

POTENTIAL



PERFORMANCE

Employee Ownership Potential And Performance

Jon L. Pierce, Iiro Jussila



Employee Ownership Potential And Performance:

The Real World of Employee Ownership John Logue, Jacquelyn Yates, 2018-09-05 Using data from an extensive study of employee owned companies in Ohio where employee ownership is a well developed trend this book offers a strong empirical portrait of firms with Employee Stock Ownership Plans ESOPs It describes how these plans work and places their emergence and change in a historical context John Logue and Jacquelyn Yates examine firms that have succeeded in employee ownership and those with failed plans Some companies they find are committed to the concept of employee ownership and others merely use ESOPs as a financing tool Detailed information resulting from multiple surveys allows the authors to draw well grounded conclusions regarding the question of why some employee owned firms outperform others The bottom line they find is that employee owned firms that do it all implementing features such as employee participation and communication about finances training and cultural change systematically outperform their conventional competitors They also have an advantage over firms that understand employee ownership incompletely if it all and yet claim to adopt its methods

Workers' Dominion: Unlocking the Potential of Employee-Owned Enterprises Pasquale De Marco, 2025-03-15 In an era of growing economic inequality and corporate dominance employee ownership offers a beacon of hope for a more just and sustainable economy This book provides a comprehensive exploration of worker owned enterprises shedding light on their theoretical underpinnings practical challenges and remarkable successes Delving into the intricacies of employee ownership this book examines the legal and structural frameworks that enable workers to participate in decision making and share in the fruits of their labor It analyzes the impact of employee ownership on organizational performance employee well being and social responsibility drawing upon empirical evidence and real world case studies from around the world The book delves into the unique challenges faced by worker owned firms such as financing constraints collective choice dilemmas and the need for effective governance structures It also explores the role of government policies and institutional support in fostering the growth and success of employee owned enterprises With its blend of theoretical insights and practical examples this book offers a compelling argument for the transformative potential of employee ownership It demonstrates how this model can enhance productivity foster innovation and promote social justice ultimately paving the way for a more equitable and inclusive capitalism This book is an invaluable resource for scholars policymakers business leaders and anyone interested in the future of work It provides a roadmap for creating a more democratic and sustainable economy one where workers have a meaningful voice and share in the rewards of their labor

Key Features Comprehensive analysis of employee ownership models and their impact on organizational performance In depth exploration of the legal and structural frameworks governing worker owned enterprises Examination of the challenges and opportunities faced by employee owned firms Real world case studies of successful worker owned businesses Discussion of the role of government policies in promoting employee ownership

Target Audience Scholars and researchers in the fields of economics business and management

Policymakers and government officials interested in promoting employee ownership Business leaders and entrepreneurs seeking to implement employee ownership models Trade unionists and worker representatives advocating for workers rights Anyone interested in the future of work and the role of employee ownership in shaping a more just and sustainable economy If you like this book write a review *Enron and beyond* United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Employer-Employee Relations,2002 Ownership and Governance of Enterprises Laixiang Sun,2003-10-16 Conventional wisdom recommends the superiority of private ownership of enterprises The reality confronts it with a rich diversity in ownership and governance structures This volume examines five types of unorthodox ownership and governance form emerging in the industrial sector across major economies It analyzes two cases to demonstrate that there are alternative ways to harden budget constraints of state owned enterprises It investigates the driving forces behind these evolving dynamics and explores policy implications for developing and transition economies **Unlocking Agile's Missed Potential** Robert Webber,2022-07-07 UNLOCKING AGILE S MISSED POTENTIAL Agile has not delivered on its promises The business side expected faster time to market but they still experience the long delays of bloated releases Engineers thought they would be given time to build the product right the first time but they are rushed under pressure to deliver new features within impossible schedules What went wrong The culprit is feature based waterfall release planning perpetuated in a vain attempt to achieve business predictability Agile didn t address the business need for multi year financial predictability The Agile community s answer was the na ve response The business needs to be more Agile Waterfall release planning with fixed schedules undercuts a basic tenet of Agile development the need to adjust content delivered within a timebox to account for evolving requirements and incorporation of feedback Agile without flexible content is not Agile This book introduces a novel solution that enables product teams to deliver higher value within shorter cycle times while meeting the predictability needs of the business Organizations today want product teams that break down walls between product management and engineering to achieve schedule and financial objectives Until now they haven t had a way to implement product teams within the rigid constraints of traditional organizational structures The Investment planning approach described in this book supports small development increments planned and developed by product teams aligned by common schedule and financial goals It uses Cost of Delay principles to prioritize work with the highest value and shortest cycle times Investments provide a vehicle for collaboration and innovation and fulfill the promise of highly motivated self directed Agile development teams This book is for engineers product managers and project managers who want to finally do Agile the way it was envisioned This book is also for leaders who want to build high performance teams around the inherent motivational environment of Agile when done right Foreword by Steve McConnell author of *More Effective Agile A Roadmap for Software Leaders* Construx Press 2019 **How Did Employee Ownership Firms Weather the Last Two Recessions?** Fidan Ana Kurtulus,Douglas L. Kruse,2017-01-15 Employee ownership firms offer workers the opportunity to own a stake in the firms

where they work This affords them the ability to share in profits and have a voice in firm related decision making In this comprehensive new book Kurtulus and Kruse provide new evidence on whether employee ownership firms are better equipped to survive recessions In particular they focus on broad based employee ownership which includes ownership at all levels in the firm s hierarchy The authors begin by defining what is meant by employee ownership and then discuss the prevalence of such firms in the United States They also examine how employee ownership affects employment stability and why employee ownership firms have survived recessions more successfully than other firms Kurtulus and Kruse conclude by saying that the benefits they observed in employee ownership firms particularly the greater employment stability and survival rates can help the overall economy Therefore increased government support to broaden employee ownership programs is merited

Retirement Income Security in the United States United States. Congress. House. Committee on Ways and Means. Subcommittee on Social Security,1986

Organizational Models, Cultural Dynamics, and CSR Applications in Employee-Owned Enterprises Achour, Zyed,2025-03-20 Employee ownership is reshaping modern business by fostering shared responsibility enhancing employee engagement and promoting long term sustainability This model empowers workers as stakeholders aligning their interests with organizational success which drives productivity innovation and resilience By integrating democratic governance and participatory decision making employee ownership supports inclusive growth and ethical practices contributing to broader social and environmental goals As businesses navigate global challenges this approach offers a pathway to creating more equitable sustainable and community oriented enterprises Ultimately employee ownership redefines corporate success by balancing profit with collective well being and long term societal impact **Organizational Models Cultural Dynamics and CSR Applications in Employee Owned Enterprises** discusses how employee ownership functions in practice and how it can be leveraged to create not just more profitable but also more ethical and sustainable organizations In this regard the relationship between employee ownership and Corporate Social Responsibility CSR stands out as a crucial theme Covering topics such as corporate governance managerial motivation and social sustainability this book is an excellent resource for business leaders executives entrepreneurs policymakers government officials academicians researchers and more

Psychological Ownership and the Organizational Context Jon L. Pierce,Iiro Jussila,2011 Psychological ownership as a phenomenon and construct attracts an increasing number of scholars in a variety of fields This volume presents a comprehensive and up to date review of the psychological ownership literature with particular attention paid to the theory research evidence and comments on managerial applications the authors address key elements that examine an employee s ownership feelings for his or her employing organization the chapters address among others the following themes the meaning of psychological ownership the genesis of ownership feelings the experiences and paths down which people travel that give rise to experiences of ownership and the consequences the personal and work outcomes that stem from the sense of ownership While the majority of the book is

focused on feelings of ownership that exist at the individual level the authors introduce the construct of collective psychological ownership as well This work acknowledges that teamwork has become increasingly commonplace in organizations and that like individuals teams can come to a collective sense of ownership for a variety of targets within their work environment the book closes by drawing upon the existing science of psychological ownership to provide a perspective on its applied managerial implications This book will make a noteworthy addition to scholars libraries university libraries will also value it among their collections Students of organizational psychology management organizational behavior sociology and communication and their professors will find much of interest here *Advances in the Economic Analysis of Participatory and Labor-Managed Firms* Jed DeVaro, 2011-09-20 Contains a stimulating collection of original papers spanning a variety of topics This title contains three papers on the subject of job design and organizational performance covering the determinants of multiskilling from a theoretical perspective and also the empirical effect of multiskilling and teams on financial performance Waking the Asian Pacific Co-operative Potential Morris Altman, Anthony Jensen, Akira Kurimoto, Robby Tulus, Yashavantha Dongre, Seungkwon Jang, 2020-06-21 Replete with case studies Waking the Asian Pacific Cooperative Potential applies a novel theoretical framework to aid in understanding meaningful change in cooperative firms mutual firms collectives and communes focusing in particular on the underexamined Asia Pacific region It explores the common albeit competing objectives of transformational cooperatives that deliver a range of social benefits and corporate coops where the cooperative exhibits the characteristics of a competitive investor firm The book provides examples of successful cooperatives in eleven countries across the Asia Pacific and reviews the theoretical framework of cooperatives including issues pertaining to socio economic politico legal and domestic and international factors Waking the Asian Pacific Co operative Potential provides early career researchers and graduate students with a systematic resource of cooperatives in the Asia Pacific highlighting core lessons from case studies regarding the ideal role of cooperatives in a modern economy and on the enabling factors of the role of the state the market potential for scale up the mitigation of poverty and civil society Provides numerous case studies drawn from successful co operative organizations across the Asia Pacific region Advances a theoretical framework to help readers access and understand the reasons for co operative success in the Asia Pacific region Develops tools for practitioners to establish effective co operatives and restructure them to optimal goals *Advances in the Economic Analysis of Participatory & Labor-Managed Firms* Antti Kauhanen, 2015-12-14 The articles in this volume offer stimulating research on the relationship among business cycles participatory and labor managed organizations and employee voice These contributions take various theoretical and empirical approaches and investigate many industries and countries thus offering a balanced view on these current topics **Operations Management** Alison Bettley, David Mayle, Tarek Tantoush, 2005-11-18 This reader is an outstanding piece of work It captures the essence of operations management by providing an interesting and sometimes provoking set of readings It also provides an excellent review of the topic Its

approach to operations management is both topical and comprehensive The editors have done an outstanding job of including many of the significant recent developments in the area particularly in the technology and operations strategy areas Nigel Slack Professor of Operations Strategy Warwick University How have consumer demands environmental and ethical concerns the advancement of technology and the globalization of business changed and redefined operations management This Reader explains new and emerging areas and re evaluates some important mainstream issues Leading specialists contribute their experiences and thoughts on four key areas They are Strategy makes the case for regarding operations as a strategic asset in their own right Methodology examines the myriad of approaches taken towards process improvement Technology asks why problems associated with the implementation of technology continue to dog organisations Human Issues repositions human input to the top of the operational agenda *Transportation Security Administration actions and plans to build a resultsoriented culture.* ,2000 **Statistical Reference Index** ,1980 The Oxford Handbook of Participation in Organizations Adrian Wilkinson,Paul J. Gollan,Mick Marchington,David Lewin,2010-02-19 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation California. Court of Appeal (2nd Appellate District). Records and Briefs California (State)., Number of Exhibits 6 *Understanding Employee Ownership* Corey Rosen,Karen M. Young,2018-08-06 No detailed description available for Understanding Employee Ownership America Beyond Capitalism Gar Alperovitz,2011 America Beyond Capitalism is a book whose time has come Gar Alperovitz s expert diagnosis of the long term

structural crisis of the American economic and political system is accompanied by detailed practical answers to the problems we face as a society Unlike many books that reserve a few pages of a concluding chapter to offer generalized tentative solutions Alperovitz marshals years of research into emerging new economy strategies to present a comprehensive picture of practical bottom up efforts currently underway in thousands of communities across the United States All democratize wealth and empower communities not corporations worker ownership cooperatives community land trusts social enterprises along with many supporting municipal state and longer term federal strategies as well America Beyond Capitalism is a call to arms an eminently practical roadmap for laying foundations to change a faltering system that increasingly fails to sustain the great American values of equality liberty and meaningful democracy **Economic Justice and Natural Law** Gary

Chartier,2009-08-06 Gary Chartier elaborates a particular version of economic justice rooted in the natural law tradition explaining how it is relevant to economic issues and developing natural law accounts of property work and economic security He examines a range of case studies related to ownership production distribution and consumption using natural law theory as a basis for staking positions on a number of contested issues related to economic life and highlighting the potentially progressive and emancipatory dimension of natural law theory

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