

# Abstracts

**Crotty, Philip T., Jr.**

*Professional Education for Experienced Managers--A Comparison Of The MBA And Executive Development Programs.*

Northeastern Univ., Boston, Mass. Bureau of Business and Economic Research. 164pp. ED 068 821 MF \$.65 HC \$6.58

An analytical and comparative study of Northeastern University's MBA and Management Development (MDP) programs, as representative of university MBA and MDP programs generally, is given. Perceived effects on participants of their attendance and completion of either MBA or MDP in terms of their needs and objectives are measured. Results of two programs in relation to teaching effectiveness and teaching methodology are analyzed. Strengths and weaknesses of Northeastern University's MBA and MDP as seen by participants are assessed. Implications for both industry and universities postulate that Northeastern's experience has wider application to other university programs.

**Dubin, Samuel S.**

*The Psychology of Keeping Up-to-Date*

17pp. 1972 ED 069 938 MF \$.65 HC \$3.29

Two major factors in updating the skills of professional personnel--motivation and organizational climate--are integral parts of the concept of lifelong education for updating. A principal determinant of motivation is said to be achievement motivation; a professional must be highly motivated in order to maintain competence throughout his career. It is stated that achievement motivation can be developed in persons as well as built into jobs. Organizational climate is defined as organizational and management practices that arouse motivation, condition attitudes and shape behavior on the part of its members. A high organizational climate is seen as emphasizing the following characteristics: achievement, concern for excellence, emphasis on problem solving, high reputation for work performance, appropriate training, supportive and friendly atmosphere and initial job orientation. The relationship between supervisor and subordinate is seen as crucial in the professional development of the subordinate. Three types of supervisors are identified: the innovator, the administrator and the inactive supervisor. On-the-job learning is considered an important variable of organizational climate, as is the stimulation provided by peer interactions as well as interaction with superiors and subordinates. It is believed that a company should have a written policy that requires updating for its employees.

**Paisley, Matilad B. and others**

*Compiled by Stanley Grabowski Director*  
*Reaching Adults for Lifelong Learning I. Final Report and Summary*

ERIC Clearinghouse on Adult Education  
Stanford Univ., Calif. Inst. for Communication Research. 96pp. Aug. 72 ED 068 792 MF \$.65 HC \$3.29.

107 Rodney Lane  
Syracuse, New York 13210  
The final technical report and summary of a study of lifelong learning

programs in the United States are presented. Included in the report are a background study of adult and continuing education, a survey of existing programs and practices, and statistical findings. Specimen materials are shown and exemplary practices suggested. Recommendations for improved programs are given as part of the final report summary. Appendices contain the Program Identification Questionnaire, Program Description Questionnaire, exhibits of exemplary materials and promising promotion practices.

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