

## Abstracts

Matthias Pollmann-Schult

### **Actual and Preferred Working Hours in Family Households. An Analysis of Work Hour Mismatches in Germany**

This paper analyses how the presence of children and the spouse's employment status relates to the desire for more and fewer hours of work. Using data from the German Socio-Economic Panel (GSOEP), it is argued that a majority of employees do not work the working hours they would prefer. Most employees who are facing a mismatch of working hours want to spend less time at work. The desire to increase or decrease working hours varies greatly with the family structure. Mothers are more likely to have an unmet desire for fewer hours than women without children, whereas fathers less often express the desire for fewer hours than childless men. Those groups of workers who are most liable to work-life conflicts, such as single mothers and fathers in dual-earner households, relatively unlikely show a desire for fewer hours of work. The analysis suggests that work-life conflict is only weakly related to work hour mismatches. In addition, it became visible that the association between work-life conflict and the desire to reduce working hours is mediated by the family income and social norms.

Alexander Bogner

### **Ethicization and the Marginalisation of Ethics. Micropolitics of Knowledge in Ethics Councils**

In this paper I apply the concept of micropolitics, as derived from organizational sociology, on the sociology of expertise. From such a perspective, manufacturing expertise within an interdisciplinary team always entails bargaining over the relevance and robustness of particular disciplinary knowledge. Taking the example of national ethics councils, I demonstrate that the micropolitics of knowledge determines the success of claiming an expert status. I argue that the ethical framing of this expertise does not privilege the specialised knowledge of professional ethicists. Rather, it leads to a marginalization of ethical expertise. Paradoxically, the trend towards ethicizing scientific-technical phenomena on the macro level goes along with a marginalization of ethics on the micro level.

Heiner Meulemann

### **Equalizing and Providing Opportunities. The Acceptance of Comprehensive and All-Day Schools in Germany**

Comprehensive schools and all-day schools aim for different aspects of equality of opportunity, namely equalizing or providing opportunities. Using population surveys, I show how respective knowledge and evaluation of comprehensive schools and of all-day schools have developed in Germany. Unlike all-day schools, the *knowledge* of comprehensive schools appears to be politically selective. Only those who know the respective school form have been evaluated. Three hypotheses are tested in relation to control for attitudes to equality of opportunity, political self-identification, social status, and parenthood. According to the *competition hypothesis*, the evaluation of comprehensive schools should have declined in West Germany between 1979 and 2005; it is verified. According to the *egalitarianism hypothesis*, com-

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prehensive schools should receive less support in West than in East Germany in 2005; it is verified for comprehensive schools only. According the *difference hypothesis could be verified* that comprehensive schools are getting less support than all-day schools in both parts of Germany in 2005. While competing with the traditional three-partite secondary school system, comprehensive schools lose support, because they postpone the distribution of opportunities, which the higher forms of the traditional school system provide immediately after.

Hans J. Pongratz

### **Competition and Integration in Organizational Change. On the Problem of “Creative Destruction” Within Organizations**

Measures of reorganisation create in-company competition: strategies, structures, and processes are constantly put to test whether they are successful or are forced to change. This competitive principle can be interpreted with reference to Schumpeter's theorem of “inward creative destruction”. Organizational change renders the organization itself an object of creative destruction and opens it for permanent adjustment to changing environments without simply giving up proven patterns of action. Empirical findings on organizational change (including the results from a comprehensive empirical study on the success conditions of profound organizational change in large German companies) provide the diagnostic bedrock for successive theoretical interpretations of the competitive relationship and related problems of integration. These findings visualize a manifestation of integral competition, which can be observed not just in case of organizational change but in project work in general. The competitive working conditions of projects generate entrepreneurial energy in managers and employees and, at the same time, promote alignment towards shared objectives.