

Starting point of this examination is the part of Lower saxon high education act (NHG) which deals with the interior organization of the university and her employees. In connection with this, the exact determination of the concept "Organization" is necessary, since the contents vary: The organization and thus also the organization right as an instrument to the fulfillment of its duties will be looked at in order to learn more about the order within university. The attention is turned to questions of the employee`s motivation effected by certain articles and the way the main decisions are made. The question about the constitution rank of the efficiency principle or the discussion borrowed from the area of economics is touched only on the edge because efficiency shall be considered as a characteristic of means-ends relationship in the context of this work. A definition which is such and explained more precisely in the following is based on the basis of German legal provisions (e.g. 7 BHO or § 10 VwVfG) and with regard to the needs of organization or the organization right, modified particularly into dependence of the specific requirements of the constitution on the universities.

Keywords: university, efficiency, organization