

Peter Drucker On The Profession Of Management

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the overall purpose of the thesis is to explore the meaning of professionalism and independence for the individuals within the audit arena professionalism is defined as the occupational values that guide auditors professional behaviour and how independence is understood is assumed to be influenced by the social groups the auditors identify with the audit arena consists of several social actors i.e. the audit profession audit firms and auditors as well as external constituencies of the profession i.e. accountants and accountees the audit profession both serves the public interest by quality ensuring the information provided by the accountants to the accountees as well as conducts business in a state sanctioned monopoly like market appearing independent and professional is therefore critical for the profession as independence and professionalism is the basis of society's trust in the profession and may particularly influence the profession's ability to recruit and retain staff the audit profession audit firms offices and audit teams are social groups which influence the values attitudes and behaviours of the auditors through the process of socialization into the profession and the audit firm however accountants i.e. clients and accountees i.e. stakeholders such as investors are also social actors who may influence the values attitudes and behaviour of auditors if auditors identify with these social actors exploring the social identities at play within the audit arena enables us to more fully understand the values that guide professional work the thesis empirically investigates the social identity audit arena through potential current and former audit employees perceptions of the audit arena where the data is both qualitative interviews and quantitative surveys in nature the empirical material provides both pre socialized and post socialized perspectives on the audit arena where the bulk of the material stems from the pre socialized perspective the thesis suggests that there are two types of auditors namely small client auditors and large client auditors where the small client auditor group dominates the audit arena the role of the small client auditor is described differently from the large public client auditor's role the small client auditor is perceived as a teacher who helps the clients run their businesses better and avoid problems with tax authorities et cetera making it necessary for the auditor to have a good and close relationship with the client in order to fulfil her his role the large client auditor is described more as having the traditional guardians of the market role hence it seems as the small client auditor is guided by other values and has a different understanding of independence compared to the large client auditor however the large client auditor is also perceived as having a counselling teacher role indicating that some professional values are shared by small client and large client auditors these different roles auditors are perceived to have where independence and working for the public interest seem to mean different things can influence how new audit employees perceive the profession if employees expect to work as large client auditors but instead experience work being guided by small client auditor values or vice versa it may influence the willingness to stay in the profession these two roles are also a potential factor influencing the expectation gap i.e. the gap between what society thinks the

auditor does and what s he does in practice these two roles may therefore influence society s image of the auditor and where the profession may have issues in appearing independent in the relationship with small clients avhandlingens övergripande syfte är att utforska innebörden av professionalism och oberoende för individerna inom revisionsarenan professionalism definieras som de yrkesrelaterade värderingarna som styr hur man som professionell revisor bör agera och hur oberoende förstås antas påverkas av vilka sociala grupper revisorn identifierar sig med revisionsarenan består av flera sociala aktörer nämligen revisionsprofessionen revisionsbyråer och revisorer och även externa intressenter till professionen nämligen redovisningsskyldiga och redovisningsberättigade revisionsprofessionen har ett viktigt samhällsuppdrag att kvalitetssäkra informationen som de redovisningsskyldiga tillhåller de redovisningsberättigade dock bedriver professionen samtidigt affärer på den monopolmarknad professionen har genom den lagstadgade revisionen för professionen är det därmed av yttersta vikt att framstå som oberoende och professionell då oberoende och professionalism är grunden för samhällets tillit till professionen innebörden av professionalism och oberoende inom revisionsarenan kan speciellt påverka professionens möjligheter att rekrytera och behålla personal revisionsprofessionen revisionsbyråerna arbetskontoren och revisionsteamerna är sociala grupper som påverkar revisorers värderingar attityder och beteende genom socialiseringen in i professionen och revisionsbyrån de redovisningsskyldiga klienter och de redovisningsberättigade intressenter så som investerare är andra sociala aktörer som kan påverka revisorers värderingar attityder och beteende om revisorerna identifierar sig med dessa sociala grupper genom att utforska vilka sociala identiteter som verkar inom revisionsarenan kan vi få större kunskap kring vilka värderingar som styr det professionella arbetet avhandlingen undersöker potentiella nuvarande och före detta revisionsmedarbetares uppfattningar om revisionsarenan där empirin både är av kvalitativ intervjuer och kvantitativ enkäter natur det empiriska materialet ger både ett försocialiserat och eftersocialiserat perspektiv på revisionsarenan där tyngden ligger på det försocialiserade perspektivet avhandlingen tyder på att det finns två typer av revisorer nämligen småbolagsrevisorer och storbolagsrevisorer där småbolagsrevisorer är den största gruppen småbolagsrevisorns roll beskrivs annorlunda jämfört med hur storbolagsrevisorns roll beskrivs småbolagsrevisorn uppfattas som en lärare som hjälper klienterna att driva sina företag bättre och undvika problem med skatteverket med mera vilket innebär att revisorn måste ha en god och nära relation med klienten för att kunna uppfylla sin roll storbolagsrevisorn beskrivs mer som revisorsrollen traditionell beskrivs d v s som en marknadsväktare och en oberoende granskare det verkar alltså som att småbolagsrevisorn utgår ifrån andra professionella värderingar och har en annan förståelse av oberoende jämfört med storbolagsrevisorn dock uppfattas storbolagsrevisorn även ha en rådgivande lärarroll vilket indikerar att småbolagsrevisorer och storbolagsrevisorer delar vissa professionella värderingar dessa olika roller som revisorer upplevs ha där

oberoende och arbete för det allmännas intresse verkar betyda olika saker kan påverka hur nya anställda upplever revision som yrke om anställda förväntar sig att arbeta som en storbolagsrevisor men istället får uppleva yrket som en småbolagsrevisor eller tvärtom så kan det påverka viljan att vara kvar i yrket dessa två roller är även en potentiell aspekt som påverkar förväntansgapet dvs skillnaden mellan vad samhället tror att revisorn gör och vad hen faktiskt gör dessa två roller kan alltså påverka samhällets bild av revisorn där revisionsprofessionen kan ha svårt att hävda sig vara oberoende gentemot dessa mindre klienter

this book serves as an introductory reader for understanding a professional competencies framework for social work through a new approach it not only discusses what professional competencies are and why they are significant but it also shows how to develop a professional competencies approach measure and research competencies and learn how to use them to empower professional identity and career development there has been growing interest to define the social work profession within a professional competencies framework professional competencies are considered in their complexity as a triangle of knowledge skills and values they are not solely a tool for education and practice but they are also important for professional socialization and identity in social work a professional competencies approach has been used to define standards and expectations for social workers practitioners it is an evaluation tool for formal education and lifelong learning programs provides guidance for field practice and placements for social work students and could be a frame for distinguishing levels of professional expertise the volume provides an up to date comprehensive overview of a professional competencies approach in social work with 10 chapters organized in four sections part i understanding a professional competencies approach including criticisms of the competency based education approach part ii major areas of professional competencies including leadership and professional socialisation part iii measuring professional competencies and education outcomes including how to conceptualise operationalise and measure professional competencies in social work part iv professional competencies and professional development including a model of holistic competence in social work and the unique professional capabilities framework social work in the frame of a professional competencies approach is essential reading for social work instructors academics and national professional associations interested in developing or reviewing their professional competencies framework it is an invaluable resource for experts in statutory bodies that set up a legislative framework of social work practice or work in the accreditation of social work education programs the book is useful for social work students interested in understanding the theoretical background of social work as well as for field practitioners who wish to use professional competencies for their self reflection self evaluation and professional identity

this report aims to provide an in depth analysis of teachers and school leaders

perceptions of the value of their profession their work related well being and stress and their satisfaction with their working conditions it also offers a description of teachers and school leaders contractual arrangements opportunities to engage in professional tasks such as collaborative teamwork autonomous decision making and leadership practices

list of members in each vol

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