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1. L'accesso ai corsi di studio a numero programmato
2. Le funzioni del Responsabile del procedimento
3. Funzione controllo ortografia e grammatica in Word
4. Work organizations are not big consensual human machines rationally and neutrally directed by their designers and managers. They are settings in which there are multiple and often competing interests.

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1. Gli aspetti generali dell'accesso degli studenti internazionali alle Università italiane
2. I principi che reggono l'azione amministrativa
3. Funzione Inserisci nota a piè di pagina in Word
4. This view is vital to the concept of the work organization as a negotiated order, a notion which was introduced earlier. The implication of this is that conflict will be ever present in workplaces alongside, and in tension with, the cooperative efforts without which the organization or workplace would not continue to exist.

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- 1 L'autonomia finanziaria e contabile delle università
2. La revoca del provvedimento amministrativo
3. Funzione paragrafo in Word
4. The conflict aspect of work arrangements and activities generally thus runs through all the dimensions of the sociology of work and industry. It is nevertheless helpful to treat the study of conflict and challenge as a dimension of the sociological study of work in itself.

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1. L'Abilitazione Scientifica Nazionale
2. Gli aspetti generali dei controlli interni della pubblica amministrazione

3. Funzione Carattere in Word

4. One immediate justification of this lies in recognition of the trend whereby specialist academic disciplines such as 'industrial relations' or 'employment relations' have tended to be subsumed into work sociology, something which might be welcomed as bringing a much fuller contextualizing perspective to studies of the collective organization of workers and their bargaining with employers.

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1. Il ricercatore a tempo determinato alla luce della recente riforma della Legge n. 240 del 2010

2. Il principio di non aggravamento del procedimento amministrativo

3. L'avvio di una riunione su Microsoft Teams

4. The inability of boundedly rational actors to oversee all contingencies of an economic transaction makes contracting incomplete and provides room for 'opportunistic' behavior. According to transaction cost theory, this is the most important reason why hierarchical organizations exist.

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1. Il contratto di ricerca alla luce della recente riforma della Legge n. 240 del 2010

2. L'annullabilità del provvedimento amministrativo

3. L'avvio di una riunione su Zoom

4. Notions such as 'organizational misbehavior' (Ackroyd and Thompson, 1999) or 'organizational mischief' (Watson, 2012) have usefully pulled together the considerable range of activities in workplaces which, first, should not happen according to the official rules and structure of the workplace and, second, contain an element of challenge to the dominant interests of those in charge of the work organization.

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1. Gli aspetti generali della disciplina del dottorato di ricerca

2. La struttura dell'atto amministrativo

3. L'avvio di una riunione su Meet di Google

4. This type of framework can incorporate the long-standing industrial sociology interest (originally in the Hawthorne studies mentioned earlier) in how workers develop job control strategies and 'make out in the light of managerial efforts to control them.

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1. La competenza disciplinare secondo la Legge n. 240 del 2010

2. La nullità del provvedimento amministrativo

3. La funzione Allineamento in Excel

4. Studies regularly appear of the role that humor plays in the workplace; the causes and consequences of sexual harassment and bullying; fiddling and cheating; and sabotage, rule manipulation, and 'defense of self' tactics developed by service workers in the light of the potential subservience and humiliation involved in serving customers or clients.

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1. Aspetti generali della procedura di chiamata dei professori universitari secondo la Legge n. 240 del 2010

2. Gli elementi essenziali del provvedimento amministrativo

3. La funzione Somma in Excel

4. Professional performing arts organizations work with membership- driven unions or guild guidelines. Performers who are members are offered opportunities to work within union (or guild) standards and guidelines that are created and approved by the membership. Contract negotiations are based on union criteria, including pay scale and working conditions (hours, facilities).

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1. Il Comitato unico di garanzia per le pari opportunità, la valorizzazione del benessere e di chi lavora e contro le discriminazioni secondo lo Statuto dell'Università degli Studi di Foggia

2. Il diritto di accesso documentale

3. La funzione Riferimenti in Word

4. These unions typically have international agreement partnerships, thus performers can work internationally and remain protected by their union agreements. One of the largest organizations in the world is the American Federation of Musicians of the United States and Canada (AFM/AFofM).

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1. I profili di carattere generale del regime giuridico dei professori universitari nella Legge 240 del 2010

2. Il diritto di accesso civico

3. La funzione Visualizza in Word

4. It negotiates fair agreements, protects ownership of recorded music, secures benefits such as health care and pension, and lobbies legislators (www.afm.org). The merger of the Screen Actors Guild (SAG) and American Federation of Television and Radio Arts (AFTRA) created one of the largest unions for professional actors.

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1. Composizione e funzioni del Collegio dei Revisori dei Conti nell'Università degli Studi di Foggia

2. La disciplina delle classi di corso di studio secondo il DM 270/2004

3. La funzione Layout di pagina in Excel

4. These companies generate billions of dollars and support a thriving city economy; they also receive substantial funding from private and public sectors (Brodsky, 2006). Once accepted into these organizations, performers are guaranteed constant professional and personal interactions with others who share their passion for music, dance, or acting.

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1. Le funzioni del Direttore di Dipartimento nello Statuto dell'Università degli Studi di Foggia
2. I corsi di studio
3. La funzione Layout in Word
4. Many highly successful self-employed performers employ managers, talent agents, attorneys, and publicity agents to manage and promote their careers. Because performers continually interact, whether meeting at auditions, in classes, or while working in productions, they are well informed about the specific organizations operating in their community.

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1. L'efficacia dell'atto amministrativo
2. La composizione del Consiglio di corso di studio nell'Università degli Studi di Foggia
3. La funzione Progettazione in Word
4. For example, networking in regional communities requires different efforts to manage a career compared to those required when working in large centers such as New York, Los Angeles, Chicago, London, Paris, Toronto, Sydney, New Delhi, or Tokyo. The performance unions negotiate different agreements for large and small communities; these agreements reflect the needs of each community and the available resources to support performers.

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1. Le funzioni del Consiglio di Dipartimento nello Statuto dell'Università degli Studi di Foggia
2. L'autonomia didattica delle università
3. La funzione Revisione in Word
4. The subsidiary infrastructure also reflects the demands of each region. For example, an actor working in Los Angeles must have an agent in order to gain entry into most casting agent auditions; whereas, an actor working in a small community

may learn about auditions from other actors or from the director/producer who will mount the show.

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1. Le funzioni della Giunta di Dipartimento nello Statuto dell'Università degli Studi di Foggia
2. I crediti formativi universitari
3. La funzione Inserisci in Word
4. Union negotiations also influence copyright policy-making. This is particularly challenging because access to digital media is readily available to all. For example, pirated films and music are regular occurrences. Music is commonly sampled, altered, and embedded into other musical compositions.

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1. Le competenze del Rettore nello Statuto dell'Università degli Studi di Foggia
2. La valutazione della qualità della ricerca (VQR) - cenni di carattere generale.
3. La funzione Formule in Excel
4. Although copyright is designed to protect the artists, many performing artists hold mixed feelings about these policies (Phillips & Street, 2015). Performers who work at the margins of the performing arts industry tend to justify copyright infringement because they are not able to afford securing rights to use digitized media.

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1. I requisiti di ammissione ai corsi di studio
2. I soggetti coinvolti nelle attività di orientamento presso l'Università degli Studi di Foggia
3. La funzione Dati in Excel
4. They express conflicting views regarding copyright; mainly their views serve their own self-interests. Given the fluid delivery service of digital media, establishing

copyright regulations includes a host of complex factors; the landscape is ever changing and evolving (Phillips & Street, 2015).

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1. Le funzioni della Commissione paritetica docenti-studenti nell'Università degli Studi di Foggia
2. I Regolamenti didattici di ateneo secondo li DM 270/2004
3. La funzione Inserisci in Excel
4. Many performers commonly strive to work in large organizations such as orchestras and national theater or dance companies. Achieving this status means that they have successfully auditioned into one of the most competitive organizations in their profession.

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1. Composizione e funzioni del Collegio dei Revisori dei Conti nell'Università degli Studi di Foggia
2. La disciplina delle classi di corso di studio secondo li DM 270/2004
3. La funzione Layout di pagina in Excel
4. These companies generate billions of dollars and support a thriving city economy; they also receive substantial funding from private and public sectors (Brodsky, 2006). Once accepted into these organizations, performers are guaranteed constant professional and personal interactions with others who share their passion for music, dance, or acting.

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1. Il Manifesto annuale degli Studi
2. Composizione e funzioni del Consiglio degli Studenti nell'Università degli Studi di Foggia
3. La funzione Visualizza in Excel

4. However, they often lose a sense of autonomy and freedom due to the highly competitive hierarchical structure of these organizations. The long, often tedious, hours of rehearsals, low wages, and the loss of a normal lifestyle further compromise a sense of autonomy (Brodsky, 2006).

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1. Composizione e funzioni del Collegio di disciplina nell'Università degli Studi di Foggia

2. Il riconoscimento dei crediti formativi universitari

3. La funzione Revisione in Excel

4. Added to the loss of autonomy, long hours place intense physical demands and excessive energy expenditure on performers. Even though company performers receive the legally mandated breaks, many performers use the break to continue practicing. These cumulative energy demands increase injury rates and exhaustion (Twitchett et al., 2010).

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1. I centri interdipartimentali e interuniversitari di ricerca secondo lo Statuto dell'Università degli Studi di Foggia

2. L'istituzione di nuovi corsi di studio

3. La funzione Inserisci in Excel

4. Unlike other professions, company performers are constantly evaluated while performing. Not only does the audience evaluate their abilities but so do the other performers, conductor/director/choreographer, and the company artistic team.

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1. L'orientamento in entrata

2. Lo studente a tempo pieno e lo studente a tempo parziale nella disciplina interna dell'Università degli Studi di Foggia

3. La funzione Ordina in Excel

4. Even though they successfully gained employment in a large company, they are offered time-limited contracts and these contracts will be renewed only if they maintain or improve their performance skills. Company performers frequently experience feelings of animosity, resentment, jealousy, and bitterness; the loss of autonomy means they are dependent on the artistic leaders to determine their career progression.

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1. Gli elementi accidentali dell'atto amministrativo
2. L'accreditamento iniziale dei corsi di studio
3. La funzione Filtro in Excel
4. While working in rehearsals, many performers are confronted with internal and external tensions, in large part stemming from evaluation. How they handle tension will influence how they are perceived professionally and socially.

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1. L'orientamento in uscita
2. L'accreditamento periodico dei corsi di studio
3. La funzione Area di stampa in Excel
4. Although not a routine occurrence, many performing artists are scapegoated and publicly humiliated during a rehearsal process. They are emotionally bullied and shamed, and for some, the emotional pain is too great; they leave their career as a performing artist.

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1. La terza missione delle Università
2. L'accreditamento iniziale delle sedi universitarie
3. La funzione Margini in Excel
4. For others, they are praised and adored; the rehearsal process is one of joy and satisfaction. Literally, a sense of identity is reshaped during intense rehearsal

experiences; these identity renarrations positively or negatively influence relationships between self and others and between self and self (Beech et al., 2012).

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1. Gli organi del Dipartimento nello Statuto dell'Università degli Studi di Foggia
2. Obiettivi e attività formative qualificanti delle classi di laurea secondo la disciplina del DM 270/2004
3. La funzione Orientamento in Excel
4. These "renarrations" persist postrehearsal and postperformance, often requiring other outside influences to alter them (Bodner & Bensimon, 2008). Companies that elicit positive emotions and optimism will enhance creativity in their company employees (Amabile, Barsade, Mueller, & Staw, 2005)

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1. Le commissioni didattiche paritetiche di Dipartimento nello Statuto dell'Università degli Studi di Foggia
2. L'accreditamento periodico delle sedi universitarie
3. La funzione Interruzioni in Excel
4. Performers have choices; they may remain in the company and accept company limitations, seek employment in other companies, or work as freelance artists. Regardless of where performers work, tenacity, discipline, self-direction, and challenging career stereotypes can empower performers (Stremikis, 2002). These skills, coupled with opportunities to creatively explore, express, and realize artistry, promote success within the performing arts.

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1. Il ruolo del Nucleo di Valutazione nel processo di autovalutazione, valutazione, accreditamento iniziale e periodi delle sedi e dei corsi di studio
2. Il Dipartimento nella disciplina statutaria dell'Università degli Studi di Foggia
3. La funzione Dimensioni in Excel

4. In a modern society, formal work organizations- companies, government agencies, schools— provide environments for a large fraction of human waking hours (Simon 1997). This has presumably come about because organizations can, through appropriate specialization and coordination of activities, enormously increase individual productivity.

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1. Le competenze del Consiglio di amministrazione secondo lo Statuto dell'Università degli Studi di Foggia
2. La valutazione della qualità nelle sedi e nei corsi di studio
3. La funzione Sommario in Word
4. Effective specialization requires dividing up activities in such a way that each specialty calls on only a small part of the knowledge and skill that is required for the whole, and each component is mainly concerned with the initial inputs and final outputs of the others, and need not be involved with their internal processes.

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1. La composizione del Consiglio di amministrazione nell'Università degli Studi di Foggia
2. L'ANVUR
3. La funzione Nuovo commento in Word
4. At the same time, it is rarely possible to obtain complete independence among components, so that some provision, often involving the exercise of authority, must be made for securing coordination where it is required (the axles that one department makes must fit the wheels made by another).

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1. Le competenze del Senato accademico nello Statuto dell'Università degli Studi di Foggia
2. La Commissione di Esperti della Valutazione (CEV) nel sistema AVA
3. La funzione Tabella in Word

4. The theory of organizations, in business and public administration, is concerned with the architectural arrangements that secure a good balance of specialization and coordination, and the means of using authority, organizational identification and rewards to secure acceptance of the structure by those who inhabit it.

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1. La composizione e funzionamento del Senato accademico nello Statuto dell'Università degli Studi di Foggia

2. Il sistema AVA

3. La funzione Frontespizio in Word

4. Because of the difficulty of measuring the precise contributions of individuals' work efforts to an organization's product and success, economic incentives cannot account for the high level of support for organization goals that is often observed (for example, in the behavior of employees who do not share in profits or bonuses).

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1. Nomina, durata e rinnovo del mandato, decadenza dei membri del Consiglio di Amministrazione secondo lo Statuto dell'Università degli Studi di Foggia

2. La scheda SUA - RD nel sistema AVA

3. La funzione Trova in Word

4. Much of this support can be attributed to organizational identification, and it is one of the novelties of the modern world (with perhaps some precedents in armies, even of the distant past) that strong loyalties can be evoked by formal organizations as well as by more traditional social groups.

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1. Le funzioni del Direttore generale secondo lo Statuto dell'Università degli Studi di Foggia

2. La scheda SUA - Cds nel sistema AVA

3. La funzione Sostituisci in Word

4. Recent developments in the formal theory of complex organizations also suggest that a delicate balance between specialization and coordination is essential if large systems are to innovate and continue to evolve successfully.

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1. Le funzioni del Nucleo di valutazione secondo lo Statuto dell'Università degli Studi di Foggia
2. L'autonomia didattica e regolamentare delle università
3. La funzione Vista in Adobe Acrobat Reader
4. Excessive need for coordination prevents one unit from evolving without damaging the efficiency of others; excessive independence of components limits the sophistication of the products of the whole organization.

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1. La procedura di elezione del Rettore nell'Università degli Studi di Foggia
2. Il quadro generale degli indicatori della scheda di monitoraggio annuale del Corso di Studio
3. La funzione Seleziona in Word
4. In a modern society, formal work organizations - companies, government agencies, schools - provide environments for a large fraction of human waking hours (Simon, 1997). From a rationality perspective, organizations face difficult problems of coordination and cooperation between employees as well as between employers and employees (see also Organizations, Sociology of).

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1. L'orientamento attivo nella transizione Scuola università - DM n. 934 del 3 agosto 2022
2. Le funzioni del Presidio di qualità nel sistema AVA
3. La funzione Modifica in Adobe Acrobat Reader

4. At the same time, organizational structures can be seen as institutions (see also Institutions; New Institutionalism in the Analysis of Complex Organizations) that form an important part of the solution of these problems. Two prominent theoretical approaches that aim to explain features of organizations from a rationality perspective are principal-agent theory (Petersen, 1993) and transaction-cost theory (Williamson, 1981).

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1. Le strutture di raccordo secondo lo Statuto dell'Università degli Studi di Foggia
2. Il Diploma Supplement
3. La funzione Inserisci in Powerpoint
4. From this perspective, employees would only invest effort for organizational goals if the organization assures that 'shirking' provides inferior outcomes for the employee. Principal-agent theory analyses which features of payment and career systems provide this assurance given its model of man.

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1. L'esonero dal pagamento del contributo onnicomprensivo annuo
2. Nomina, durata e rinnovo del mandato, decadenza dei membri del Senato accademico secondo lo Statuto dell'Università degli Studi di Foggia
3. La funzione Transizioni in Powerpoint
4. For example, Petersen (1992) argued that this can explain why under group-payment systems higher levels of effort are obtained under target-rate payment schemes as opposed to piece-rate payment schemes in manufacturing industries.

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1. Il rapporto annuale di riesame nel sistema AVA
2. Gli obiettivi generali delle attività di orientamento e placement
3. La funzione Presentazione in Powerpoint

4. Principal-agent theory also explains features of the career systems of many organizations. Often, organizations require employees to make large investments in terms of effort, training, and education in early stages of their career for comparatively low wages.

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1. Il Comitato di Ateneo per l'orientamento e il placement nell'Università degli Studi di Foggia
2. L'interruzione e la sospensione degli studi
3. La funzione Righello in Word
4. Principal agent approaches argue that organizations choose such structures to avoid 'adverse selection' in a situation of asymmetric information where the employer cannot know the true qualities and motivations of the employee.

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1. L'annullamento degli esami di profitto
2. I servizi di orientamento e placement
3. La funzione Intestazione in Word
4. Only employees who are sufficiently motivated and have enough trust in their own abilities will stay with the organization in the early career phase in such a system, and other employees will self-select into jobs that bear lower risk but also lower payment in later career stages. The career system thus solves the cooperation problem employers and employees face.

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1. L'iscrizione contemporanea a due corsi di laurea o di laurea magistrale
2. L'orientamento in itinere
3. La funzione Numero di pagine in Word
4. Transaction cost theory differs from principal-agent approaches in assuming strongly bounded rationality. The theory then analyzes which features of a

'governance structure, such as employment contracts or contracts between firms, are best suited to efficiently solve the cooperation problems between economically interdependent boundedly rational actors.