

CHAPTER 2

Examining the Relationship Between School Administrators' Chaotic Leadership and Organizational Anomie According to Teachers' Perceptions

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INTRODUCTION

Understanding and managing human nature is an inherently intricate undertaking. This complexity is further compounded when considering the intricacies of human behavior in a stable organizational environment, let alone in the face of constant change or unexpected chaotic circumstances. As argued (Aras, 2021), one of the pivotal determinants of organizational success lies in proficient management. Consequently, it becomes imperative to establish a comprehensive grasp of the management system. Organizations employ various processes aimed at fostering an in-depth comprehension of the system's management. These multifaceted processes serve to stimulate non-linear thinking and intuitive approaches (Wheatley, 2006). Within this framework, the concept of chaos emerges as a poignant descriptor of these non-linear processes.

In addition to chaos, another salient concept that encapsulates the dimensions of uncertainty and complexity in management is anomie. Coined by the eminent French sociologist Émile Durkheim (1986) in the late 19th century, anomie denotes a state of normlessness experienced by individuals who perceive a disconnection from the established societal values. Originally applied by Durkheim to elucidate broader social structures, anomie has gradually found resonance in diverse contexts, including educational institutions. The manifestation of anomie within educational settings presents a multifaceted challenge replete with extensive implications. In order to create an inclusive and supportive educational environment, it is important to evaluate anomie from the chaotic leadership framework.

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open systems, be analyzed through the principles of chaos theory. This approach aims to discern order amidst instability or disorder, offering valuable insights into the inherent dynamics of these institutions.

- It is advised to organize awareness training programs for all employees, with a special emphasis on school administrators, to cultivate conceptual awareness about organizational anomie.

RECOMMENDATIONS FOR RESEARCHERS

The suggestions offered to researchers in line with the findings are as follows:

- The examination of concepts like organizational commitment and organizational motivation is suggested, particularly in the context of employees experiencing anomie within the organization.
- The implementation of experimental studies is recommended post-training of managers in chaotic leadership.
- The exploration of managers' coping strategies in response to organizational anomie is advised through case studies.

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