Book reviews

Francesco Garibaldo and Volker Telljohann (eds.)

Globalisation, Company Strategies and Quality of Working Life in Europe

Peter Lang, Frankfurt am Main, 2004. ISBN 3-631-52519-2

From the mid-1960s until around 1990, the quality of working life was a major concern. This was the era of humanistic psychology, the critique on scientific management as excessive control, sociotechnical experiments, humanisation of working life and, in Scandinavia and the Netherlands, anti-Tayloristic legislation on working conditions.

After 1990, the quality of working life faded from the political and research agendas as concerns about international restructuring, job insecurity, unemployment and lack of competitiveness became more important. In a refreshing move, this edited collection of conference papers puts quality of working life back on the agenda, but now linked with the pressing issues of globalisation.

Volker Telljohann outlines these links as follows. The best way for Europe to deal with the predicaments of globalisation is betting on quality. This is the 'high road' of international competition where quality of output and quality of working life are mutually reinforcing. The high road promises a socially responsible approach to the insecurities caused by economic restructuring.

Questions that have guided the authors include: to what extent are companies actually choosing the high road, what opportunities exist for improvement of the quality of working life and what can the EU, national governments and unions do to make companies embrace improvement of the quality of working life.

Francesco Garibaldo notes that the 'sociotechnical impulse', that started decades ago, has only in exceptional cases led to change. On the contrary, we are witnessing a rise of neo-Taylorism, which entails application of the classic principle of separation of conception from execution, but now under a regime of flexible labour. And where Tayloristic principles do not apply, the decline of regulation leads to longer working hours and intensification of work. In health care and education, bureaucratic managerial control is on the increase. Also, the balance of power between labour and capital tends to shift in favor of the latter, exacerbated by a 'breakdown in the relationship between social rights in the productive sphere and political rights as citizens'.

Creating change has been attempted, but it proved to be difficult. A popular model for development programmes is the bottom-up network. A problem associated with this model is that support tends to flow to organisations that are in a strong position, not necessarily to those organisations that would need it the most. Also, there has been little diffusion of best practices. The EU tends to latch onto trends that are already underway; bold attempts to reverse trends are lacking. And in the public sector, the sector that should be expected to be more open to interventions than the market sector, opportunities for curtailing managerialism remain unused.

Peter Brodner and Erich Latniak provide an overview of contemporary change

Globalisation Company Strategies And Quality Of Working Life In Europe

Richard Ennals

Globalisation Company Strategies And Quality Of Working Life In Europe:

Globalisation, Company Strategies, and Quality of Working Life in Europe Francesco Garibaldo, Volker Telljohann, 2004 A selection of 23 papers from a June 2003 conference in Bologna examine whether there is a relationship between company strategies and the quality of working life and if so how this relationship can be characterized and whether there is empirical evidence to support a distinction between a high r A Journey through Manufacturing and Supply Chain Strategy Research Emilio Bartezzaghi, Raffaella Cagliano, Federico Caniato, Stefano Ronchi, 2016-06-04 This book is intended as a tribute to Gianluca Spina the influential and inspiring Professor of Business Management Organization and Supply Chain Management at the School of Management of Politecnico di Milano who very sadly passed away early in 2015 It brings together seven of his most important papers published in renowned international journals and supplements these papers with insightful commentaries from friends and colleagues who highlight key messages and values of enduring validity The selected papers offer a clear sense of Spina's research journey over the years and cover the main research streams that distinguished his work They have also been chosen on account of their high impact as reflected by the number of citations received and to represent the most important research collaborations that Spina had established within Italy and abroad An introductory chapter relates his research to major developments in the field of Manufacturing and Supply Chain Strategy and also outlines the very important contribution that Gianluca Spina made to Management Education Strategies for Global Business Management Dr. M. Ganesh Babu, Dr. G. Vani, Dr. N. Panchanatham, 2013 Company Strategies and Organisational Evolution in the Automotive Sector Francesco Garibaldo, Andrea Bardi, 2005 This book is published during a phase of crisis and transformation for the automobile industry across the world this crisis is particularly acute in Europe and the United States The book is written especially for the non specialist with more than a passing interest in the sector such as experts of other sectors trade unionists representatives of the corporate world policymakers and public managers who deal with industry commerce and public planning The authors provide up to date information and assessments of what is actually taking place with particular attention paid to the sub supply companies The main focus lies on four European countries Germany Spain Sweden and Italy each of which is significant for its different experiences Finally three important non European situations the United States Brazil and Japan are examined The Paradox in Partnership Helena Syna Desivilya, Michal Palgi, 2011 The Paradox in Partnership The Role of Conflict in Partnership Building elucidates on alliances that are on one hand designed to promote collaboration between individuals groups and organizations but on the other hand the processes of their formation and maintenance entail continuous engagement with competitive orientation power struggles and conflict Theoretical frameworks with praxis are integrated as reflected in a variety of organizational community and national contexts In the theoretical domain it expands knowledge on partnerships in general and their Cognition, Communication and Interaction Satinder P. Gill, 2007-10-26 Cognition paradoxical nature in p

Communication and Interaction examines the theoretical and methodological research issues that underlie the design and use of interactive technology Present interactive designs are addressing the multi modality of human interaction and the multi sensory dimension of how we engage with each other This book aims to provide a trans disciplinary research framework and methodology for interaction design The analysis directs attention to three human capacities that our engagement with interactive technology has made salient and open to constant redefinition. These capacities are human cognition communication and interaction In this book examination of these capacities is embedded in understanding the following foundations for design concepts of communication and interaction and their application Part 1 conceptions of knowledge and cognition Part 2 the role of aesthetics and ethics in design Part 3 The Ambivalent Character of Participation Francesco Garibaldo, Volker Telljohann, 2010 Participation is a social process which is basically part of an exchange relationship Thus it is principally pluralist and ambiguous in its meaning As a consequence the reconciliation of voices needs innovative approaches to support balanced participation experiences. The ambivalent character of participation intends to provide a look at new initiatives in the various fields of work place participation Leading international scholars examine the role of institutional contexts for participation the development of new forms of interest organisation as well as the relationship between organisational performance participation practices and quality of working life The contributions are not limited to taking stock of new experiences in the field of workplace participation but also contribute to designing a new A Potential-Oriented Perspective on Aging across the Working Lifespan Sabine Richter-Trummer, 2024-11-18 Considering decreasing birth rates and increasing rates of life expectancy the workforce is rapidly aging resulting in a more age diverse labor market So far research in IWO psychology has not fully addressed age related constructs and issues of new work with longitudinal methods representing changes over time more adequately To enhance predictions for a rapidly aging workforce this research focuses on the influence of the potentials of actively aging individuals on frequently cited attitudes and behaviors over the working life span The results suggest that a more differentiated view of age is partially effective in reducing the probability of turnover intention among IT employees over time the age entrepreneurship relation can be clarified by focusing on the inconsistencies of age and the dimensions of human capital partly contribute to engaging in postretirement work The outcomes have implications regarding the temporality of aging entrepreneurial generational identity calling to work and residuals about postretirement work Qualitative follow up research addressing the reasons for turnover intention and work activities retirees experienced as calling seems promising Enabling Innovation Sabina Jeschke, Ingrid Isenhardt, Frank Hees, Sven Trantow, 2011-10-08 The capability to innovate in an on going manner is emerging as a decisive key factor in today s world of business and work The ability to stay competitive is becoming identical with the ability to innovate This book originated from the research and development project International Monitoring and outlines the topic of innovative capability from a practice oriented angle

Contributions of German and international experts offer an enlightening glimpse behind the scenes of innovations The central issue is not the description of features of successful innovation processes or how innovations can be efficiently controlled and managed but under which conditions they can emerge in the first place In what way can individuals organizations networks and societies be enabled to continuously induce innovations Social Innovation, the Social Economy and World Economic Development Denis Harrisson, Reynald Bourque, György Széll, 2009 The world of work and labour is in a permanent transformation affecting the various social groups in the different parts of the world quite unequally Social innovations related to the idea of economic progress and well being tackle the problems of employment leading to social exclusion and poverty as a consequence of the extreme positioning in favour of economic performance An alternative economy complements the deficiency of both the market and the State This volume presents contributions from scholars coming from different continents about Social Economy Labour Rights corporate Social Responsibility Social Regulations and Public Policies Social innovations have huge impacts on national and regional economies as their sources come from the citizen Many initiatives presented in this volume are a social response by civil society to poverty precarious employment job losses long term unemployment delocalisation and de industrialisation Corporate Social Responsibility in the EU & Japan György Széll, 2006 Papers presented at the EU Japan Workshop on Corporate Social Responsibility held in Tokyo Human Resource Management, Social Innovation and Technology Tanya Bondarouk, Miguel November 26 27 2004 R. Olivas-Luján, 2014-08-08 This volume views innovation of HRM in two ways At one end HR practices and policies should be designed to support innovative organizational members and climates new ideas and larger capacities At the other end the HRM function evolves by applying new structures to the practices and by involving new agents in the management process

Towards a European Labour Identity Michael Whittall, Herman Knudsen, Fred Huijgen, 2007-05-07 Bringing together a collection of respected contributors this book explores how employee representatives perform their jobs as members of the European Works Councils American Book Publishing Record, 2006 The Cambridge Handbook of the Global Work-Family Interface Kristen M. Shockley, Winny Shen, Ryan C. Johnson, 2018-04-26 The Cambridge Handbook of the Global Work Family Interface is a response to growing interest in understanding how people manage their work and family lives across the globe Given global and regional differences in cultural values economies and policies and practices research on work family management is not always easily transportable to different contexts Researchers have begun to acknowledge this conducting research in various national settings but the literature lacks a comprehensive source that aims to synthesize the state of knowledge theoretical progression and identification of the most compelling future research ideas within field The Cambridge Handbook of the Global Work Family Interface aims to fill this gap by providing a single source where readers can find not only information about the general state of global work family research but also comprehensive reviews of region specific research It will be of value to researchers graduate students and practitioners of applied and organizational

psychology management and family studies Global Redefining of Working Life Daniel Fleming, Pauli Kettunen, Henrik Søborg, Christer Thörnqvist, 1998 Comprises nine papers Discusses globalization competence and flexibility participation and pay setting In particular compares the effect of the EC Works Council Directive with the results of voluntary arrangements

Jobs on the Move Béla Galgóczi,2008 The aim of this book is to explore the complexity of the new forms of international division of labour within the enlarged EU using an analytical approach The Oxford Handbook of Offshoring and Global Employment Ashok Bardhan, Dwight M. Jaffee, Cynthia A. Kroll, 2013-05-23 The book contains essays from around the world addressing how globalization and offshoring have affected employment structure and job creation in both developing and Global and European Polity?: Organisations, Policies, Contexts Henri Goverde, 2017-11-01 This title developed countries was first published in 2000 The contents of this text are structured by three sub themes Firstly the internationalization of Europe This field studies threats and chances of re institutionalization of nation state societies and the role of the public sector therein acknowledging the dynamics of the ever changing international political and economic relations The second sub theme is the creative firm in a European context The object of this field is the conditions for innovative organization and management of firms in Europe taking into account the necessary adjustments to emerging European political and economic transformations The final sub theme is innovative environmental and spacial policy in a European context This section has its object in the far reaching transformations that European societies and particularly the Dutch societies are witnessing These transformations concern the functional relations and spatial and environmental conditions as well as the emerging changes in the way planning and policy institutions deal with their new targets Work Life 2000 Yearbook 1 1999 Richard Ennals, 2012-12-06 New technologies and the growing flow of information create new conditions for individuals who use these technologies in the workplace The existence and application of modern IT systems can result in new forms of work tasks that have actually emerged as a result of modern computer and other systems This first Work Life 2000 Yearbook contains the proceedings of European workshops organised by the Swedish National Institute for Working Life These workshops illuminate many different aspects of working life in many nations

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