Job Design and Technology

Taylorism vs. Anti-Taylorism

Hans D. Pruijt

Job Design And Technology Taylorism Vs Anti Taylorism

Hans D. Pruijt

Job Design And Technology Taylorism Vs Anti Taylorism:

Job Design and Technology Hans D. Pruijt,1997 This book provides a systematic analysis of anti Taylorist activity at a shop floor level analyzing 150 cases of anti Taylorist initiatives in Scandinavia the UK and the Netherlands **Job Design and Technology** Hans D. Pruijt,1997-08-28 Despite global competition and the need for speed flexibility and quality trends such as lean production and McDonaldization show that Taylorism remains alive and well in the contemporary workplace There is however a countermovement particularly in North West Europe where successful alternatives are being pursued Job Design and Technology fil Information Technology, Organizations and People Jeff Watkins,2002-09-11 This wide ranging volume presents in depth research into the effect of new information technologies on organizational structure assesses their progress towards transformation and describes the changes they are making to long established business process roles cultures and working practices The book is based upon a series of rolling surveys carried out between 1989 and the present day and funded by leading organizations such as IBM and KPMG It provides a detailed picture of a sector in transition during a period of anxiety and doubt dominated by restructuring downsizing and experimentation with re engineering As the lean and mean emerge they must now ask themselves if their competencies will enable them to survive into the next decade as competitors such as Sainsburys Virgin Microsoft and Ford position themselves to become major players in the sector This book is a major contribution to the debate on the growth of knowledge work the need for core organizational competencies in the information age and the need for evolutionary or radical change **Public Goods versus Economic Interests** Freia Anders,Alexander Sedlmaier,2016-07-15 Squatting is currently a global phenomenon A concomitant of economic development and social conflict squatting attracts public attention because implicitly or explicitly it questions property relations from the perspective of the basic human need for shelter So far neglected by historical inquiry squatters have played an important role in the history of urban development and social movements not least by contributing to change in concepts of property and the distribution and utilization of urban space An interdisciplinary circle of authors demonstrates how squatters have articulated their demands for participation in the housing market and public space in a whole range of contexts and how this has brought them into conflict and or cooperation with the authorities The volume examines housing struggles and the occupation of buildings in the Global North but it is equally concerned with land acquisition and informal settlements in the Global South In the context of the former squatting tends to be conceived as social practice and collective protest whereas self help strategies of the marginalized are more commonly associated with the southern hemisphere This volume s historical perspective however helps to overcome the north south dualism in research on squatting **Template-based Management** Uwe G. Seebacher,2020-10-29 The Template based management TBM approach has been used since 2003 across the world in diverse contexts It has evolved hand in hand with the evolution of business Agile Blueprints Canvas Design Thinking or Kanban are only few of the many current concepts based on the approach This book

expands and upgrades the author s 2003 book Template driven Consulting Springer by tracing this evolution and offering the current state of the art to practitioners TBM combines structure and method pre structuring diverse processes it helps to present complex activities and procedures in a simple clear and transparent manner and then implement them The use of TBM ranges from conception or creative work in agencies to designing organizations and strategies planning and monitoring initiatives and projects to innovation management and optimizing cost structures processes or entire departments and divisions The book also demonstrates how successful organizations use TBM to methodically and structurally apply the internal know how in a cost and time optimal way for attaining sustainable business success Readers will learn to apply and use TBM identify its importance and benefit from a variety of case studies that illustrate the application and use for the entire business and management practice *Template-driven Consulting* Uwe G. Seebacher,2012-11-15 Template driven Consulting is a book for managers who have long been searching for a way to cut costs on expensive external business advice Every day new stories of companies that have gone belly up or encounter severe financial troubles show up on the front pages of newspapers across the globe Cost cutting is again the most pressing issue in organizations initiating massive layoffs and large scale reductions in spending on capital goods Template driven Consulting TDC allows your company to trim down expenses at another source external consultants By drawing on the use of templates TDC at last really brings about the often cited knowledge transfer from consultants to your employees Applying TDC your employees are to become your experts whilst you will see the number of and cost for external consultants decrease tremendously This book with its clear structure and hands on approach lets you understand the new methodology and will help you in reaping its cost benefits in your company It provides you all the necessary insights into how consultants are working at your company and how they should be so as not to burn cash by the hour TDC puts you in the driver s seat and gives you a cutting edge advantage empowering your own employees to deliver consulting work usually done by high priced externals Template driven Consulting shows you what you can expect from consultants Besides several case studies lay open how business could gain a long term competitive advantage by applying the TDC methodology **The Future of Work in Europe** Ignace Glorieux,Paul Littlewood,Ingrid Jonsson,2017-11-28 Recent years have witnessed major changes to the workplace across Europe The speed of these changes requires constant monitoring and reappraisal In this book recent trends are analyzed and their consequences discussed within a socio historical context which also reveals underlying patterns of continuity The trends analyzed include the presence of high rates of endemic unemployment and underemployment particularly amongst the young the growth of insecure and precarious employment sweeping changes to the regulation of and organization of work the diminution in the availability of manual work and the growth of white collar service sector jobs the growing participation of women in paid employment the introduction of new organizational forms and new forms of management the accelerating use of IT the growth in demand for educational and vocational qualifications by employers the increasing influence of European legislation

on work retirement health safety etc the growing importance of voluntary sector work The contributors to the volume present both primary research and a wide ranging survey and analysis of recent major contributions in the field Detailed empirical material is included from Belgium Finland Germany The Netherlands Spain Sweden the UK and the EU more generally Thus the book aims to provide a current overview of the nature of work from a pan European perspective illuminated by up to the minute field research   Organizational Change and Temporality Patrick Dawson,Christopher Sykes,2016-04-28 Organizational Change and Temporality Bending the Arrow of Time looks to address the important area of time and temporality especially as it relates to frameworks and studies for explaining change processes in organizations It commences with a selective history on the science and philosophy of time before examining the place of time in work and employment and the presence and absence of theorized time in explanations of organizational change The intention is to bring to the fore concepts and debates that have largely remained hidden furthering our knowledge and understanding of time and temporality in changing organizations The authors provide a more informed theoretical explanation of the temporal dimensions of organizational change They examine the concepts and debates behind change theories philosophical positions and scientific concerns on time and material existence drawing connections that have previously remained unexplored This book is key reading for researchers within the organizational change world and will further the academic debate of time and temporality in organizations studies   **Contested Learning in Welfare Work** Peter H. Sawchuk,2013-06-17 Drawing on the field of cultural historical psychology and the sociologies of skill and labour process Contested Learning in Welfare Work offers a detailed account of the learning lives of state welfare workers in Canada as they cope accommodate resist and flounder in times of heightened austerity Documented through in depth qualitative and quantitative analysis Peter Sawchuk shows how the labour process changes workers and how workers change the labour process under the pressures of intensified economic conditions new technologies changing relations of space and time and a high tech version of Taylorism Sawchuk traces these experiences over a seven year period that includes major work reorganisation and the recent economic downturn His analysis examines the dynamics between notions of de skilling re skilling and up skilling as workers negotiate occupational learning and changing identities   **Human Resource Management and Occupational Health and Safety** Carol Boyd,2004-03-01 Occupational Health and Safety OHS is a complex area which interacts widely with a broader spectrum of business interests and concerns To date OHS has been confined to the periphery of Human Resource Management HRM where its role influence and importance have been overlooked This text sets out to reposition OHS in HRM and business agendas This book unravels the complex range of factors affecting OHS policy practice and outcomes These factors are then placed into context within the international airline call centre and nuclear power industries The author presents a wide range of primary and secondary research in order to offer an accessible framework for OHS in contemporary occupational settings This book will be essential reading for students practitioners and professional academic

audiences who seek a broader understanding of the relationship and interaction between HRM principles policies and practices and OHS   Foresight in Organizations Patrick van der Duin,2016-01-13 Foresight for Organizations will acquaint the reader with various foresight methods and tools to show the reader how these methods are used what the pitfalls are and how the methods relate to each other This innovative volume offers the reader the ability to carry out a study of the future by him or herself and apply the results in a decision making strategy process The author addresses the following methods scenarios trend analysis the Delphi method quantitative trend extrapolation technology assessment backcasting and roadmapping the most relevant and popular methods that also cover the range of approaches from predictive via normative to explorative Every chapter also contains references to additional literature about the methods being discussed This book is essential reading for researchers academics and students in the areas of Community Development Sociology of organizations Change management Social entrepreneurship Sustainable development and participative planning   Reconfiguring Public Relations David McKie,Debashish Munshi,2007-05-24 This book reconfigures the field of public relations so that it can better engage with the changing world of the 21st century It identifies the virtual absence of contemporary theories that are core in other disciplines and fills the gap by integrating critical postmodern poststructural postcolonial and other relevant theories into public relations Reconfiguring Public Relations reenergises thinking about diversity through equity and in terms of business enterprise and environmental sustainability It makes the case for more equitable diversity strategies in an era of increasing globalisation and establishes their relevance to organisational identity and core values The book clarifies the present by taking a look back at the past and projecting forward to possible futures including scenarios   **Technological Communities and Networks** Dimitris Assimakopoulos,2007-05-17 Timely and topical this book explores how technological communities and networks shape a broad range of new computer based technologies in regional national and international contexts   **Innovation as Strategic Reflexivity** Lars Fuglsang,Jon Sundbo,2002-03-21 This book presents a new view of innovation seeking to disclose how strategic reflexivity is embodied in specific innovation practices and management roles From an evolutionary point of view the contributors argue that firms and organisations are increasingly forced to take into account the growing complexity of the environment To do this they   **The Foundations of Management Knowledge** Paul Jeffcutt,2008-01-28 This volume brings together a group of leading academics from Europe North America and Australasia to address the nature and management knowledge in relation to rapidly changing arenas of theory and practice   **Power and Influence in the Boardroom** John Gennard,James Kelly,2012-10-02 In the last decade there has been an increasing interest in the role of people management in formulating key business decisions This book offers a counterbalance to the predominant view that Human Resource and Personnel managers have little influence in the strategy making process The book offers guidance to Personnel HR managers aspiring to raise their status in organisations as well as an indication of the future development of the role of people management at the highest levels of business It will be essential reading for all

those with a professional or academic interest in Human Resource Management and employment relations <u>Female Entrepreneurship</u> Nancy M. Carter,Colette Henry,Barra O. Cinneide,Kate Johnston,2006-09-27 This informative book is a comprehensive research based text on for educators trainers and policy makers It provides an insightful analysis into the range of issues facing female entrepreneurs around the world along with recommendations as to how support agencies educators and trainers can best respond to the challenge of encouraging more women to get involved in the new business creation Based on a collection of research papers from international scholars based in the UK mainland Europe the USA and Australia it provides a superbly comprehensive analysis of the challenges and opportunities faced by female entrepreneurs worldwide With contributors from Sara Carter Candida Brush John Watson and Elisabet Ljunggren the book helps advance the general understanding of female entrepreneurship and helps set a research agenda on how best to promote female owned led businesses nationally and internationally *The Pricing and Revenue Management of Services* Irene C.L. Ng,2007-07-26 In a world of changing lifestyles brought about by new services technology and e commerce this book enters the arena of contemporary research with particular topicality Integrating both theory and real world practices Ng advances the latest concepts in pricing and revenue management for services in a language that is useful prescriptive and yet thought provoking The first part of the book discusses the buyer as an individual presenting the concepts behind what motivates purchase and the role of price within the motivation The second part discusses the buyer in aggregate investigating advanced demand price discrimination and segmentation in service Ng s aim is to offer a strategic guide to increase revenue in services drawing from various disciplines whilst maintaining a strong marketing slant Grounding the book on actual research in services Ng is keen to highlight how the concepts and theories of pricing strategy can be combined and applied practically in a way that is easy to read and stimulating This book will be of much interest to professionals and academics alike specifically for managers in the service industry and as a text for executive training programmes It would also be a useful supplementary text for students engaged with marketing and revenue and operations management in services

Managerial Competence within the Hospitality and Tourism Service Industries John Saee,2006-09-27 This book examines cross cultural managerial competence across all managerial functions Focusing particularly on the hospitality and tourism industry editor Saee examines the cross cultural implications of planning workplace communication recruitment promotion induction training supervision industrial relations management of change customer service financial management and marketing Incorporating well structured discussion this book demonstrates an excellent balance of theory and practical application and takes an innovative angle on the analysis of the host countries managers undergoing culture shock This volume will be useful to students across many disciplines including cross cultural studies international business and tourism

Marketing, Morality and the Natural Environment Andrew Crane,2002-01-04 This volume provides a new look at marketing and in particular the move to establish ostensibly green marketing Presenting evidence from extensive case

studies these concerns are addressed through an examination of managers and employees understanding of the green marketing activities and processes that take part in their organisations

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