

# I risultati dello studio “Flessibilità organizzativa” (“Organizational Functioning”: Results of the Study)

Dr. Pat Flynn & Dr. Dwayne Simpson  
Texas Christian University (TCU)

# La flessibilità organizzativa nei dipartimenti delle dipendenze - (The organizational readiness to change of Veneto Region Drug Departments).

Venice, Italy; 20-21 Sept 2004



**I risultati dello studio  
“Flessibilità organizzativa”**

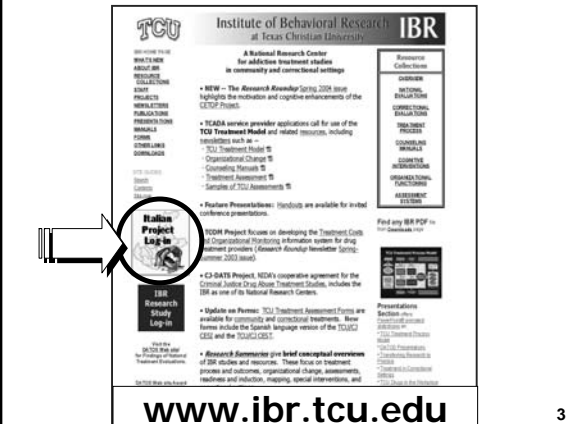
**Pat Flynn & Dwayne Simpson**  
TCU Institute of Behavioral Research  
Fort Worth, Texas

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## Specific Aims

- ◆ To study differences between private and public Italian services
- ◆ To examine in Italy and the U.S.
  - ✓ cross-cultural fit of assessments, and
  - ✓ compare profiles

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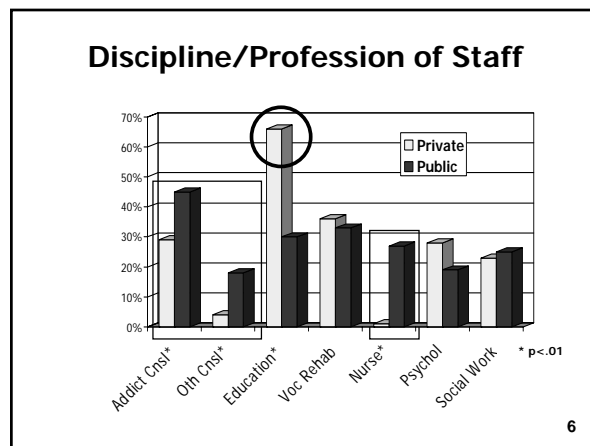
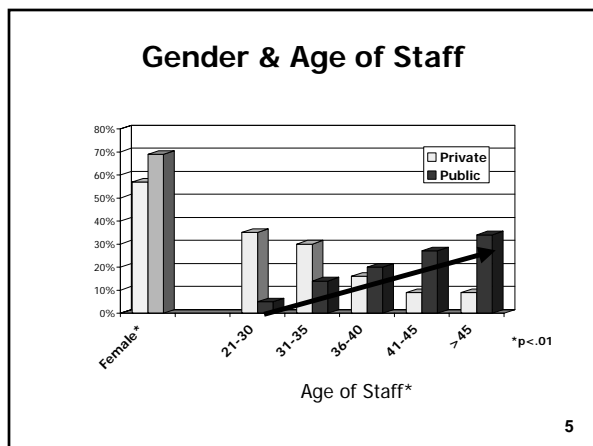


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## Demographics & Background for the Veneto Sample

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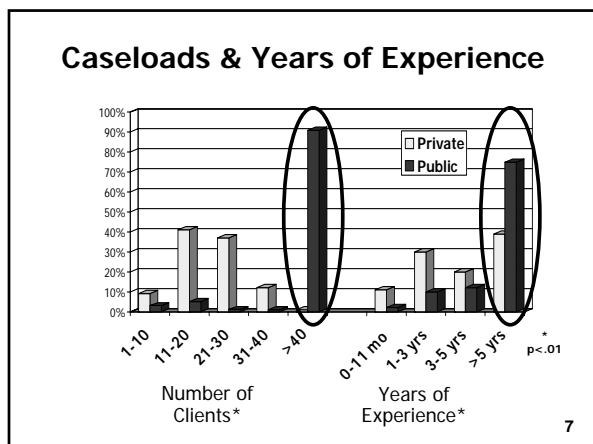


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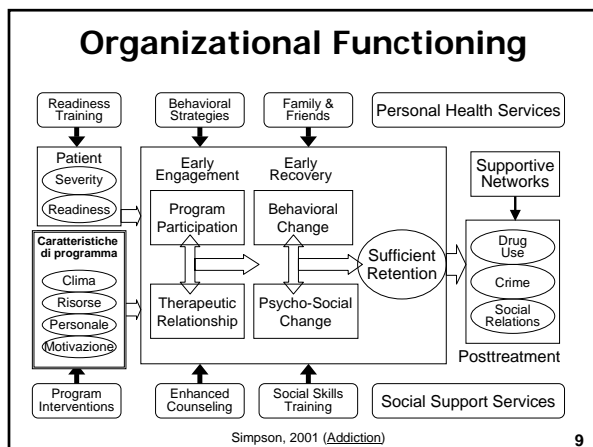
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### Private vs. Public Programs

- Staff at Public programs are –
  - ✓ older
  - ✓ trained in Counseling or Nursing
  - ✓ less formal education
  - ✓ serving larger caseloads
  - ✓ at their jobs for more years



### Organizational Assessments & Functioning



### Coefficient Alpha Reliabilities for Italian and U.S. ORC (staff version)

	Italy (n= 341)	U.S. (n=1089)
<b>Motivation for Change</b>		
Program Needs	.81	.89
Training Needs	.80	.87
Pressures for change	.65	.70
<b>Resources</b>		
Offices	.78	.70
Staffing	.64	.70
Training	.60	.62
Equipment (Computers)	.54	.77
Internet	.77	.74
<b>Staff Attributes</b>		
Growth	.73	.66
Efficacy	.61	.67
Influence	.70	.79
Adaptability	.60	.66
<b>Organizational Climate</b>		
Mission	.80	.72
Cohesion	.87	.87
Autonomy	.48	.56
Communication	.74	.81
Stress	.76	.80
Change	.62	.71

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### Conclusions about the Survey

- ◆ Statistical Reliability of ORC –
  - ✓ is similar in U.S. & Italy
  - ✓ most scales have good reliability
  - ✓ results were consistent for –
    - Web-based survey completions
    - Mailed surveys
  - ✓ rating scores confirmed by “comments”

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## How are programs different?

Come si differenziano i servizi?

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### Organizational Cohesion Scale

10 – Strongly Disagree
20 – Disagree
30 – Uncertain
40 – Agree
50 – Strongly Agree

1. Staff here all <u>get along</u> very well?	Scores
2. They always work together <u>as a Team</u> ?	30
3. They are <u>quick to help</u> one another?	40
4. Mutual <u>trust and cooperation</u> is strong?	30
	40
Average =	35

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### Funzionamento Organizzativo

**Clima:**

- Mission
- Coesione 35
- Autonomia
- Comunicazione
- Stress
- Cambiamenti

**Risorse:**

- Uffici/Equipe
- Formazione
- Attrezzature

**Personale:**

- Crescita
- Efficacia
- Influenza
- Adattabilità

**Motivazione:**

- Necessità del servizio
- Necessità formative
- Pressioni a cambiamento

Programma

Clima

Risorse

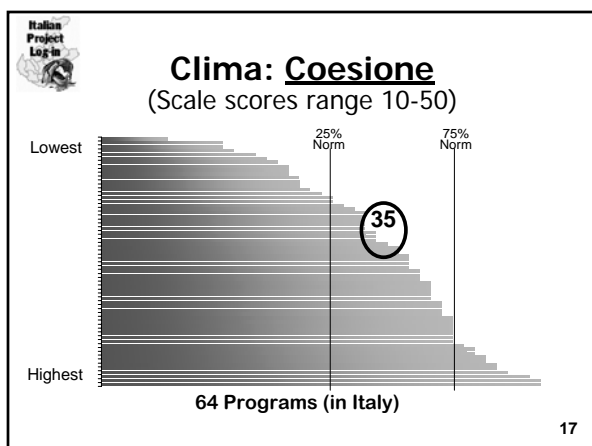
  

Personale

Motivazione

Simpson, 2002 (J Substance Abuse Treatment) 16



### Funzionamento Organizzativo

**Motivazione:**

- Necessità del servizio-35
- Necessità formative-34
- Pressioni a cambiamento-30

**Risorse:**

- Uffici-30
- Equipe-33
- Formazione-29
- Attrezzature-28

**Personale:**

- Crescita-32
- Efficacia-37
- Influenza-32
- Adattabilità-35

**Clima:**

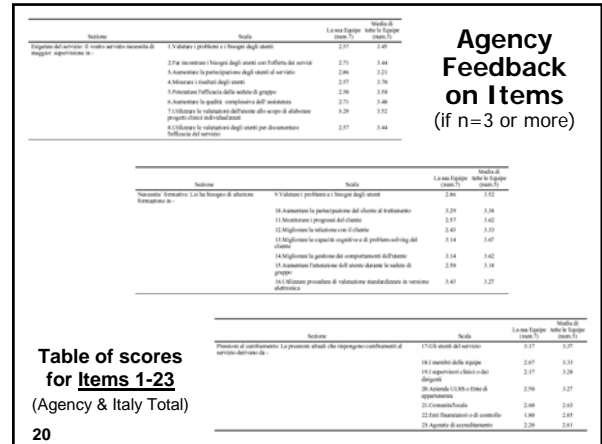
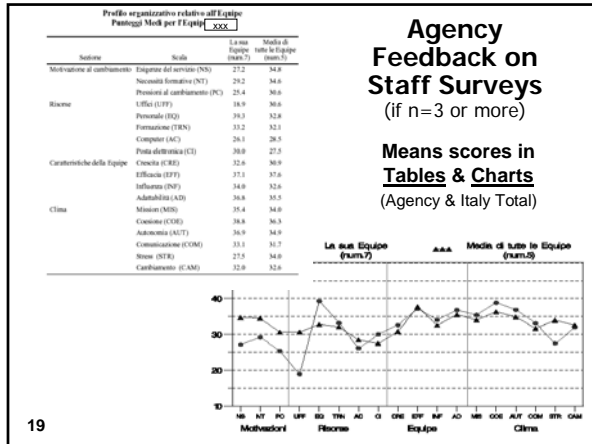
- Mission-34
- Coesione-35
- Autonomia-35
- Comunicazione-31
- Stress-34
- Cambiamenti-33

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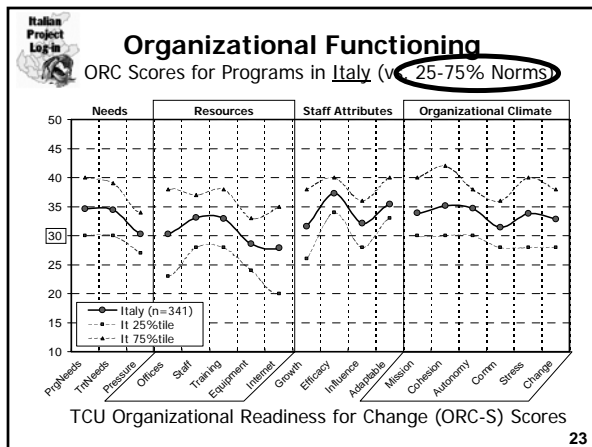
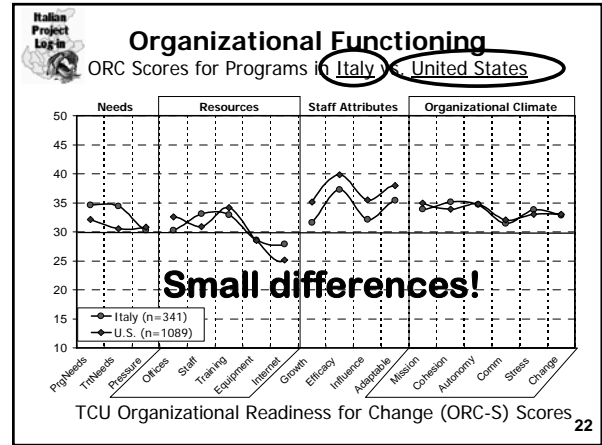
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## Comparative Profiles U.S. & Italy

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## Organizational Profiles for the Veneto Sample

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