

## **Anomie of Professionals in the Changing Institution**

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This study examines the adaptation of professionals to a changing institution. The transformation examined is the shift of the National Research Institute of Science and Technology from being a state-run to an independent administrative agency. The conventional theory of professionals is that professionals do not depend on organizations as they have a strong commitment to their occupations; however, in dynamic reforms of organizational systems, we found a different tendency. It was found through the interviews that researchers felt uneasiness and dissatisfaction as clerks did. When we analyzed their uneasiness with the type of work they performed and their position in the organization, the full-time researchers felt the greatest amount of uneasiness regarding this organizational shift, while temporary clerks worried about their job termination. This paper explains the above phenomenon by using concepts such as "relative deprivation," "the conflict caused by the old institution and the new institution", and "the dismantling of the researcher's community". The self-subsistence of a person depends on the social norms of the society. Therefore, we conclude that increased uneasiness is the result of the weakening of their superiority. In addition, because each professional commits to a specific field, it was difficult for the researchers to combine against the control of the managers and directors. This paper concludes this phenomenon is a professional's anomie on dynamic organization.

220words

Key words: changing institution , professionals, anomie,