

Nomothetic -> Idiographic -> Professional Structure

Professional Structure: one way a school can be set up. A school that has a professional structure is one where the professionals hold substantial decision-making power.

Idiographic and Nomothetic are dimensions within a model of viewing an organization as a social system that Getzel and Guba came up with.

Nomothetic- very formal, hierarchy of duties, defined roles, very orderly

Idiographic- personal, informal, personality traits are considered, climate

Guba and Getzel suggested that there could be a marriage between the business side (nomothetic) and what-the-people-need side (idiographic) of a successfully running organization. Balance is key. Meet the needs of the organization and the people.

Intersection: Nomothetic and Idiographic dimensions can exist within a professional structure through careful and purposeful placement of workers. If administration spends time thoughtfully analyzing personality types, leadership skills, strengths and weaknesses of staff and place them in positions that allow for their "least restrictive environment" the business of the organization can be fulfilled by staff who's personal needs are met. An organization that can run efficiently by utilizing the rational AND the personal is an organization with a positive climate.