The Degradation of Work Skill Deskilling and the Labour Process

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The Degradation of Work? - Stephen Wood - 1982

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Labor and Monopoly Capital - Harry Braverman - 1998-12-01

This widely acclaimed book, first published in 1974, was a classic from its first day in print. Written in a direct, inviting way by Harry Braverman, whose years as an industrial worker gave him rich personal insight into work, Labor and Monopoly Capital overturned the reigning ideologies of academic sociology. This new edition features an introduction by John Bellamy Foster that sets the work in historical and theoretical context, as well as two rare articles by Braverman, “The Degradation of Work in the Twentieth Century” (1975) and “Two Comments” (1976), that add much to our understanding of the book.

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The Sociology of Work (RLE: Organizations) - Parvin Ghorayshi - 2013-08-21

This reference volume reflects the changing world of work. It includes research on the various dimensions of work, such as the structure of the labour force, labour market segmentation, technology, employment/unemployment, trade unions, and industrial democracy. This book provides an integrated view of the various dimensions of work, its distinguishing characteristics and issues both peculiar, as well as common to industrialized countries. By adopting an interdisciplinary and interactional perspective, this volume provides the scholar and the lay reader with a range of approaches and debates that have made a significant contribution toward understanding the changing nature of work and its social impact.

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Managing State Social Work - John Harris - 2018-12-20

Published in 1998. The industrial model of the labour process developed by Braverman was applied to social work in the radical social work literature. The book engages in a more critical examination of the application of the labour process perspective to social work, with particular reference to front-line management in a local authority context. It begins with a review of the labour process literature which demonstrates the extent to which the independence of Braverman’s model on scientific management was undermined in the post-Braverman debate. The radical texts’ orthodox Bravermanian approach to the social work labour process is considered. In those texts, the social work labour process is represented as having moved towards an industrial model which steadily encroached on the autonomy of front-line field social workers, through managers’ wrestling of control over their work. The book advances an alternative model of the social work labour process which takes account of the distinctive features of social work, as a state-mediated, bureau-professional labour process. Findings from a small-scale case study of a social services department are presented. Data from the study are used to test the bureau-professional model of the social work labour process against the orthodox Bravermanian model. Developments in the social services department’s organizational structure are set out and the position of front-line managers is considered through an exploration of their identities and commitments in relation to line management and trade unionism. The data from their accounts support the bureau-professional model of the labour process and the position of front-line managers emerges as more ambiguous than the radical social work literature indicated. Front-line managers did not share global goals with senior management, nor were their interests merged straightforwardly with those of social workers.

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Re-issuing volumes originally published between 1949 and 1995 this 31 volume set examines the theory and behaviour of organizations. Topics covered include: the sociology of work leadership and organizations politics at work theory and practice of company organization patterns of business organization company strategy and organizational design.

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On the Job - Craig Heron - 1986
Every day millions of Canadians go out to work. They labour in factories, offices, restaurants, and retail stores, on ships, and deep in mines. And every day millions of other Canadians, mostly women, begin work in their homes, performing the many tasks that ensure the well-being of their families and ultimately, the reproduction of the paid labour force. Yet, for all its undoubted importance, there has been remarkably little systematic research into the past and present dynamics of the world of work in Canada.

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Work and Organizational Behaviour - John Bratton - 2020-11-18
Critical and accessible, the new edition of this bestselling textbook offers valuable insight into contemporary management practices and encourages readers to reflect on the realities of the workplace. Work and Organizational Behaviour takes a unique and well-rounded approach, exploring key theories and topics through the lenses of sociology, psychology, ethics and sustainability. Firmly embedded in the latest research and the wider geopolitical environment, this new edition places OB in the context of climate change, the rise of unstable working conditions and the impact of new technologies. A strong suite of pedagogy supports student learning, demonstrating key theories in action and preparing readers for the real world of work. Cases and features illustrate contemporary organizational practices and their impact across the world, in a range of industries. With streamlined content, an improved structure, and an enhanced focus on leadership, Work and Organizational Behaviour is an essential companion for OB modules at undergraduate, postgraduate and MBA levels. New to this Edition: - New chapters on ‘Work and the gig economy’ and ‘Human resource management’ - New decision making scenarios helping readers to develop practical leadership skills - 200+ new references to recent academic literature - Inclusion of important contemporary topics, including Covid-19 and the gig economy - Coverage of new technologies, including the impact of AI, robots, remote working and big data - Increased coverage of corporate social responsibility and ethics - New end of chapter cases, Reality of Work features and Globalization and Organization Behaviour features.

Re-Tayloring Management - Dr Christina Evans - 2013-06-28
Over a century has passed and yet there is growing evidence that knowledge workers across the globe today are as constrained by F.W. Taylor’s much-maligned The Principles of Scientific Management, as factory workers were in the early twentieth century. Re-Tayloring Management looks critically at Taylor’s philosophy on management and contrasts it with other perspectives that have since emerged, along with the professionalization of management and the growth in business and management education. The contributors demonstrate that despite the complexity and uncertainty that organizations face, instead of designing work systems where knowledge and service workers have the freedom to apply knowledge and skills at the point they are most needed, managers are obsessed with maintaining tighter control. This approach conflicts with contemporary job design principles, which emphasise ‘job crafting’, whereby individuals are encouraged to craft their role in a way that is congruent with their identity. Drawing on insights from academics with diverse backgrounds and interests, and organised around past, present and future themes, this book is a thought-provoking read for professional managers, as well as postgraduate students and academics teaching and researching organizational studies and management.

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Putting Skill to Work - Nichola Lowe - 2021-03-16
An argument for reimagining skill in a way that can extend economic opportunity to workers at the bottom of the labor market. America has a jobs problem—not enough well-paying jobs to go around and not enough clear pathways leading to them. Skill development is critical for addressing has skill, how it is attained, and whose responsibility it is to build skills over time. In this book, Nichola Lowe tells the stories of pioneering workforce intermediaries—nonprofits, unions, community colleges—that harness this ambiguity around skill to extend economic opportunity to workers at the bottom of the labor market.

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Restructuring Capital - Howard Newby - 1986-02-07

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Meanings of Work - Frederick C. Gamst - 1995-01-01
This book examines the fast-changing patterns of work in the global market and the resulting social, cultural, and economic impact on the work force.

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Computers, Jobs, and Skills - Christopher Baldry - 1988-09-30

In today’s complex and ever-changing world it has become obvious that even highly developed knowledge and skills are no longer sufficient to meet new challenges, situations and problems facing individuals, organisations and nations. This raises an enormous and potentially confusing issue for educators and trainers: how is it possible to generate and assess abilities to deal with challenges and problems unknown – or not even in existence – at the time the learning takes place? The book builds on the experiences and insights of its expert contributors, all of whom have worked with, studied and analysed competences and how they are developed. Their collected work presents comprehensive explanation and analysis of the concept and nature of competence. Specific contexts of competence development, e.g. in the public sector or small business. Competence development as a national strategy for building an up-to-date education and training system. With chapters from around the world, including the UK, USA, Canada, Australia, Scandinavia, this book illustrates in an engaging and convincing manner the importance and innovative nature of the concept of competences, resulting in a varied, differentiated and empathetic guide to the topic. It will appeal to educators, both in academic and management circles, as well as students and administrators of education.

International Perspectives on Competence Development - Knud Illeris - 2012-07-26

The Oxford Handbook of Skills and Training - Chris Warhurst - 2017-02-09

Skills and workforce development are at the heart of much research on work, employment, and management. But are they so important? To what extent can they make a difference for individuals, organizations, and nations? How are the supply and, more importantly, the utilization of skill, currently evolving? What are the key factors shaping skills trajectories of the future? This Handbook provides an authoritative consideration of issues such as these. It does so by drawing on experts in a wide range of disciplines including sociology, economics, labour/industrial relations, human resource management, education, and geography. The Handbook is relevant for all with an interest in the changing nature - and future - of work, employment, and management. It draws on the latest scholarly insights to shed new light on all the major issues concerning skills and training today. While written primarily by leading scholars in the field, it is equally relevant to policy makers and practitioners responsible for shaping the development of human capability today and into the future.

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Developments in Sociology - Robert Burgess - 2014-06-11

Appropriate as a supplemental text to courses in Sociology. Providing an overview grounded in research. Developments in Sociology focuses on the major areas of theoretical, methodological and substantive developments in sociology. Each author takes a field of study in which they are an acknowledged expert and highlights the way in which the subject has developed over the last fifty years.

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The International Political Economy of Work and Employability - P. Moore - 2010-08-17

International competition and skills shortages caused by technological advance have raised entirely new issues for workers, not least how responsibility is increasingly being transferred to them. This book looks at how workers are expected to survive unstable job market conditions in three locations: the UK, Singapore, and South Korea.

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From the traditional stereotyped viewpoint, femininity and technology clash. disciplines including sociology, economics, labour/industrial relations, human resource management, education, and geography. The Handbook is relevant for all with an interest in the changing nature - and future - of work, employment, and management. It draws on the latest scholarly insights to shed new light on all the major issues concerning skills and training today. While written primarily by leading scholars in the field, it is equally relevant to policy makers and practitioners responsible for shaping the development of human capability today and into the future.

For the free movement of labour across the European Union, establishing transparency and comparability of qualifications across member states is vital. This book examines how qualifications, knowledge, skills and competences are understood in different national contexts and transnationally and reveals a complex picture of differences and similarities both within and between countries. Against the background of EU policy initiatives, and in particular the European Qualifications Framework, an important focus is on the prospects and difficulties of establishing cross-national recognition of qualifications. Drawing on case studies of particular sectors and occupations in France, Germany and the Netherlands, this insightful book, written by leading academics in the field, will be a vital resource for students and researchers involved with vocational education and training, continuing professional development, human resource management and European Union policy.

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Labor's Power and Industrial Performance - Stavros Gavroglou - 1998
Constructs an analytical framework of production politics within which to address such phenomena as the erosion of wages and lost of good jobs in the US in the 1980s, the emulation by US companies of production methods from elsewhere, and differences and similarities between Japanese and German industrial relations. Narrowing the study to the automobile industry, argues that variations in labor's fortunes and competitive success can be explained by distinct patterns of labor inclusion in corporate decision making. Distributed in the US by Taylor and Francis. Annotation copyrighted by Book News, Inc., Portland, OR

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Managing Technological Change - Carol Joyce Haddad - 2002-05-16
This book examines how new workplace technology can improve performance - and how it can have the opposite effect when it is not properly planned and introduced with the participation of key stakeholders. It provides an overview and explanation of the steps involved in technology planning, acquisition, development, implementation, and assessment.

Women Workers And Technological Change In Europe In The Nineteenth And twentieth century - Gertjan De Groot - 2005-08-05
This negative association between women and technology is one of the features of the sex-typing of jobs. Men are seen as technically competent and creative; women are seen as incompetent, suited only to work with machines that have been made and maintained by men. Men identify themselves with technology, and technology is identified with masculinity. The relationship between technology, technological change and women's work is, however, very complex. Through studies examining technological change and the sexual division of labour, this book traces the origins of the segregation between women's work and men's work and sheds light on the complicated relationship between work and technology. Drawing on research from a number of European countries England, Sweden, Denmark and the Netherlands, international contributors present detailed studies on women's work spanning two centuries. The chapters deal with a variety of work environments - office work, textiles and pottery, food production, civil service and cotton and wool industries. This work rejects the idea that women were mainly employed as unskilled labour in the industrial revolutions, asserting that skill was required from the women, but that both the historical record about women's work and the social construction of the concept of "skill" have denied this.

The New Division of Labour - Wolfgang Littke - 1995
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The Realities of Work - Mike Noon - 1997-06-16
The Realities of Work - Mike Noon - 1997-06-16
The Nature of Work - - 1983-10-01
The Nature of Work - - 1983-10-01
ENTERPRISING WOMEN - Parminde Bhatcu - 2004-01-14
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Work Organisations - Paul Thompson - 1995-10-13
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Work, Inc. - Edmund Byrne - 1992-03-11
Many workers today feel that the longstanding social contract between government, business, and labor has been broken. This book examines legal and philosophical problems that must be addressed if there is to be a new social contract that is fair to workers. Drawing on a wide variety of sources, from the popular press to technical philosophy, Edmund F. Byrne brings into focus ethical issues involved in corporate decisions to reorganize, relocate, or automate. In assessing the human costs of these decisions, he shows why, to a worker, "corporations are not reducible to their assets and liabilities any more than a government is merely its annual budget. That they are organizations, that these organizations do things, and that they are socially responsible for what they do." In support of this assignment of responsibility, Byrne seeks to demystify corporate hegemony by confronting a variety of intellectual "dragons" that guard the gates of
of organizing technical work and producing trusted workers. The book goes beyond cultural explanations of these national variations to examine how they are created and reproduced in the organization of work and the structuring of occupations.

Theoretical Perspectives on Work and the Employment Relationship - Bruce E. Kaufman - 2004
Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unfulfilled challenge. This text presents contributions from 15 scholars, developing their perspectives on work and the employment relationship.

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Fundamentals of Collection Development and Management - Peggy Johnson - 2009
Addresses the art of controlling and updating your library's collection. Discussions of the importance and logistics of electronic resources are integrated throughout the book.

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Managing the Adoption of New Technology - David Preece - 2018-03-29
Originally published in 1989 this book gives an overview of the empirical work on new technology objectives, together with an analysis of management strategies for adoption at the corporate, technological and people levels. It also reviews previous work on the extent to which staff at different levels, and from different specialism, are involved in decision-making, as well as the adoption process more generally. The book looks at different approaches to analysing organizational contexts and provides a framework for studying the stages of the adoption process. The book includes case studies - two in financial services and two in engineering contexts.

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The Social Production of Technical Work - Peter Whalley - 1986-01-01
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