

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

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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

Resources in Education ,1991 The Power to Choose Naila Kabeer,2020-05-05 In this path breaking study social economist Naila Kabeer examines the lives of Bangladeshi garment workers in Bangladesh and Britain to shed light on the question of what constitutes fair competition in international trade She argues that if the unhealthy coalition of multinationals and labor movements is truly seeking to improve the working conditions for women and children in the Third World as well as those of western workers their efforts should be directed away from an attempt to impose labor standards and towards a support for the organization of labor rights Any attempt to devise acceptable labor standards at an international level which takes no account of the forces of inclusion and exclusion with local labor movements is she further argues likely to represent the interests of the powerful at the expense of those of the weak

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