, Authority, and Influence**

2006. 10. 17

# Status

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**What is the perceived concept?**

**1. All people are concerned with it**

**a. involves recognition with it**

**b. closely related to system of communication**

**c. Status - specialization go together**

**Ex) Driver in old days**

**Pilot in these days**

**Astronaut - very recently**

# Status

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## 2. Status is needed in system involving

a. communication

b. specialization

- received status because of it : 윤리적 측면

- other people require : 공인회계사

- protect the person : 의사

c. authority : 석사, 박사, 교수의 차이

# Status

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## **3. Method by which people acquire status.**

### **a. functional system - Ph D. etc**

**1) by means of function they perform**

**2) similar to the idea of specialization**

**3) It is the only way that people can work perfectly**

**Ex) minimize conflict guarantee communication**

**4) very important in the society**

# Status

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## 3. Method by which people acquire status.

### b. scalar system

- imparted because of the job one is doing at the present position and time

#### Ex) general manager

- functional system gives one the opportunity to enter the place in scalar system at a higher level
- 자리가 status 좌우
- 다시 낮은 지위로 돌아갈 수 없다 → 낙향

# Status

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## 4. General tendency

- if one status is attained, people try to take it out to society

(i.e. outside of the organization)

## 5. Status symbols

- a. ceremony of induction (graduation)
- b. insignia
- c. titles
- d. badge of office
- e. supporting function (chauffer, secretary)

# Status

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## 6. How do you establish status?

a. Society determines the system of a particular activity based on

- importance of activity
- how many people can do it?

b. Status function

= f (importance of job) X f (number of people available)

# Status

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## 6. How do you establish status?

ex)

**Ph D. - they kick out many qualified people so that fewer people can get it- endurance for minimum 3 years**

**Doctor - the job is made difficult so as to allow fewer people**

**Astronaut - risk is very high severe restriction qualification**



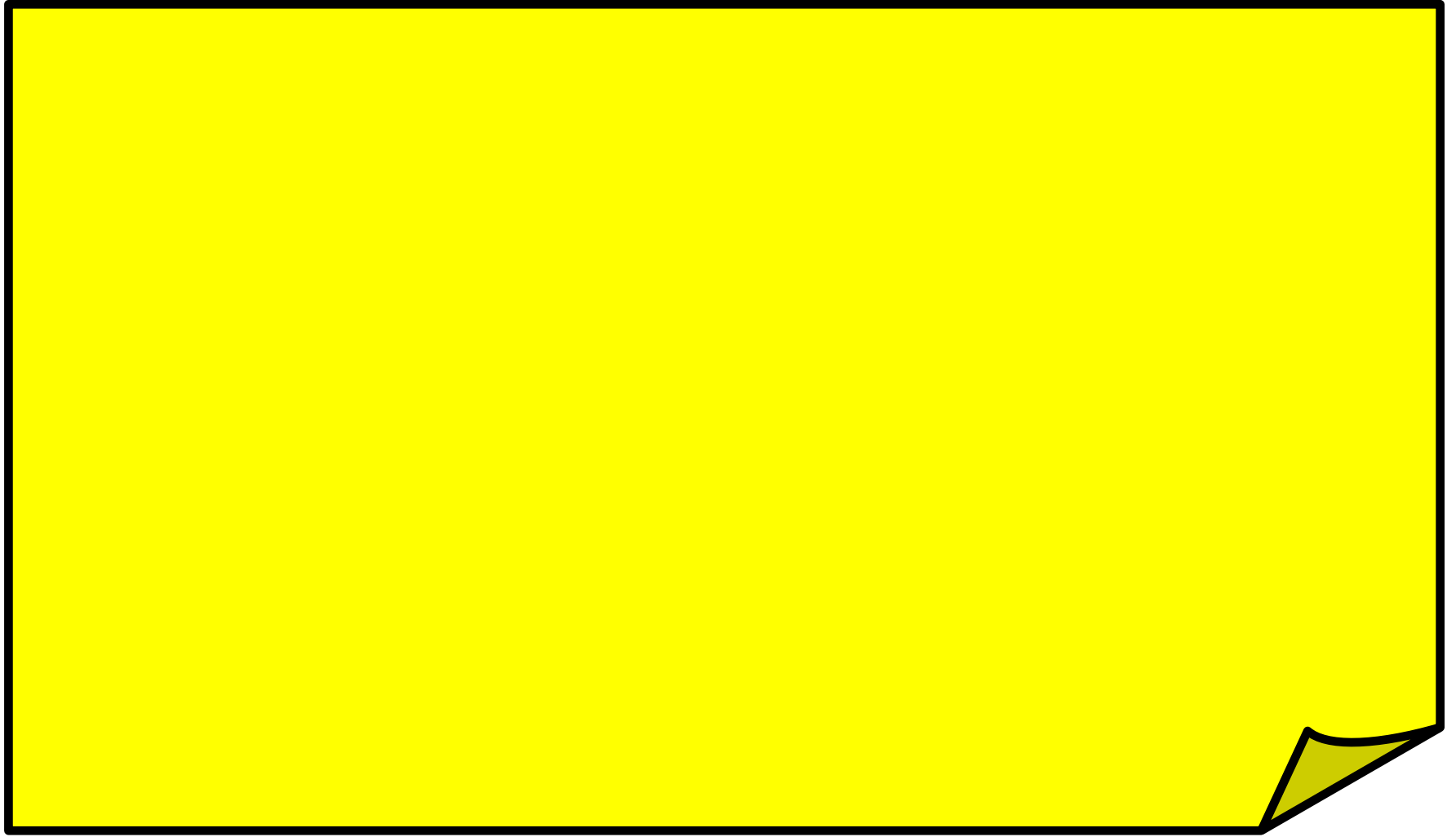
# Status

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## 7. Status function

- a. distorts evaluation
- b. restricts circulation - cf. f-frequency switching?
- c. distorts distributive justice - cf. a.
- d. exhausts symbolic function - high status, high expectation
- e. limits adaptability - ex) doctor
- f. Doesn't give status who can't handle it
- g. is essential - why?
- h. lacks of well trained replacement - bad aspects

# 제 7주 제 1시간 정리



**제 7주 2시간**

# **Power, Authority, and Influence**

2006. 10. 19

# Role of Authority

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## 1. Definition - fill in

- a. Behavioral - anyone is an authority when he controls the behavior of others
- b. Transient - not well understood, may be related to his position
- c. Scalar - transient? Division of authority through the ranks.

# Role of Authority

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## 2. Authority & Influence

- a. **Authority** - subordinates decision process comes
- b. **Influence** - does not give up decision process but biased
- c. **Implied authority** - direct use of authority procedure negative aspects

**Roy says "Active information implies authority."**

# Role of Authority

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## 3. Zone of acceptance

- a. a function of the social condition at the time the order is given
- b. psychology of individual
  - ex) secretary after office hour
- c. professional outlook
  - general training
  - professional training
- d. cultural background
- e. election (period) may narrow the zone

# Role of Authority

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## 3. Zone of acceptance

f. risk - if higher hierarchy exhaust authority, zone of acceptance gets narrow

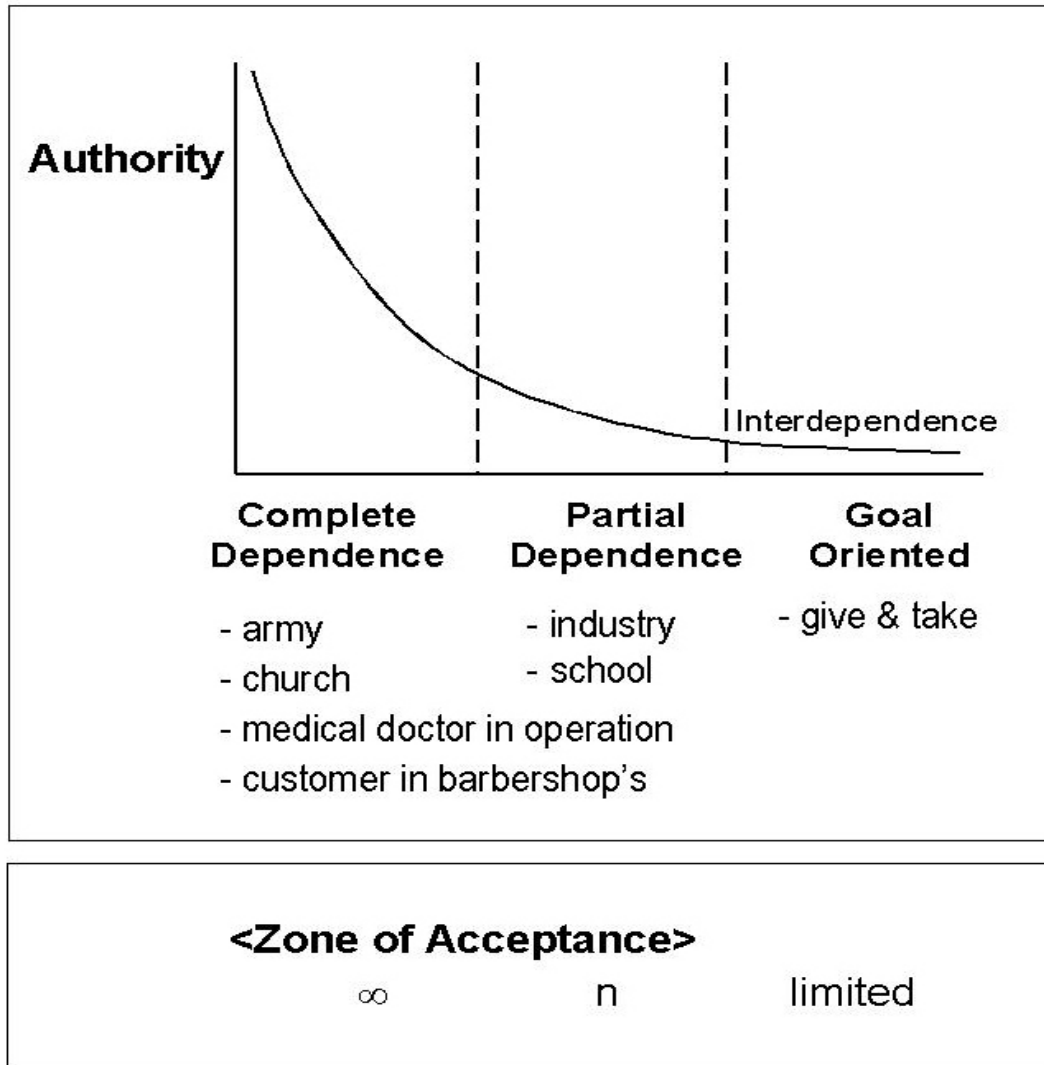
g. modifications occurs by

- information
- act of authority

h. weak loyalty - ex) Korean war - PW Comp.

- education
- application of psychology - brainstorming
- number of organization revolution
- not enough emphasis on training

# Role of Authority





# 제 7주 제 2시간 정리

