

The Economics of Organizational Choice: Workers, Jobs, Labor Markets, and Implicit Contracting

Rozen, Marvin E.

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Economics Of Organizational Choice Workers Jobs Labor Markets And Implicit Contracting

Ronald G. Ehrenberg, Robert S. Smith



Economics Of Organizational Choice Workers Jobs Labor Markets And Implicit Contracting:

The Economics of Organizational Choice Marvin E. Rozen,1991 Outlines three perspectives of the organization of work in the enterprise which are defined as the neoclassical view the implicit contracting view and the labour management view Discusses the internal organization of work and the relationship among skilled experienced work groups incentive structure and workplace behaviour Considers how organizational structure may be adapted in order to improve performance

Labor Shortages as America Approaches the Twenty-first Century Malcolm S. Cohen,1995 An innovative approach to measuring labor shortages *Worker Satisfaction and Economic Performance* Morris Altman,2020-12-15 This book challenges some of the fundamental tenets of free market economics that have had a profound impact on public policy and the plight of the American worker These include the beliefs that high wages inevitably mean low profits that a free market will automatically reduce discrimination and pay inequality that anti trust legislation hinders competitive market forces and that minimum wage laws and trade unions negatively impact the economy Using both theoretical analysis and real life examples the author shows that these myths are a product of unrealistic behavioral assumptions on the part of free market economists about the typical worker In fact as the author makes clear the level of workers satisfaction with their jobs as a reflection of how well they are paid and treated by their employers has a direct impact on the quality level of the products they produce and inevitably the economic performance of the firms *Industrial & Labor Relations Review* ,2010

Human Agency and Material Welfare: Revisions in Microeconomics and their Implications for Public Policy Morris Altman,2012-12-06 Some of the fundamental tenets of conventional economic wisdom which have had a profound impact on public policy are challenged in this book These precepts include the affirmation that low wages are more beneficial than high wages to the process of growth and development convergence in terms of output per person is just a matter of time minimum wage laws and trade unions negatively impact on the economy as a whole pay inequality due to labor market discrimination cannot persist over time larger firms are typically more efficient than smaller firms and culture is of little consequence to the course of economic development Such predictions the author argues are a product of unrealistic behavioral assumptions about the economic agent In this book the author offers a more inclusive theoretical framework and a more reasonable modeling of the economic agent This new approach is built upon conventional neoclassical theory while incorporating the most recent research in behavioral economics The case is made that individuals have some choice over the quantity and quality of effort which they can supply in the process of production Even under the constraints of severe product market competition and the assumption of utility maximizing individuals effort need not be maximized especially in firms characterized by antagonistic management labor relations This is especially true when relatively inefficient firms can remain competitive by keeping wages relatively low low wages serve to protect such firms from more efficient firms Alternatively relatively high wage firms can remain competitive only if they become more productive Under these

assumptions higher wages and factors contributing to higher wages can advance the performance of an economy while lower wages can have the opposite effect and cultural and institutional variables by themselves can affect the long run productivity and even the long run competitiveness of firms and economies In summary this book calls for a revised approach to the study of economics from a behavioral and socio economic perspective with significant consequences for public policy

International Bibliography of Economics British Library of Political and Economic Science,1993 IBSS is the essential tool for librarians university departments research institutions and any public or private institution whose work requires access to up to date and comprehensive knowledge of the social sciences **Journal of Economic Literature** ,1999 *Choice*

,1992 Working in Silicon Valley Alan Hyde,2015-06-11 This work examines the relationship between the rapid technological and economic growth characteristic of high technology districts and their distinct labor market institutions short job tenures rapid turnover flat firm hierarchies weak internal labor markets high use of temporary labor unusual uses of independent contracting little unionization unusual employee organization e g chat groups and ethnic organization unequal income minimal employment discrimination litigation flexible compensation especially stock options and heavy use of immigrants on short term visas The author suggests that while these distinctive labor market institutions are somewhat unorthodox and may present legal problems they play essential roles in high growth *Modern Labor Economics* Ronald G. Ehrenberg,Robert S. Smith,2016-04-20 For one semester courses in labor economics at the undergraduate and graduate levels this book provides an overview of labor market behavior that emphasizes how theory drives public policy *Modern Labor Economics Theory and Public Policy* Twelfth Edition gives students a thorough overview of the modern theory of labor market behavior and reveals how this theory is used to analyze public policy Designed for students who may not have extensive backgrounds in economics the text balances theoretical coverage with examples of practical applications that allow students to see concepts in action Experienced educators for nearly four decades co authors Ronald Ehrenberg and Robert Smith believe that showing students the social implications of the concepts discussed in the course will enhance their motivation to learn As such the text presents numerous examples of policy decisions that have been affected by the ever shifting labor market This text provides a better teaching and learning experience for you and your students It will help you to Demonstrate concepts through relevant contemporary examples Concepts are brought to life through analysis of hot button issues such as immigration and return on investment in education Address the Great Recession of 2008 Coverage of the current economic climate helps students place course material in a relevant context Help students understand scientific methodology The text introduces basic methodological techniques and problems which are essential to understanding the field Provide tools for review and further study A series of helpful in text features highlights important concepts and helps students review what they have learned *How New is the "New Employment Contract"?* ,2002 Topics covered include theories and changes of labour markets wage structures job characteristics skills and wages pay flexibility *Resources in*

Education, 1991 **The Power to Choose** Naila Kabeer, 2002-08-17 Naila Kabeer examines the lives of women workers in different urban centers to shed light on the question of what constitutes fair competition in international trade **The Handbook of Organizational Economics** Robert Gibbons, John Roberts, 2013 E book available via MyiLibrary In even the most market oriented economies most economic transactions occur not in markets but inside managed organizations particularly business firms Organizational economics seeks to understand the nature and workings of such organizations and their impact on economic performance The Handbook of Organizational Economics surveys the major theories evidence and methods used in the field It displays the breadth of topics in organizational economics including the roles of individuals and groups in organizations organizational structures and processes the boundaries of the firm contracts between and within firms and more *The Role of the Behavioral and Social Sciences* United States. Congress. House. Committee on Science and Technology. Task Force on Science Policy, 1986 **Flexible Organizations and the New Working Life** Helge Ramsdal, 2016-04-15 What are we actually talking about when we talk of flexibility in organizational settings Do flexible forms of organization lead to varied challenging and autonomous work or do they have a negative impact on working conditions These questions are confronted by a group of specialist authors including Stephen Ackroyd Harriet Bradley Jan Ch Karlsson Philippe Moss and Michael Rose who discuss the concept of flexibility in relation to employment practices organizational structure cultural peculiarities and network arrangements in France Italy Norway Sweden and the UK While the question of workplace flexibility has been much debated in recent years the main issues discussed have been the practice of non standard forms of employment such as part time work This book is distinctive in dealing with flexibility related to organizational arrangements organizational culture and network arrangements and in assessing the combined effects of different arrangements in terms of manpower structure culture and networks on flexibility **Allocation, Information and Markets** John Eatwell, Murray Milgate, Peter Newman, 1989-09-21 This is an extract from the 4 volume dictionary of economics a reference book which aims to define the subject of economics today 1300 subject entries in the complete work cover the broad themes of economic theory This volume concentrates on the topic of allocation information and markets *Industries, Firms, and Jobs* George Farkas, Paula England, 1988-07-31 This book is a welcome reassertion of an old tradition of interdisciplinary research That tradition has tended to atrophy in the last decade largely because of an enormous expansion of the domain of neoclassical economics The expansion has fed on two scientific developments first human capital theory second contract theory Both developments have taken phenomena critical to the operation of the economy but previously understood in terms of categories separate and distinct from those with which economists generally work and sought to apply the same analytical techniques that we use to understand other economic problems Human capital theory has applied conventional techniques to questions of labor supply It began this endeavor with the supply of trained labor and then expanded to a general theory of labor supply by broadening the analysis to the allocation of time over the individual s

life the interdependences of supply decisions within the family and finally to the formation of the family itself Similarly contract theory has moved from a theory that explains the existence of closed economic institutions to a theory of their formation and internal operation The hallmark of both of these developments is the extension and application of analytical techniques based on purposive maximization under constraints and the interaction of individual decision makers through a competitive market or its analogue **Handbook of Labor Economics** Orley Ashenfelter, David Card, 2010-12-14 A guide to the continually evolving field of labour economics **ASPER Research and Evaluation Projects 1970-79** United States. Department of Labor. Office of the Assistant Secretary for Policy, Evaluation, and Research, 1980 Annotated bibliography of evaluation and research reports emanating from the USA department of labor asper on the labour market economic policy employment and vocational training programmes for the period from 1970 to 1979

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