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Sharing Ownership In The Workplace

Achour, Zyed



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Sharing Ownership in the Workplace Raymond Russell, 1985-01-01 Employee ownership is the fastest growing organizational trend in American business. Instances of workers buying out closing plants, unions granting wage concessions in exchange for an employer's stock, and corporations using employee stock ownership as a defense against takeovers are occurring more frequently. But is the movement toward employee ownership a significant new trend or a repetition of past mistakes? *Sharing Ownership in the Workplace* traces the history of employee ownership in the United States and Western Europe to its incipency in the nineteenth century. The findings are disturbing: labor-owned businesses tend to revert to conventional organizational structure. This book examines this phenomenon, an understanding of which is crucial for assessing the prospects of the emerging generation of employee-owned firms. It presents three contemporary case studies of businesses that have been employee-owned for generations: scavenger firms, taxi cooperatives, and professional group practices, to determine what causes them to fail and what makes for successful labor-controlled operations. Throughout, Russell integrates various ideological perspectives on worker-owned organizations, citing theorists as diverse as Karl Marx, Max Weber, Sidney and Beatrice Webb, Louis Kelso, and Peter Drucker. Special attention is paid to the processes that lead to employee ownership, cause it to spread, and either to endure or to degenerate over time.

Integrating Governance and Corporate Social Responsibility in Employee Share Ownership Achour, Zyed, 2025-01-10 Employee shareholding fosters stronger alignment between employees and companies, promoting collaboration, accountability, and mutual growth. By giving employees a stake in the company, it enhances decision-making processes, improves corporate governance, and encourages long-term sustainability. When integrated with corporate social responsibility (CSR), employee ownership supports ethical practices and contributes to broader societal goals such as equity and sustainable development. This approach benefits both organizations and communities, strengthening economic resilience and social cohesion. *Integrating Governance and Corporate Social Responsibility in Employee Share Ownership* discusses pertinent theoretical frameworks alongside the latest empirical research findings within the domain of employee stock ownership. It is designed to offer comprehensive insights into the intricacies of employee ownership, focusing on its integration with corporate governance, CSR, and its implications for business management. Covering topics such as company performance, organizational culture, and value creation, this book is an excellent resource for researchers, practitioners, policymakers, human resource managers, business leaders, and more.

Shared Capitalism at Work Douglas L. Kruse, Richard B. Freeman, Joseph R. Blasi, 2010-06-15 The historical relationship between capital and labor has evolved in the past few decades. One particularly noteworthy development is the rise of shared capitalism, a system in which workers have become partial owners of their firms and thus, in effect, both employees and stockholders. Profit-sharing arrangements and gain-sharing bonuses, which tie compensation directly to a firm's performance, also reflect this new attitude toward labor. *Shared Capitalism at Work* analyzes the effects of this trend on workers and firms.

The contributors focus on four main areas the fraction of firms that participate in shared capitalism programs in the United States and abroad the factors that enable these firms to overcome classic free rider and risk problems the effect of shared capitalism on firm performance and the impact of shared capitalism on worker well being This volume provides essential studies for understanding the increasingly important role of shared capitalism in the modern workplace **Concise Encyclopaedia of Participation and Co-Management** György Széll,2017-11-07 No detailed description available for Concise Encyclopaedia of Participation and Co Management **Shared Space and the New Nonprofit Workplace** China Brotsky,Sarah M. Eisinger,Diane Vinokur-Kaplan,2019-05-31 In response to rising real estate costs and positive trends toward collaboration in the nonprofit sector Shared Space and the New Nonprofit Workplace presents a comprehensive overview of shared space as an innovative model and effective long term solution for nonprofit organizations need for stable and affordable office and program space With the help of 15 case studies the text provides a practical roadmap to develop these new workspaces documents benefits to nonprofit staff organizations and their communities and presents challenges and solutions at successful nonprofit shared spaces the history of nonprofit centers and future trends **All Change at Work?** Alex Bryson,John Forth,Neil Millward,2002-09-11 This book is the latest publication reporting the results of a series of workplace surveys Comprehensive in scope the results are statistically reliable and reveal the nature and extent of change in all bar the smallest British workplaces *Human Resource Management Practices* Maïke Andresen,Christian Nowak,2014-09-26 This book is designed to help practitioners and academics to assess the added value of HR practices It provides hands on recommendations for choosing effective means to manage HR and specific suggestions aimed at facilitating the measurement of HR practices impact on value creation Evidence based recommendations are made by drawing on thorough empirical research from various research traditions and academic disciplines It covers a wide variety of tasks faced by the HR function and specifically addresses new challenges such as assessing the added value of work life balance practices **The Oxford Handbook of Mutual, Co-Operative, and Co-Owned Business** Jonathan Michie,Joseph R. Blasi,Carlo Borzaga,2017-03-23 The Oxford Handbook of Mutuals and Co Owned Business investigates all types of member owned organizations whether consumer co operatives agricultural and producer co operatives worker co operatives mutual building societies friendly societies credit unions solidarity organizations mutual insurance companies or employee owned companies Such organizations can be owned by their consumers the producers or the employees whether through single stakeholder or multi stakeholder ownership This complex set of organizations is named differently across countries from mutual in the UK to solidarity cooperatives in Latin America In some countries such organizations are not even officially recognized and thus lack a specific denomination For the sake of clarity this Handbook will refer to member owned organizations to encompass the variety of non investor owned organizations and in the national case study chapters the terms used will be those most widely employed in that country These alternative corporate forms have emerged in a variety

of economic sectors in almost all advanced economies since the time of the industrial revolution and the development of capitalism through the subsequent creation and dominance of the limited liability company. Until recently these organizations were generally regarded as a rather marginal component of the economy. However, over the past few years, member-owned organizations have come to be seen in some countries at least as potentially attractive in light of their ability to tackle various economic and social concerns and their relative resilience during the financial and economic crises of 2007-2013.

Freedom at Work Traci Fenton, 2022-03-01. Discover the leadership strategy for unlocking your team's greatness. Whether it shows up as stress, top-down leadership styles, drama, or uncertainty, fear kills good decision-making, dampens morale, lowers employee engagement, and hurts bottom-line growth. The good news is that there's an antidote: Freedom at Work. In this groundbreaking book, Traci Fenton brings together decades of original research based on her team's work with hundreds of top companies around the world, such as The WD-40 Company, Mindvalley, DaVita, Menlo Innovations, Zappos, HCL Technologies, and more, revealing the proven pathway to leadership success. This powerful strategy will benefit any leader at any level in any type of organization, from entrepreneurs to mid-level managers to the C-suite. Freedom at Work is based on three key pillars: Freedom-Centered Mindset, Break through limitations, make better decisions, and act with clarity and confidence; Freedom-Centered Leadership, Lead yourself and others from a place of freedom rather than fear; Freedom-Centered Design, Develop a world-class culture based on the 10 Principles of Organizational Democracy. Freedom at Work is a revolutionary guide that will help make any organization high-performing and highly profitable while creating a culture people love. This book will help passionate leaders weave freedom and democracy into our global tapestry through the way they run their teams and organizations, ultimately transforming our world for the better.

Comparative Workplace Employment Relations Thomas Amossé, Alex Bryson, John Forth, H  lo  se Petit, 2016-06-17. This comprehensive study provides a perceptive portrait of workplace employment relations in Britain and France using comparable data from two large-scale surveys: the British Workplace Employment Relations Survey (WERS) and the French Enqu  te Relations Professionnelles et N  gociations d'Entreprise (REPONSE). These extensive linked employer-employee surveys provide nationally representative data on private sector employment relations in all but the smallest workplaces and offer a unique opportunity to compare and contrast workplace employment relations under two very different employment regimes. An insightful read for all academics and students of employment, the findings also have implications for practitioners and policy makers keen to identify and promote best practice.

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