The Degradation of Work? - Stephen Wood - 1982

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.

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.

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' wresting 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 identifications and commitments in relation to 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.
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. 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 this employment crisis, but there are many unresolved questions about who has skill, how it is attained, and whose responsibility it is to build skills over time.

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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 this employment crisis, but there are many unresolved questions about who has skill, how it is attained, and whose responsibility it is to build skills over time.

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Degraded Work - Marc Doussard - 2013-07-01
Critics on the left and the right typically agree that globalization, the loss of manufacturing jobs, and the expansion of the service sector have led to income inequality and rising numbers of low-paying jobs with poor working conditions. In Degraded Work, Marc Doussard demonstrates that this decline in wages and working conditions is anything but the unavoidable result of competitive economic forces. Rather, he makes the case that service sector and other local-serving employers have boosted profit with innovative practices to exploit workers, demeaning their jobs in new ways—denying safety equipment, fining workers for taking scheduled breaks, requiring unpaid overtime—that go far beyond wage cuts. Doussard asserts that the degradation of service work is a choice rather than an inevitability, and he outlines concrete steps that can be taken to help establish a fairer postindustrial labor market. Drawing on fieldwork in Chicago, Degraded Work examines changes in two industries in which inferior job quality is assumed to be intrinsic: residential construction and food retail. In both cases, Doussard shows how employers degraded working conditions as part of a successful and intricate strategy to increase profits. Arguing that a growing service sector does not have to mean growing inequality, Doussard proposes creative policy and organizing opportunities that workers and advocates can use to improve job quality despite the overwhelming barriers to national political action.

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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
Moreover, it is the importance of people that is the dominating and recurring theme of this book by Christopher Baldry. "People are too important to be known as anything but people. " one spirited participant observed, "I refused to go home and tell my children that Almighty God had made electronics engineers, those of us from other disciplines had to contend with the jargon which was already in vogue. We learned to live with "hardware" and "software. " We were less enthusiastic about "livelware. " Polite and some impolite questioning revealed that "livelware" was a euphemism for "people. " We were not amused. As one spirited participant observed, "I refused to go home and tell my children that Almighty God had made liveware in His own image and likeness. " People are too important to be known as anything but people. Moreover, it is the importance of people that is the dominating and recurring theme of this book by Christopher Baldry. He deals with virtually every aspect of the problems concerning men and women and their recourse to the equipment. This could well become the definitive work in the field. In addition to the details of health hazards, industrial relations, new technology agreements and the like, Dr. Baldry grapples with two great underpinning issues.

Computers, Jobs, and Skills - Christopher Baldry - 1988-09-30
“Faith. Hope and Charity and the greatest of these is Charity. " “Hardware. Software. and Liveware and the greatest of these is Liveware. " As information technology ceased to be the prerogative of computer scientists and electronics engineers, those of us from other disciplines had to contend with the jargon which was already in vogue. We learned to live with "hardware" and "software. " We were less enthusiastic about "livelware. " Polite and some impolite questioning revealed that "livelware" was a euphemism for "people. " We were not amused. As one spirited participant observed, "I refused to go home and tell my children that Almighty God had made Liveware in His own image and likeness. " People are too important to be known as anything but people. Moreover, it is the importance of people that is the dominating and recurring theme of this book by Christopher Baldry. He deals with virtually every aspect of the problems concerning men and women and their recourse to the equipment. This could well become the definitive work in the field. In addition to the details of health hazards, industrial relations, new technology agreements and the like, Dr. Baldry grapples with two great underpinning issues.

Routing Library Editions: Labour Economics - Various - 2021-07-29
The 13 volumes in this set, originally published between 1920 and 1991, draw together research by leading academics in the area of labour economics and provides a rigorous examination of related key issues. The volumes examine housing and labour markets, labour supply, and labour migration. This set will be of particular interest to students of Economics and Business Studies.

Soviet Workers and De-Stalinization - Donald Filtzer - 2002-08-08
A comprehensive study of the position of Soviet industrial workers during the Khrushchev years.

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

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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.

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 trans-nationally 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 England, 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.

Labor's Power and Industrial Performance - Stavros Gavroglio - 1998
Constructs an analytical framework of production politics within which to address such phenomena as the erosion of wages and loss 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

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.

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Women Workers And Technological Change In Europe In The Nineteenth And twentieth century -
The degradation of work: skill-deskillling and the labour process

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 demythologize corporate hegemony by confronting a variety of intellectual “dragons” that guard the gates of the status quo. These include legal assumptions about corporate personhood and commodification, private property and eminent domain; management ideas about the autonomous employee and profit without payrolls; technocratic dreams of a dehumanized workplace: ideological belief in progress and competition; and philosophical arguments for libertarian freedom, liberal welfare, and global justice. Because of these and other mainstream perspectives, workers today are widely perceived, in law and in common parlance, to be isolated atoms. But, Byrne emphasizes, work, including work done for a transnational corporation, is done in a community. Since corporate leaders make decisions that have an impact on people’s lives and on communities, involvement in such decisions must be not only corporate or governmental but community-based as well.

The Nature of Work

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

Engineers appear in recent social science as central, though somewhat elusive, figures. They play a particularly critical role in the various attempts to understand the impact of ‘science-based’ industry on the class structure of advanced capitalist societies. In this book, Peter Whalley brings these engineers into sharper focus. He argues that engineers should not be seen as members of a glamorous knowledge workers, nor as a radicalized ‘new working class’ or partially de-skilled technical proletariat. Rather, they should be viewed as ‘trusted employees,’ selected, socialized, trained, and rewarded to perform the discretionary tasks necessarily delegated by employers in the complex organizations of advanced capitalism. The book draws extensively on observations and interviews to compare engineers’ work and understanding in the high- and low-tech settings of two British companies: “Computergraph,” an advanced electronics firm, and “Metalco,” a traditional British engineering giant. Whalley compares the technical work structure of Britain with those of France and the United States. He argues that the impact of technological change on class structure is critically mediated by nationally specific modes 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.

The New Division of Labour - Wolfgang Lizette - 1995

The Realities of Work - Mike Noon - 1997-06-16

The Nature of Work - Mike Noon - 1997-06-16

The Nature of Work - 1983-10-01

ENTERPRISING WOMEN - Parminde Bhaichu - 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

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Theoretical Perspectives on Work and the Employment Relationship - Bruce E. Kaufman - 2004

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Fundamentals of Collection Development and Management - Peggy Johnson - 2009

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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 specialization, 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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Originally published in 1989 this book is a valuable contribution to the development of a non-technological approach in the study of technology and work. The studies compare the introduction and implementation of new technology at work in similar enterprises throughout Europe. The contributors share the basic assumption that the impact of technology varies greatly according to the characteristics of the country and its socioeconomic system. They view changes in work as the result of the complex combinations and interactions of such conditions and technology, rather than of technology per se, and their focus is therefore on the mechanisms and processes which come into play when new technology is being introduced. The book's international scope makes it a rich empirical source of comparative material.

Industrial Relations and New Technology - Annette Davies - 2018-03-22

New technology arguably provided the greatest challenge to industrial relations since the formation of unions. The problems raised led to a whole range of responses - from rejection of the new technology to acceptance of the change with management and workers making new (and sometimes unheard of) agreements. This book, originally published in 1986 and based on extensive original research, examines the changes in industrial relations which the new technology of the 1980s caused, analysing the implications for the workforce and the reactions of the management and trade unions to the challenges.

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Labor and Capital in the Age of Globalization - Berch Berberoglu - 2001-12-12

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Extended critical case studies provide a tangible working expression of the labour process of teaching, showing how teachers are simultaneously experiencing significant changes to their work, as well as responding in ways that actively shape these processes. For teachers and researchers, this book shows what processes are at work in the global economy which impact on, and sometimes control, the role of the teacher. It also reveals how teachers accommodate, resist or redefine their working circumstances, and explores methods researchers might employ in order to increase our understanding and knowledge of the effect of globalization on teaching.


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