

# *Harmony*<sup>TM</sup>

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## Research Update



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## Research Update

In early 1996, the Institute funded two doctoral research grants. Recipients were Arthur Brooks, a Ph.D. candidate at RAND Graduate School of Policy Studies in Santa Monica, California, and John Breda, at the time a candidate for an M.D. degree from the University of Massachusetts.

Arthur Brooks has recently completed his research analyzing the choices which symphony orchestras have in creating demand for their goods. (For a more complete description of this research, see *Harmony*, April 1996, pages 52 to 54 and October 1996, page ix). Arthur's findings will be published later in the year, probably in both complete and synopsis form.

Dr. John Breda is nearing completion of his research into the psychological stress which orchestral musicians experience. He is analyzing findings within the project's data universe as well as making comparisons with the data for other occupations. John had an excellent response from musicians to a questionnaire he circulated in the middle of 1996. His research should be completed within a few months.

During 1996, the Institute became familiar with symphony orchestra organizational research taking place at the Institute of Work Psychology at the University of Sheffield, in England. Sally Maitlis, a doctoral candidate, has for some time been working in the areas of organizational psychology and human resource management. In 1995, she became especially interested in the decision-making processes existing within symphony organizations in Great Britain, particularly in light of changes in their economic environment. Sally has spent more than a year closely observing the internal processes and decision making within three orchestral organizations. A description of her research and some preliminary findings are reported in the pages which follow. The Institute will publish the overall results of this research later this year.

Various scholars have approached the Institute to report symphony-organization-related research they have undertaken or are considering. The Institute welcomes such information and inquiry and seeks, among other things, to put scholars with common interests in contact with each other. The Institute continues to evaluate alternatives for sponsored research, especially projects that are closely related to organizational change being considered or taking place in symphony orchestra organizations.