研究の意義と先行研究

◆ 一般会員の依存傾向、一部の役員だけの過剰な負担を指摘する研究者は多い。
◆ しかし、その解決を探る研究は少ない。

1

研究方法

◆ 関東近辺で活動している難病児の親の会を対象
◆ 1993年よりフィールドワーク
◆ 21団体の役員への質的インタビュー法（31回）
◆ 役員のなり手不足に注目して分析した
◆ 組織論の概念と結びつけた

2

インタビューの結果
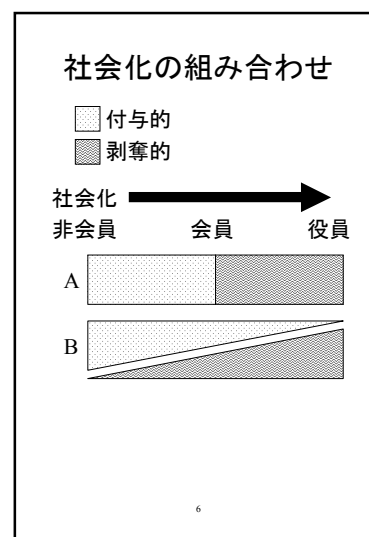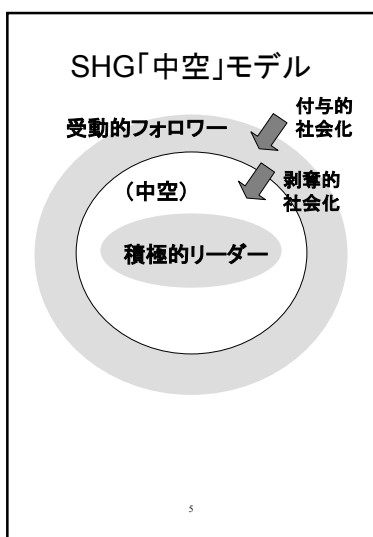
◆ 仲間意識は会員意識につながらない
◆ 会では体験は語られるが、組織の問題は語れない

3

理論との関連

◆ 組織的社会化 (organizational socialization)
◆ 組織の3次元
　▶ 機能的(functional)
　▶ 階層的(hierarchical)
　▶ 包含的(inclusionary)
◆ 組織的社会化のプロセス
　▶ 付与的(investiture)
　▶ 剥奪的(divestiture)

4

SHG「中空」モデル

受動的フォロワー
付与的社会化
（中空）
剥奪的社会化
積極的リーダー

5

社会化の組み合わせ

□ 付与的
■ 剥奪的

社会化
非会員　会員　役員

A
B

6

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