THE MEANING OF WORK IN ISRAEL

Its Nature and Consequences

ITZHAK HARPAZ

Meaning Of Work In Israel Its Nature And Consequences

Bert Klandermans, Tinka van Vuuren

Meaning Of Work In Israel Its Nature And Consequences:

The Meaning of Work in Israel Itzhak Harpaz, 1990-11-26 Although the centrality of work to people s lives is pervasive it is only within the past few decades that objective empirical accounts of the meaning of work for the average individual have been available This volume adds an important dimension to the growing body of literature in this area by presenting a detailed examination of the meaning of work in Israel The result of a 6 year research project designed to systematically explore the meaning of work in different occupational groups the data is drawn from about 2000 structured interviews conducted among individuals in 10 target groups including women part time workers occupational and professional groups age groups unemployed and retired people and in a national sample representative of the total Jewish labor force Based on his research the author demonstrates how patterns of work meanings have developed and are determined by a variety of personal history and environmental factors and analyzes the consequences of different work meanings for individuals organizations and society in general The author begins with an historical examination of the meaning of work in Israel from biblical times through the present He then details the macro socioeconomic environment within which his study took place and presents the underlying theory and concepts that guided the research Following a chapter that presents the study methodology Harpaz investigates the developmental histories and consequences of different work meanings in order to understand the role of work meanings in industrial society Individual chapters address issues such as the concept of work centrality societal norms concerning work the importance of work goals definitions of work the meaning of work patterns and work role identification In his final chapter Harpaz assesses the relevance of his findings for Israeli society and future policy initiatives Two appendices one the study interview schedule and the other detailing the response distribution data for national sample and target groups complete the study Work and Organizations in Israel Itzhak Harpaz, 2017-09-04 Since the State of Israel was established its labor force has grown rapidly and has become increasingly diverse in terms of its demographic cultural ethnic and socioeconomic characteristics Israeli work values have shifted towards greater individualism materialism careerism and preference for white collar and knowledge based occupations is evident A major structural change is underway as indicated by the decline of agriculture as a component in the Israeli economy and the growth of the industrial sector mostly towards high technology and innovative enterprises This volume sheds light on trends and developments that have been taking place in the realm of work in Israel in recent years It contains a unique selection of articles presenting empirical evidence of the major features and important changes characterizing work organizations and the regime of work in Israeli society labor relations work values power and management in organizations work in the Kibbutz inter organizational relations women and work migrants and minorities in the Israeli labor force Studies show that another two major trends characterize the contemporary economy and the labor market the trend toward privatization and globalization the results of which are a continuous decrease of job security and an increasing level of unemployed Israeli men

and women that are replaced by the low cost labor of foreign workers emigrating from third world countries This timely volume is valuable for its contribution to illuminating the recent changes taking place in the realm of work in Israel and will be of interest to sociologists social scientists and students of Judaica The Meaning of Work in Israel Itzhak Harpaz, 1990-11-26 Although the centrality of work to people s lives is pervasive it is only within the past few decades that objective empirical accounts of the meaning of work for the average individual have been available This volume adds an important dimension to the growing body of literature in this area by presenting a detailed examination of the meaning of work in Israel The result of a 6 year research project designed to systematically explore the meaning of work in different occupational groups the data is drawn from about 2000 structured interviews conducted among individuals in 10 target groups including women part time workers occupational and professional groups age groups unemployed and retired people and in a national sample representative of the total Jewish labor force Based on his research the author demonstrates how patterns of work meanings have developed and are determined by a variety of personal history and environmental factors and analyzes the consequences of different work meanings for individuals organizations and society in general The author begins with an historical examination of the meaning of work in Israel from biblical times through the present He then details the macro socioeconomic environment within which his study took place and presents the underlying theory and concepts that guided the research Following a chapter that presents the study methodology Harpaz investigates the developmental histories and consequences of different work meanings in order to understand the role of work meanings in industrial society Individual chapters address issues such as the concept of work centrality societal norms concerning work the importance of work goals definitions of work the meaning of work patterns and work role identification. In his final chapter Harpaz assesses the relevance of his findings for Israeli society and future policy initiatives Two appendices one the study interview schedule and the other detailing the response distribution data for national sample and target groups complete the study The **Oxford Handbook of Work and Aging** Jerry W. Hedge, Walter C. Borman, 2012-03-16 The area of work and aging is complex and multi faceted Its foundation is formed by a wide array of disciplines that both contribute to the complexity of its understanding and offer fertile promise for research development and application in the years ahead With an ever growing population of older workers many of whom are suggesting they will likely continue to work past traditional retirement age it becomes all the more important that we increase our efforts to develop a more thorough understanding of older workers the nature of their interactions with work and the organizations for which they work and the process of transitioning to retirement Clearly there are huge societal and global challenges that will both inform and influence research and application at the individual and organizational levels The Oxford Handbook of Work and Aging examines the aging workforce from an individual worker organization and societal perspective and offers both an integration of current cross disciplinary knowledge and a roadmap for where research and application should be focused in the future to address issues of an aging

workforce The volume is divided into six core sections demography theoretical and methodological issues the older worker organizational strategies for an older workforce individual and organizational perspectives on work and retirement and societal perspectives with an aging workforce Bringing together seasoned authors from diverse academic and professional backgrounds new approaches to recruiting workplace flexibility and the right mix of benefits and incentives are presented as a way of engaging an older workforce A Purposive Approach to Labour Law Guy Davidov, 2016-05-06 The mismatch between goals and means is a major cause of crisis in labour law The regulations that we use the legal instruments and techniques are no longer in sync with the goals they are supposed to advance This mismatch leads to a problem of coverage where many workers who need the protection of labour law are not covered by it as well as a problem of obsoleteness as labour laws are not sufficiently updated in light of dramatic changes in the labour market Adopting a purposive approach to interpretation and legislative reform this volume addresses this crisis of mismatch It first articulates the goals of labour law both general and specific through an in depth normative discussion and a consideration of critiques The book then proceeds to reconsider our means asking what we need to change or improve in the laws themselves in order to better advance the goals Some of the proposed solutions are at the level of judicial interpretation others at the legislative level The book offers several examples of the way a purposive analysis should be performed in concrete cases It also recommends institutional structures that are suited to ongoing adaptation of the law to ensure that our goals are advanced even when circumstances frequently change Finally in response to the crisis of enforcement in this field which frustrates the achievement of labour law s goals several proposals to improve compliance and enforcement are considered Heavy Work Investment Itzhak Harpaz, Raphael Snir, 2014-07-17 The book deals with the concept of Heavy Work Investment HWI recently initiated by Snir and Harpaz Since its introduction the interest in the general HWI model has increased considerably The book illustrates the development of HWI conceptualization theory and research It deals with the foremost HWI subtype of workaholism However it also compares workaholism as a negative HWI subtype with work devotion passion engagement as a positive HWI subtype Most importantly it addresses HWI in general including its possible situational subtypes In view of Snir and Harpaz s claim that the study of situational heavy work investors is relatively scarce this certainly constitutes a promising step in the right direction Finally it deals with timely and important topics examined by prominent international researchers on Heavy Work Investment and such issues as personality factors of workaholism work life balance cross cultural similarities and differences in HWI work addiction and technology HWI and retirement and intergenerational similarity in work investment Labor Review ,1999-05 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews New Realities of Secondary Teachers' Work Lives Pam Poppleton, John Williamson, 2004-05-10 There are many books on educational change its origins processes and consequences The unique contribution of this volume lies in its careful documenting and reporting of the reactions of teachers themselves interviewed

in 9 countries about the changes they have experienced and in the comparative nature of the study which employs both qualitative and quantitative methods in a complementary way In Part One the educational background to the study in each country is described and teachers responses to a common research semi structured interview schedule are reported In Part Two the same database is subjected to a statistical analysis for comparative purposes in order to reveal similarities and differences between countries The project set out to obtain an international picture of the changes in education which have had the greatest impact on the lives of teachers to explore how actual and perceived changes have influenced teachers experience and practice and to identify critical factors in the implementation of change The result is a book that will enable students to familiarise themselves with practices in other countries and policy makers to evaluate the implications of changes in different social economic and cultural environments Job Insecurity Bert Klandermans, Tinka van Vuuren, 1999-06-24 First published in 1999 Routledge is an imprint of Taylor Francis an informa company **Essentials of International Human** Resource Management David C. Thomas, Mila B. Lazarova, 2013-06-28 With increasing globalization comes the need to understand human resource management HRM more broadly across countries cultures institutions and organizational types Designed to help readers explore and understand the key concepts and latest research behind the strategic management of people in organizations that operate in a global context this accessible book provides concise coverage of HRM concepts balancing comparative approaches and US and non US schools of thought Not limited to the multinational firm the book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context Chapter opening vignettes short cases exemplify the chapter s core topics and show readers how chapter content can be applied Extensive references make it easy for readers to explore concepts in more depth Comparina High Technology Firms in Developed and Developing Countries: Cluster Growth Initiatives Bas, Tomas Gabriel, 2012-05-31 Clusters are geographic concentrations of interconnected companies specialized suppliers service providers and associated institutions in a particular field that are present in a nation or region The development and upgrading of clusters is an important agenda for governments companies and other institutions Cluster growth initiatives are an important new direction in economic policy building on earlier efforts in macroeconomic stabilization privatization market opening and cost reduction related to doing business Comparing High Technology Firms in Developed and Developing Countries Cluster Growth Initiatives is the leading source of information for readers interested in this field of study as it promotes scientific discussion on policies and practice of cluster growth as well as covers the emerging research topics which are going to define the future of the management of technology Furthermore this book demonstrates the effectiveness and efficiency of technology policy based on observations of differential growth rate of high technology firms in clusters and explores the factors that explain superior performance of high technology firms to contribute the improvement of technology policy in both developed and developing countries Romancing the Wild Robert Fletcher, 2014-02-24 The worldwide development of ecotourism including adventures such as

mountain climbing and whitewater rafting as well as more pedestrian pursuits such as birdwatching has been extensively studied but until now little attention has been paid to why vacationers choose to take part in what are often physically and emotionally strenuous endeavors Drawing on ethnographic research and his own experiences working as an ecotour quide throughout the United States and Latin America Robert Fletcher argues that participation in rigorous outdoor activities resonates with the particular cultural values of the white upper middle class Westerners who are the majority of ecotourists Navigating 13 000 foot mountain peaks or treacherous river rapids demands deferral of gratification perseverance through suffering and a willingness to assume risks in pursuit of continuous progress In this way characteristics originally cultivated for professional success have been transferred to the leisure realm at a moment when traditional avenues for achievement in the public sphere seem largely exhausted At the same time ecotourism provides a temporary escape from the ostensible ills of modern society by offering a transcendent wilderness experience that contrasts with the indoor sedentary mental labor characteristically performed by white collar workers Public Administration Eran Vigoda-Gadot, 2002-06-07 Offering strategies for a new generation of administrative systems this book explores the impact of recent managerial reforms and shifting societal values on the stability legitimacy and progress of democratic governments. The chapters highlight innovations in consumer communication management and marketing evolving methods of policy planning formation and implementation and the role of high information high technology in public agencies Providing insight into the changing environment present in most governing structures the book covers ethical dilemmas in public service the definition of work for public sector employees and population behavior during mass disasters Caring Management in the New Economy Ora Setter, László Zsolnai, 2019-04-23 This edited book frames a new ethos of management that cares for society future generations and nature whilst also serving the interests of business and the wider community Employing the practical wisdom of faith traditions the chapters develop the use of spirituality as a resource for creating business models that take pressing social problems such as quality of life at work over consumption environmental degradation and climate change into account Spanning entrepreneurship leadership management education and business models the chapters in this book aim to develop a spiritually based caring model of management to face the challenges and reality of the 21st century <u>Development of Human Resource Management Across Nations</u> Bruce E. Kaufman, 2014-07-31 This is an excellent book Bruce Kaufman in his ever thoughtful way has not just analyzed the history of the development of HRM but assembled 17 chapters in which world class local experts report on that history in their own country The book is fu **Handbook of Industrial** and Organizational Psychology Harry Charalambos Triandis, 1990 Professionals as well as students in industrial and organizational psychology and organizational behavior will profit from what is in this and the three previous volumes of this book An Approach to Christian Doctrine Grevile P. Lewis, 2017-04-06 The purpose of this book is to help Methodist Local Preachers on Trial as they pursue their prescribed studies in Christian Doctrine It is hoped however that it will prove of value to the students of other denominations who are seeking a simple and positive statement of the Christian Faith which takes into account the modern approach to theology and the present world situation An Approach to Christian Doctrine has been written by a group of ten theologians all of whom entered the Methodist Ministry between 1922 and 1937 Four of the contributors are tutors in Ministerial Training Colleges one is the Connexional Secretary of the Christian Citizenship Department and the others are Circuit Ministers who are members of the Studies Board of the Local Preachers Department The editor hopes that the obvious disadvantages of a theological symposium will be more than balanced by the freshness which is given to the book by the varied styles and viewpoints of the writers

International Labour Review ,2015

Holiness Matt Ayars, Christopher T. Bounds, Caleb T. Friedeman, 2023-10-17 The command to be holy is one of Christian life s most challenging and misunderstood commands Three scholars from the Wesleyan tradition constructively argue for a neo holiness that encourages the pursuit of Christian perfection while incorporating historic understandings of grace and the work of the Holy Spirit *The Book of Joshua* F. R. Fay, George Ripley Bliss, 2024-03-18 Reprint of the original first published in 1875

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