

# 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

**J Dewey**



## **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

**Journal of Economic Literature** ,1999 *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 *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 **Labor Shortages as America Approaches the Twenty-first Century** Malcolm S. Cohen,1995 An innovative approach to measuring labor shortages **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 **Choice** ,1992 **Industrial & Labor Relations Review**

,2010 **The Handbook of Organizational Economics** Robert Gibbons,John Roberts,2013 E book available via MyiLibrary In even the most market oriented economies most economic transactions occur not in markets but inside managed organizations particularly business firms Organizational economics seeks to understand the nature and workings of such organizations and their impact on economic performance The Handbook of Organizational Economics surveys the major theories evidence and methods used in the field It displays the breadth of topics in organizational economics including the roles of individuals and groups in organizations organizational structures and processes the boundaries of the firm contracts between and within firms and more *The Indian Journal of Labour Economics* ,2005 [The Expansion of Economics](#)

Shoshana Grossbard-Shechtman,Christopher K. Clague,2016-07-08 Economics like most other social sciences is not a pure discipline Indeed it has been enhanced by the fact that there is so much overlap between it and the related fields of business industrial relations political science social psychology and sociology This book is the first attempt to explain how work in economics has influenced and benefited from a merging of economic analysis with the research practices of these related fields of study With contributions from leading economists from around the world it demonstrates how economics is leading the way toward a more unified social science **Handbook of Labor Economics** Orley Ashenfelter,David Card,2010-10-27

What factors affect the ways individuals participate in labor markets New Developments and Research on Labor Markets volume 4B proposes answers to this and other questions on important topics of public policy Leading labor economists demonstrate how better data and advanced experiments help them apply economic theory yielding sharper analyses and conclusions The combinations of these improved empirical findings with new models enable the authors of these chapters to reveal how labor economists are developing new and innovative ways to measure key parameters and test important hypotheses Concentrates on empirical research in specific labor markets including those defined by age gender and race Reveals how questions and answers about these markets have changed and how models measure them Documents how conceptual models and empirical work explain important practical issues **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

**Industries, Firms, and Jobs** George Farkas, 2017-09-08 What are the links among industrial structure segmentation the internal structure of firms job characteristics technology productivity labor markets and product markets The answers posited by a distinguished group of sociologists and economists have gained resonance as the field of economic sociology has grown In this expanded edition the editors and their economist colleague Kevin Lang explore the theoretical interstices and update the references Sociologists and economists have responded differently to work within the other discipline For some sociologists the typical economic assumption of basic actors engaged in rational action is both unrealistic and objectionable Other sociologists have not always agreed with everything economists do they have seen rational choice as a partially true description of human behavior and as a starting point for sociological theorizing Among economists the situation is quite different most have maintained their basic rational choice model while pushing aggressively into substantive areas previously addressed only by sociologists and political scientists Industries Firms and Jobs is a welcome reassertion of an old tradition of interdisciplinary research That tradition has recently weakened largely because of an enormous expansion of the domain of neoclassical economics The expansion has fed on two scientific developments human capital theory and contract theory This book is an invaluable resource for all economists sociologists labor specialists and business professionals

*Working in Silicon Valley* Alan Hyde, 2015-06-11 This work examines the relationship between the rapid technological and economic growth characteristic of high technology districts and their distinct labor market institutions short job tenures rapid turnover flat firm hierarchies weak internal labor markets high use of temporary labor unusual uses of independent contracting little unionization unusual employee organization e g chat groups and ethnic organization unequal income minimal employment discrimination litigation flexible compensation especially stock options and heavy use of immigrants on short term visas The author suggests that while these distinctive labor market institutions are somewhat unorthodox and may present legal problems they play essential roles in high growth

**Postindustrial Possibilities** Fred L. Block, 1990-05 Changing economic realities have outmoded much of traditional economic and social theory Block has taken an inchoate concept and given it precision and force His analyses of the new technologies are a major contribution to the revived field of economic sociology but they also contribute to the ongoing debates on industrial policy and the expansion of democratic decision making Daniel Bell Harvard University Block's book marks the coming of age of economic sociology By challenging the central concepts of neo classical economics Block allows us to think in new ways

about healthy economic growth in the context of a more democratic society He provides a powerful and hopeful analysis of some of our most daunting problems Robert N Bellah co author of *Habits of the Heart* Block has undertaken the ambitious task of laying out the possibilities that lie within modern capitalism but are obscured by the conventional perceptions of its economic structure and institutions By closely examining these perceptions ranging from labor and capital to that great tutelary deity the market Block enables us to see alternative arrangements for achieving qualitative economic growth At a time when thinking about the future of advanced capitalism was ever more necessary or more difficult *Postindustrial Possibilities* seems to me exactly the clear critical and constructive vision that social theory needs Robert L Heilbroner New School for Social Research From start to finish this original and provocative book is impossible to put down *Postindustrial Possibilities* clarifies and makes sense of our contemporary great transformation In so doing it not only maps social reality incisively it also provides a powerful critique of the tools in the kitbag of social science the superb chapter on the market alone is worth the price of admission At once normative historical and policy oriented the book suggests an alternative approach rooted in economic sociology that significantly broadens the scope of discussion about possible futures for the United States Ira Katznelson New School for Social Research A brilliant book that illuminates both the quandaries and possibilities of postindustrial society Writing in the tradition of Karl Polanyi Fred Block provides a refreshing antidote to the triumphalism of free market ideology that dominates our era and also lays the intellectual groundwork for alternative and more humane forms of economic organization Frances Fox Piven City University of New York *Research, Evaluation, and Demonstration Projects*, 1986 **Economic Analysis of Contract Law, Antitrust Law, and Safety Regulations** Jenny Bourne Wahl, 1998 First published in 1999 Routledge is an imprint of Taylor Francis an informal company *The Measurement of Labor Cost* Jack E. Triplett, 2007-12-01 Measuring costs of labor as a portion of total production costs has never before been treated so thoroughly or so thoughtfully Moreover contrary to most recent labor research this book focuses on the demand side the employer's point of view and the behavior studied is employer behavior An introductory essay by the editor provides a useful guide to current thought in the analysis of labor cost Other papers give new insights into problems encountered in accounting for the nonwage elements of labor compensation the effect of pensions and other benefits and the wage measurement questions raised by income policies In addition there is a wealth of valuable new data on labor costs in the United States Labor economists statisticians econometric modelers and advisers to government and industry will welcome this up to date and comprehensive treatment of the costs of production *The Changing Nature of Work* Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, Kevin Gallagher, 1998-10 Human impacts on the environment are largely driven by economic forces If a more ecologically sustainable world is to be achieved significant changes must be made to the current growth and consumption dependent economic system The *Frontier Issues in Economic Thought* series was designed to assist the growing number of economists and others who are responding to the need for new thinking about

economics in the face of environmental and social forces that are reshaping the world The Changing Nature of Work examines the causes and effects of the rapid transformation of the world of work It provides concise summaries of the key writings on work and workplace issues extending the frontiers of labor economics to include the often overlooked social and psychological dimensions of work The book begins with a foreword by former Secretary of Labor Robert Reich that presents labor in contemporary perspective An introductory overview provides a brief history of the changing nature of work and situates current problems in the context of longer term developments Following that are eight topical sections that feature three to five page summaries for each of the ten to twelve most important articles or book chapters on a subject Sections cover new directions in labor economics social and psychological dimensions of work and unemployment globalization and labor new technologies and organizational change flexibility and internal labor markets new patterns of industrial relations family gender paid and unpaid work difference and diversity in the workplace The book provides a roadmap for scholars on the vast and diverse literature concerning labor issues and affords students a quick overview of that rapidly changing field It is an important contribution to the series and is a valuable book for anyone interested in labor as well as for students and scholars of labor economics industrial sociology industrial relations social psychology and their respective disciplines

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