

*Harmony*TM

FORUM OF THE SYMPHONY ORCHESTRA INSTITUTE
NUMBER 10 • APRIL 2000

Research Study and Organizational Consultation



To subscribe to *Harmony* or provide support to the Institute, contact:

Symphony Orchestra Institute

1618 Orrington Avenue, Suite 318

Evanston, IL 60201

Tel: 847.475.5001 Fax: 847.475.2460

e-mail: information@soi.org

www.soi.org

Research Study and Organizational Consultation

In December 1999, the Institute was pleased to publish and distribute, as Research Study Series No. 2, the report, *Stress and Job Satisfaction among Symphony Musicians*, co-authored by Dr. John Breda and Dr. Patrick Kulesa. This study originated with a doctoral research grant to Dr. Breda in 1996, and reported the findings from a questionnaire sent to a large sample of players in ICSOM orchestras dealing with job satisfaction and stress. Dr. Breda received and tabulated responses from some 700 players. From late 1998 into 1999, Dr. Kulesa, an expert in the interpretation of attitudinal expression, assisted Dr. Breda in the analysis of the responses and the drafting of the published report. Copies of this research report are posted on the Institute's Web site at < www.soi.org > .

Work continues on the Institute's analysis of conductor evaluation data collected from ICSOM orchestra players for the decade 1987-1997. The Institute plans to complete and publish its overall findings later in 2000.

Following the beliefs and principles of the Institute as to symphony organizational consultations (< www.soi.org/home/OSC.htm >), work with the Philadelphia Orchestra organization has entered its second year. As with all such organization change and improvement programs, progress is measurable more in qualitative than in quantitative terms, and by these measures, there have been advances. Increasing effort is being placed on specific organizational issues. Meanwhile, the Institute is exploring consultation relationships with other symphony organizations, toward its goal of developing methodologies and possible models for symphony organizational improvement which can be drawn on by orchestral institutions and their process consultants.

Also, as announced in late 1999, Fred Zenone has joined the Institute as vice chairman, and is especially devoting his time and knowledge to the further development of the Institute's organizational consultation program.