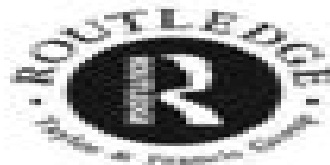


Job Insecurity and Work Intensification

**Edited by Brendan Burchell,
David Ladipo and
Frank Wilkinson**



London and New York

Job Insecurity And Work Intensification

Stephen Edgell



Job Insecurity And Work Intensification:

Job Insecurity and Work Intensification Brendan Burchell,1999 What is the reality of employment in the late 1990s Using findings from the Job Insecurity and Work Intensification Survey JIWIS this study reports the experiences of employees in a wide range of industries and occupations in the public and private sectors and takes in views from employers Job Insecurity and Work Intensification Brendan Burchell,David Ladipo, Frank Wilkinson,2002 Table of Contents List of illustrations List of contributors Acknowledgements Introduction 1 1 More pressure less protection 8 2 Flexibility and the reorganisation of work 39 3 The prevalence and redistribution of job insecurity and work intensification 61 4 Disappearing pathways and the struggle for a fair day's pay 77 5 Job insecurity and work intensification the effects on health and well being 92 6 The intensification of everyday life 112 7 The organisational costs of job insecurity and work intensification 137 8 Stress intervention what can managers do 154 9 What can governments do 172 Appendices 185 Notes 189 References 206 Index 222 *Job Insecurity and Work Intensification* Joseph Rowntree Foundation,1999

Insecurity, Precarious Work and Labour Markets Joseph Choonara,2019-03-11 Precarity is a key theme in political discourse in media and academic discussions of employment and within the labour movement Often the prevailing idea is of an endless march of precarity rendering work ever more contingent and workers ever more disposable However this detailed study of the UK labour force challenges the picture of rising precarity and widespread use of temporary employment suggesting instead that employment tenure and the extent of temporary work have proved stubbornly stable over the past four decades Choonara offers a new approach to labour markets drawing on the theoretical underpinnings of Marxist political economy to interrogate research data from the UK This book examines why despite the deteriorating conditions in work employment relations have remained stable and offers insight into the extent of subjective insecurity among workers *Insecurity Precarious Work and Labour Markets* will be of use to students and scholars across the sociology of work labour economics industrial relations and political economy

Job Demands in a Changing World of Work Christian Korunka,Bettina Kubicek,2017-03-31 This book examines the new ways of working and their impact on employees well being and performance It concentrates on job demands and flexible work emanating from current economic and organizational change and assesses impact on workers health and performance The development of issues such as globalization rapid technological advances new management practices organizational changes and new job skills are addressed This book gives an overview and discusses the potential negative and positive effects of such new job demands and new forms of work

The SAGE Handbook of Industrial Relations Paul Blyton,Edmund Heery,Nicolas Bacon,Jack Fiorito,2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPPS Georgia State University This Handbook will quickly become the standard reference in

industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists Family Experiences of Job Insecurity and Work Intensification Jane Nolan, University of Cambridge (GB), 2001 Contemporary Employment Relations Steve Williams, Derek Adam-Smith, 2010 Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations personnel and human resource management this work offers an original accessible and critical approach to understanding employment relations

Handbook of Research Methods on the Quality of Working Lives Daniel Wheatley, 2019 The growing diversity of contemporary paid work has provoked increased interest in understanding and evaluating the quality of working lives This Handbook provides critical reflections on recent research in the field including examining the inextricable links between working life and well being Demanding Work Francis Green, 2013-10-24 Since the early 1980s a vast number of jobs have been created in the affluent economies of the industrialized world Many workers are doing more skilled and fulfilling jobs and getting paid more for their trouble Yet it is often alleged that the quality of work life has deteriorated with a substantial and rising proportion of jobs providing low wages and little security or requiring unusually hard and stressful effort In this unique and authoritative formal account of changing job quality economist Francis Green highlights contrasting trends using quantitative indicators drawn from public opinion surveys and administrative data In most affluent countries average pay levels have risen along with economic growth a major exception being the United States Skill requirements have increased

potentially meaning a more fulfilling time at work Set against these beneficial trends however are increases in inequality a strong intensification of work effort diminished job satisfaction and less employee influence over daily work tasks Using an interdisciplinary approach Demanding Work shows how aspects of job quality are related and how changes in the quality of work life stem from technological change and transformations in the politico economic environment The book concludes by discussing what individuals firms unions and governments can do to counter declining job quality

Job Quality in an Era of Flexibility Tommy Isidorsson, Julia Kubisa, 2018-09-27 This is the era of flexibility Under constant pressure to be adaptable organizations increasingly adopt employment practices such as zero hours contracts the casualization of the workforce and the use of temporary and agency labour These flexible practices are central to debates about the changing nature of job quality and its causes trends and consequences Arguing that job quality is central to understanding contemporary work this book explores the internal and external pressures for flexibility in workplaces professions and sectors and how this pressure shapes workers experiences of job quality By studying job quality dynamics via case studies from organizations and occupations in the UK Poland Belgium and Sweden the volumes illustrates the diversity of practices and experiences as well as market pressures and institutional arrangements which effect working lives Finally the editors propose a policy debate on the new concept flexiquality a combination of flexibility and job quality that can be beneficial for both management and workers

Work-Life Balance and the Economic Crisis Anthony Forsyth, 2015-10-28 No one can deny the significance attributed to the issue of reconciling work and private life by contemporary society the EU and other international organisations Its relevance is evident in the multifaceted nature of this topic and the need for each party to the employment contract to strike a proper balance between professional and personal responsibilities based on the assumption that people can successfully harmonise their work with life Following on from these considerations this volume provides a detailed analysis of work life balance and its regulation in a number of EU countries emphasizing the consequences that the current economic crisis has brought about in this field

The Impact of ICT on Quality of Working Life Christian Korunka, Peter Hoonakker, 2014-04-25 This book discusses the impact and effects of Information and Communication Technologies ICT on quality of working life of employees It describes the changes and the acceleration of processes caused by the widespread use of ICT in a broad range of working areas and in different national contexts It explores the important role ICT has come to play in nearly all work places in developed societies and the impact it is starting to have on work places in developing countries The book brings together experts from the fields of ICT and quality of working life and from a variety of backgrounds and disciplines including sociology psychology industrial engineering and macro ergonomics It discusses the range of current positive and negatives effects as well as the possible increase of both kinds of effects in the future The final chapter of the book integrates the diverse perspectives of the authors and gives recommendations on how to increase the possible positive outcomes and to diminish negative effects of ICT in an accelerated society

New Ways of Organizing

Work Clare Kelliher, Julia Richardson, 2011-10-06 *New Ways of Organizing Work* offers a broader understanding of changes to the way work is organized and the implications for relevant stakeholders. It brings together contributions from a well established group of international scholars to examine the nature and consequences of new ways of working. The book draws on studies of a variety of new forms of work involving a diverse range of employees and drawing on experiences in a variety of countries. It includes three main empirical sections. The first focuses on different forms of work and working arrangements stimulated by the use of technology, increased competitive pressure and media portrayal of work and working. In contrast to much other work in the field, a strong theme of this book is individuals' experiences of new ways of working. The second empirical section examines this theme with a specific focus on remote workers and their responses to new ways of working. Exploring contemporary trends towards increasing use of global teams, the third section examines the implications of distributed teams and the challenges for managing performance and knowledge transfer. Quality of Work in the European Union Ana Marta Guillén, Sverre Aage Dahl, 2009 This collective volume on quality of work in the European Union offers a comprehensive analysis on the current situation of the tensions between work and welfare in Europe with a special emphasis on employment related issues. The volume tackles a crucial aspect of employment policies namely the strengthening of the quality dimension in the decisions taken by policy makers to foster the performance of the labour market and to combine this orientation with the demands of workers for welfare protection and a better reconciliation of work and family life. Quality of work has been on the agenda of policy makers, practitioners and academics for the last few years promoting a wide debate. The book provides a contribution to this debate and takes into consideration a range of issues associated with the analysis of work quality from an innovative perspective. Relevant subtopics including a conceptual and political analysis of work quality, wage differentials and in-work poverty, gender issues or workers' direct and indirect representation in the firm and its relation with work quality are addressed. **New Technology @ Work** Paul Boreham, Rachel Parker, Paul Thompson, Richard Hall, 2007-12-11 A contemporary study of communications technologies and their impacts, this book provides an analysis of the forces impacting on the organization of work and evaluates the strategies developed to utilize them in beneficial ways.

Economic Crisis, Quality of Work, and Social Integration Duncan Gallie, 2013-09-12 This book provides a comparative analysis of the impact of the economic crisis on the quality of work and work-life balance. *The Sociology of Work* Stephen Edgell, 2011-12-30 A highly readable and approachable account of the sociology of work, a first-rate introductory text that is sure to become essential reading for students, teachers and researchers. Jason Hughes Brunel University. An excellent text. Its comparative and historical sweep is particularly welcome and the analysis provided is thoughtful and well-grounded. John Eldridge University of Glasgow. An invaluable and up-to-date text for students and researchers. Detailed and wide-ranging in its scope, it is an excellent source of materials combined with a thought-provoking and challenging set of arguments. Huw Beynon Cardiff University. Stephen Edgell's book charts the rise of work and explores

all aspects of work including paid and unpaid standard and non standard and unemployment New material has been incorporated covering the theories and practices of globalization interactive service work economic crisis technological and organizational change and trade unions Drawing on classic and contemporary theorists the book Covers key issues regarding paid industrial and service sector work alienation skill post industrial society network enterprises flexibility Fordism neo Fordism post Fordism McDonaldization emotional labour destandardization and the social impact of unemployment Discusses key issues regarding non paid work domestic work as work the impact of technology symmetrical family thesis the impact of feminism and globalization Provides student friendly pedagogy suggestions for further reading questions for discussion and assessment an extensive glossary and links to key websites and downloadable articles This latest edition will be welcomed by lecturers and students wanting an authoritative guide to the sociology of work Work-Life Balance in Times of Recession, Austerity and Beyond Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne, Stephen Wood, 2016-08-12 This book reflects the enormous interest in work life balance and current pressing concerns about the impacts of austerity more broadly It draws on contemporary research and practitioner experiences to explore how work life balance and related workplace and social policy fare in turbulent economic times and the implications for employees employers and wider societies Authors consider workplace trends practices and employment relations and the impacts on work care and well being of diverse workers A guiding theme throughout the book is a triple agenda of supporting employee work life balance workplace effectiveness and social justice The final chapters present case studies of innovative processes and organizational practices for addressing the triple agenda note the important role of social policy context and discuss the challenge of extending debates on work life balance to include a social justice dimension This book will be of interest to academics and postgraduate students of organisational psychology sociology human resource management management and business studies law and social policy as well as employers managers HR managers trade unions and policy makers Coping with Work Stress Philip J. Dewe, Michael P. O'Driscoll, Cary L. Cooper, 2010-10-26 Coping with Work Stress A Review and Critique highlights current research relating to the coping strategies of individuals and organizations and provides best practice techniques for dealing with the growing epidemic of stress and lack of overall well being at work Reviews and critiques the most current research focusing on workplace stress Provides best practice techniques for dealing with stress at the workplace Extends beyond stress to cover broader issues of well being at work

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