



Discretionary Behavior and Performance in Educational Organizations: The Missing Link in Educational Leadership and Management (Advances in Educational Administration)

Ibrahim Duyar

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This volume of *Advances in Educational Administration* examines discretionary behavior/performance, an emerging yet critical phenomenon for educational organizations to be effective in responding to the complex expectations of the 21st century. Discretionary behavior refers to the employee behavior that is not directly or explicitly recognized by the formal reward system, and in the aggregate promotes the efficient and effective functioning of the organization. Discretionary behaviors of the educational workforce can contribute to maintenance and enhancement of the social and psychological organizational context which supports the task performance and organizational effectiveness.

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