

Revised Edition

Employing Bureaucracy



Managers, Unions, and the
Transformation of Work in the 20th Century

Sanford M. Jacoby

Employing Bureaucracy Managers Unions And The Transformation Of Work In The 20th Century

Michael M. Harris



Employing Bureaucracy Managers Unions And The Transformation Of Work In The 20th Century:

Employing Bureaucracy Sanford M. Jacoby, 2004-04-12 Deftly blending social and business history with economic analysis *Employing Bureaucracy* shows how the American workplace shifted from a market oriented system to a bureaucratic one over the course of the 20th century Jacoby explains how an unstable haphazard employment relationship evolved into one that was more enduring equitable and career oriented This revised edition presents a new analysis of recent efforts to re establish a market orientation in the workplace This book is a definitive history of the human resource management profession in the United States showing its diverse roots in engineering welfare work and vocational guidance It explores the recurring tension between the new professional order and traditional line management Using a variety of sources Jacoby analyzes the complex relations between personnel managers labor unions and government from the late 19th century to the present *Employing Bureaucracy* analyzes the origins of the modern employment relationship s distinctive features combines a variety of disciplinary perspectives from business and labor history to economics sociology and management shows the transformation of the American workplace over the course of the 20th century from market oriented to bureaucratic to recent efforts to move back to a market orientation and provides the single best and most sophisticated history of the origins and development of the modern HR profession For historians social scientists and practitioners this book is a readable and rewarding study With the future of work currently under debate it is critical that the historical process that produced the modern American workplace is understood Read the Workforce Management Magazine review about *Employing Bureaucracy* at www.eri.baum.com

Person-environment Psychology, 2010 **The SAGE Handbook of the Sociology of Work and Employment** Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies Managerial Control of American Workers Mel van Elteren, 2017-03-13 Today surveillance and regulation of employees are pervasive at all levels except the highest in a wide variety of American workplaces Digital information systems have become important tools of managerial control The constraints built into these systems by so called business process reengineering are a continuation

of scientific management principles developed during the late 19th century Additional means of control have included employment based welfare capitalism and human relations and corporate culture approaches This book provides fresh insight into various practices of managerial control from the 1880s to the present and their effects on work organization and quality and worker skill requirements The author highlights current developments including those focused on highly skilled knowledge workers accounting for enhanced automation offshoring and related changes in the production and distribution of goods and services

The Rise of Consumer Capitalism in America, 1880 - 1930 Cesare Silla,2018-04-27 This book offers a genealogical account of the rise of consumer capitalism tracing its origins in America between 1880 and 1930 and explaining how it emerged to become the dominant form of social organization of our time Asking how it was that we came to be consumers who live in societies that revolve around an ever spinning circle of production and consumption not only of goods but also of events experiences emotions and relations The Rise of Consumer Capitalism in America presents an extensive analysis of primary sources to demonstrate the conditions and forces from which consumer capitalism emerged and became victorious Employing a Weberian approach that brings liminality to the fore as a master concept to make sense of historical change the author links an in depth empirical investigation to supple sociological theorizing to show how the encirclement of all aspects of life by the logic of consumer capitalism was a time bound historical creation rather than a necessary one A fascinating study of the appearance and triumph of the ideology of our age this book will appeal to scholars of social and anthropological theory historical sociology cultural history and American studies

The Workplace Reimagined Nicole Buonocore Porter,2023-05-25 In the wake of the pandemic many employers continue to allow their employees to work from home but much of the workplace remains governed by strict structural norms such as shifts schedules attendance and leave of absence policies that determine when and where work is performed In The Workplace Reimagined Nicole Buonocore Porter explores how these workplace norms marginalize people with disabilities and workers with caregiving responsibilities Using COVID 19 as a lens to illustrate how entrenched workplace norms are often not inevitable or necessary Porter theoretically and practically reconceptualizes the workplace to end the stigmatization of these employees and helps readers understand the value of accommodating all workers The Workplace Reimagined is timely eye opening and will help us realize a workplace in which we account for the reality the precarity and the diversity of all our lives and bodies

Culture and Leadership Across the World Jagdeep S. Chhokar,Felix C. Brodbeck,Robert J. House,2007-04-05 Culture and Leadership Across the World The GLOBE Book of In Depth Studies of 25 Societies is the second major publication of GLOBE Global Leadership and Organizational Behavior Effectiveness a groundbreaking large scale project on international management research featuring contributions from nearly 18 000 middle managers from 1 000 organizat

The Great Inflation and Its Aftermath Robert J. Samuelson,2010-01-26 The Great Inflation in the 1960s and 1970s notes award winning columnist Robert J Samuelson played a crucial role in transforming American politics economy and

everyday life The direct consequences included stagnation in living standards a growing belief both in America and abroad that the great power status of the United States was ending and Ronald Reagan s election to the presidency in 1980 But that is only half the story The end of high inflation led to two decades of almost uninterrupted economic growth rising stock prices and ever increasing home values Paradoxically this prolonged prosperity triggered the economic and financial collapse of 2008 and 2009 by making Americans from bank executives to ordinary homeowners overconfident complacent and careless The Great Inflation and its Aftermath Samuelson contends demonstrated that we have not yet escaped the boom and bust cycles common in the nineteenth and early twentieth centuries This is a sobering tale essential for anyone who wants to understand today s world

The Liars of Nature and the Nature of Liars Lixing Sun,2023-04-04 A natural history of cheating from selfish genes to lying politicians Nature is rife with cheating Possums play possum feigning death to cheat predators Crows cry wolf to scare off rivals Amphibians and reptiles are inveterate impostors Even genes and cells cheat The Liars of Nature and the Nature of Liars explores the evolution of cheating in the natural world revealing how dishonesty has given rise to wondrous diversity Blending cutting edge science with a wealth of illuminating examples from microscopic organisms to highly intelligent birds and mammals Lixing Sun shows how cheating in nature relies on two basic rules One is lying by which cheaters exploit honest messages in communication signals and use them to serve their own interests The other is deceiving by which cheaters exploit the biases and loopholes in the sensory systems of other creatures Sun demonstrates that cheating serves as a potent catalyst in the evolutionary arms race between the cheating and the cheated resulting in a biological world teeming with complexity and beauty Brimming with insight and humor The Liars of Nature and the Nature of Liars also looks at the prevalence of cheating in human society identifying the kinds of cheating that spur innovation and cultural vitality and laying down a blueprint for combatting malicious cheating such as fake news and disinformation

Rethinking Misbehavior and Resistance in Organizations Lucy Taksa,Alison Barnes,2012-12-05 This volume challenges understandings of organizational misbehavior looking beyond traditional conceptions of the nexus between misbehavior and resistance in the workplace The volume includes a contribution from Stephen Ackroyd and adds to the emerging body of evidence that disturbs assumptions of consensus and conformity in organizations

The Psychology of Planning in Organizations Michael D. Mumford,Michael Frese,2015-06-12 This book examines planning as the critical influence on performance at work and in organizations Bridging theory and practice it unites cutting edge research findings from cognitive science social psychology industrial and organizational psychology strategic management and entrepreneurship and describes the practical applications of these research findings for practitioners interested in improving planning performance in organizations

Sustainability and Peaceful Coexistence for the Anthropocene Pasi Heikkurinen,2017-08-17 The rapid industrialization of societies has resulted in radical changes to the Earth s biosphere and its local ecosystems Climate scientists have recorded and forecasted worrying global temperature rises going back to the

early twentieth century while biologists and palaeontologists have suggested that the next mass extinction is on its way if the current rate of species loss continues To avert further ecological damage excessive natural resource use and environmental deterioration are challenges that humanity must deal with now The human species has had such a significant impact on the natural environment that the present geological epoch can be referred to as the Anthropocene the age of humans The blame and responsibility for the prevailing unsustainability however cannot be assigned equally to all humans To analyse the root problems and consequences of unsustainable development as well as to outline rigorous solutions for the contemporary age this transdisciplinary book brings together natural and social sciences under the rubric of the Anthropocene The book identifies the central preconditions for social organization and governance to enable the peaceful coexistence of humans and the non human world The contributors investigate the burning questions of sustainability from a number of different perspectives including geosciences economics law organizational studies political theory and philosophy The book is a state of the art review of the Anthropocene debate and provides crucial signposts for how human activities can and should be changed

Critical Issues in Human Resource Management Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2010-11-11 Critical Issues in Human Resource Management will enable all HR students to take a critical approach to HR issues Outlining the influences and shapers of HR strategy including ethics managing in different national contexts employment relations politics governance and finance this book provides students with a full understanding of the complexities of HRM strategy and what the implications of these are There is also crucial discussion of critical issues in the processes and practice of HRM including the dilemmas of onshoring and offshoring gender equality challenging institutional racism and disability discrimination in the modern workplace to enable readers to think deeply and critically about these issues Critical Issues in Human Resource Management also includes discussion of the application of HRM in different sectors such as manufacturing the public sector the private sector and not for profit organizations This will enable HR students to examine HR practices in specific industries and to think about how issues might be dealt with differently in different sectors rather than assuming that best practice is universal Online resources include a lecturer guide with additional seminar activities and discussion topics powerpoint slides and annotated weblinks for students to enable them to develop an astute nuanced and critical approach to human resource management

In the Shadow of War and Empire Görkem Akgöz, 2023-12-14 In the Shadow of War and Empire offers a site specific history of Ottoman and Turkish industrialisation through the lens of a mid nineteenth century cotton factory in the Turkish Manchester the name chosen by the Ottomans for the industrial complex they built in the 1840s in Istanbul which in the contemporary words of one of the country's most prominent contemporary Marxist theorists became the secret to and the basis of Turkish capitalism in the 1930s

The American Corporation Today Carl Kaysen, 1996-10-31 Not since Edward Mason's classic book The Corporation in Modern Society appeared in 1959 has anyone compiled an authoritative overview of the American business firm Such a survey is now

clearly overdue for in the last thirty years both the corporation and the business environment has changed radically In *The American Corporation Today* Carl Kaysen and other leading students of business and markets from around the country provide a much needed analysis of American corporate life at the end of the century Here is the American corporation from every angle its postwar history its relation to the law its financing its impact on technological innovation its role as employer and as political force and much more The contributors all of whom are recognized experts in their fields not only tackle many of the same key areas that the contributors to Mason's classic study looked at but they also illuminate issues that have only arisen in recent years For instance Raymond Vernon describes the increasing globalization of American business where the net income from operations outside the U S is now nearly half of that from domestic operations as opposed to one tenth in the 1950s James Q Wilson traces how the corporation has become a full time political actor showing how it reinvented its political strategy and tactics in the 1960s in the face of a wave of new consumer environmental and worker health legislation Gregory Acs and Eugene Steuerle show how the corporation promotes the commonweal acting as agent for the employee in purchasing pension health and other welfare benefit plans while Lester Thurow casts a critical eye at the decline of median real wages of American males over the last twenty years never before have a majority of American workers suffered real wage reductions while the real per capita gross domestic product was increasing In other pieces corporate finance experts Charles Calomiris and Carlos Ramirez advocate removing legal constraints on financial institutions that prevent them from providing the full range of business financing from short term debt to equity Michael Useem looks at the rise of education and training as a vexing corporate issue and Barbara Bergmann discusses the increasingly diverse work force arguing that ending bias is in the corporation's best interest And finally Neil Harris provides a fascinating discussion of architecture exploring how companies have become the principle patrons of important architecture since the 1950s Vital to everyone concerned with American big business today this collection is sure to become the new standard upon which future studies of the corporation will be built

Cut Adrift Marianne Cooper,2014-07-31 *Cut Adrift* makes an important and original contribution to the national conversation about inequality and risk in American society Set against the backdrop of rising economic insecurity and rolled up safety nets Marianne Cooper's probing analysis explores what keeps Americans up at night Through poignant case studies she reveals what families are concerned about how they manage their anxiety whose job it is to worry and how social class shapes all of these dynamics including what is even worth worrying about in the first place This powerful study is packed with intriguing discoveries ranging from the surprising anxieties of the rich to the critical role of women in keeping struggling families afloat Through tales of stalwart stoicism heart wrenching worry marital angst and religious conviction *Cut Adrift* deepens our understanding of how families are coping in a go it alone age and how the different strategies on which affluent middle class and poor families rely upon not only reflect inequality but fuel it

Multiteam Systems Stephen J. Zaccaro,Michelle A. Marks,Leslie DeChurch,2012-05-22 This book examines an emerging

organizational form called the multi team system MTS This type of aggregation is being increasingly adopted by organizations and agencies that need to respond to complex strategic problems There has been increasing interest in MTSs over the last decade to the point where there is now a need to describe these organizational forms more fully b build conceptual frames that can guide research and c begin developing tools to improve the study of MTSs The purpose of this book is to respond to these needs The book contains a series of chapters that expand prior conceptual frames of MTSs defining in more detail the compositional and linkage attributes that characterize such units The book also explores how such systems emerge and develop as well as the methods for studying MTSs The intent of the book is to establish and nurture a strong conceptual and methodological foundation that can guide research and practice with MTSs Because the notion of MTSs cuts across multiple domains this book will interest scholars in industrial organizational psychology organizational science management and organizational theory human factors sociology organization communications and public administration

Identity and the Modern Organization Caroline A. Bartel, Steven Blader, Amy Wrzesniewski, 2007-02-22 Identity and the Modern Organization presents a lively exchange of ideas among psychology and management scholars on the realities of modern organizational life and their effect on the identities that organizations and their members cultivate This book bridges the domains of psychology and management to facilitate a multi disciplinary multi level

Exploring Positive Identities and Organizations Laura Morgan Roberts, Jane E. Dutton, 2009-05-28 In the new world of work and organizations creating and maintaining a positive identity is consequential and challenging for individuals for groups and for organizations New challenges for positive identity construction and maintenance require new theory This edited volume uncovers new topics and new theoretical approaches to identity through the specific focus on positive identities of individuals groups organizations and communities This volume aims to forge new ground in identity research and organizations through a compilation of new frame breaking chapters on positive identity written by leading identity scholars In chapters that build theoretical and empirical bridges between identity and growth authenticity relationships hope sustainability leadership resilience cooperation and community reputation and other important variables the authors jumpstart an exciting domain of research on new ways that work organizations are sites of and contributors to identities that are beneficial or valuable to individuals or collectives This volume invites readers to consider When and how does applying a positive lens to the construct of identity generate new insights for organizational researchers A unique feature of this volume is that it brings together explorations of identity from multiple levels of analysis individual dyadic group organization and community Commentary chapters integrate the chapters within each level of analysis illuminate core themes and unearth new questions The volume is designed to accomplish three objectives To establish Positive Identities and Organizations as an interdisciplinary multi level domain of inquiry To integrate a focus on Positive Identity with existing theory and research on identity and organizations To map out a vibrant new research territory in organizational studies This volume will appeal to an international community of

scholars in Management Psychology and Sociology as well as practitioners who seek to generate positive identity related dynamics states and outcomes in work organizations **Handbook of Research in International Human Resource Management** Michael M. Harris, 2008 Handbook of Research in International Human Resource Management provides a sophisticated in depth examination of research in international human resource management

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