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ABSTRACT

With more mothers in the work force and greater stresses created by competing demands of work and home, nonstandard work arrangements (NSWAs), which include temporary help agency work, on-call work, day labor, contract work, independent contracting, self-employment, and part-time work, have been suggested as a remedy for this conflict. For the average worker, the cost of employment in a nonstandard arrangement is often quite high in terms of reduced hourly wages and benefits and limited job security; however, little is known about managers and professionals in nonstandard arrangements. A study compared the experiences of managers and professionals in nonstandard arrangements to those with similar characteristics in regular full-time jobs, as well as to other white-collar workers in nonstandard arrangements. Data were gathered from the February 1995 Current Population Survey. The study found that managers and professionals in many types of nonstandard work, especially if they are women, are paid less than their counterparts employed in regular full-time jobs with similar education and personal characteristics. However, some nonstandard workers, usually men, are paid more, especially those in certain independent contractor, self employment, and contract work arrangements. The study concluded that nonstandard work arrangements, although helpful for expanding the options of some workers, rarely offer effective strategies for most of those hoping to resolve the competing demands of work and family (particularly minority workers). (Contains 55 references.) (KC)

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Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals

D. Bilimoria



Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals:

Managing Work and Family Roberta M. Spalter-Roth,1997 Focuses on the experiences of managers and professionals employed in nonstandard work arrangements which include temporary help agency work on call work day labour contract work independent contracting self employment and part time work in a standard employment relationship Based on the February 1995 Current Population Survey focuses on nonstandard work and the workers in these arrangements

Resources in Education ,1998 *America at Work* Edward E. Lawler,James O'Toole,2008-05-13 This wide ranging volume brings together the commissioned papers that are the basis of James O Toole and Edward E Lawler s *The New American Workplace* their follow up to the groundbreaking 1973 *Work in America* report Here leading scholars in the fields of business management and human resources offer new research and insightful analyses of existing studies providing a definitive assessment of the state of the workplace today Covering wage trends worker health education and the workforce the effects of outsourcing careers human resources management and a variety of other vital issues this illuminating collection will prove indispensable for scholars professionals and policymakers

Contingent Work Kathleen Barker,Kathleen Christensen,2019-06-30 The successful 1997 strike by the Teamsters against UPS and the overwhelming support the American public gave the strikers highlighted the impact of contingent work an umbrella term for a variety of tenuous and insecure employment arrangements such as temping independent contracting employee leasing and some self employment and part time or part year work This new book contends that contingent work represents a profound deviation from the employment relations model that dominated most of this century s labor relations It delineates essential features of contingent work from both the worker s and the organization s point of view Articulating a variety of perspectives from various disciplines the contributors examine the business forces driving contingent work and assess the consequences of working contingently for the individual family and community taking into account issues of race class and gender They ask how current labor and employment laws need to be rewritten to provide contingent workers with the same comprehensive protections offered to permanent employees In the final chapter the editors comment on the status of research on contingent work and chart future research directions

Gurus, Hired Guns, and Warm Bodies Stephen R. Barley,Gideon Kunda,2011-10-16 Over the last several decades employers have increasingly replaced permanent employees with temporary workers and independent contractors to cut labor costs and enhance flexibility Although commentators have focused largely on low wage temporary work the use of skilled contractors has also grown exponentially especially in high technology areas Yet almost nothing is known about contracting or about the people who do it This book seeks to break the silence *Gurus Hired Guns and Warm Bodies* tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work the managers who employ them the permanent employees who work beside them and the staffing agencies who broker deals Based on a year of field work in three staffing agencies life histories with over seventy

contractors and studies of workers in some of America's best known firms the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works Engagingly written it goes beyond rhetoric to examine why contractors leave permanent employment why managers hire them and how staffing agencies operate Barley and Kunda paint a richly layered portrait of contract professionals Readers learn how contractors find jobs how agents negotiate and what it is like to shoulder the risks of managing one's own employability The authors illustrate how the reality of flexibility often differs substantially from its promise Viewing the knowledge economy in terms of organizations and markets is not enough Barley and Kunda conclude Rather occupational communities and networks of skilled experts are what grease the skids of the high tech matrix economy where firms become way stations in the flow of expertise **It's about**

Time Phyllis Moen, 2018-08-06 How do two career couples manage in a one career world It's about Time examines this mismatch between outdated scripts and the experiences of dual earner couples It broadens our understanding of occupational and family career strategies couples use in light of the widening gap between their real lives and the outdated work hour and career path roles rules and regulations they confront It's about Time draws on the data from the Cornell Couples and Careers Study to demonstrate that Regardless of income time is a scarce commodity in dual earner households With two jobs two commutes often long work hours high job demands business travel several cars children ailing relatives and or pets time is always an issue Time is built into jobs and career paths in ways that make continuous full time 40 or typically more hours a week paid work a fact of life in American society The multiple strands of life career family and personal unfold over time Spouses move through their life courses in tandem with early choices to have children or not to work long hours or not to switch jobs or not to relocate for his or her career or not all having long term consequences for life quality and for gender inequality The evidence from this book suggests that it is about time for the United States to confront the realities and needs of contemporary working couples and indeed all members of the new workforce To do so requires more than Band Aid short term and often short sighted policy remedies It's about Time argues that it is essential to re imagine and reconfigure work hours workweeks and occupational career paths in ways that address the widening gaps between the time needs and goals of workers and their families at all ages and stages of the life course The Work and

Family Handbook Marcie Pitt-Catsoupes, Ellen Ernst Kossek, Stephen Sweet, 2015-11-30 This handbook will be a welcomed source of information on work and family issues for a variety of students and academics in fields of social work psychology sociology organizational behavior human resource management business and other disciplines **The Servant Class City**

David J. Karjanen, 2016-07-15 San Diego California is frequently viewed as a model for American urban revitalization It looks like a success story with blight and poverty replaced by high rises and jobs But David J Karjanen shows that the much touted job opportunities for poor people have been concentrated in low paying service work as the cost of living in San Diego has soared The Servant Class City documents how over a period of three decades San Diego's urban transformation actually

eroded the economic standing of the city's working poor Karjanen demonstrates that urban policy in San Diego which has been devoted to increasing tourism has fostered the creation of jobs that do not actually provide either livable wages or paths to upward mobility Marshaling a wealth of heretofore uncollected data he challenges the presumption that decades long stagnation of job mobility in the United States is a result of insufficient worker training or a skills mismatch or is attributable to various personal qualities of the urban poor Karjanen interweaves profiles of people with a compelling presentation of data Each chapter addresses a significant topic hospitality industry jobs retail work informal employment fringe banking and economic barriers to mobility In revealing the true story of the poverty traps that are associated with low wage jobs in the service economy *The Servant Class City* complicates the rosy picture of life in an American tourist boomtown Freelancing Expertise Debra Osnowitz, 2010-10-15 Contract work is more important than ever for better or for worse depending on one's perspective The security once implied by a full time job with a stable employer is becoming rarer thereby erasing one of the major distinctions between freelance work and a steady gig Why hang on to a regular job for the sake of security if security can no longer be assumed Instead contractors hired temporarily for specific knowledge and skills market their expertise as they move from project to project Even though their employment is precarious a great many consider freelancing preferable to holding a regular job the control they feel over their time and careers is well worth the risks that come with relatively uncertain cash flow Freelancing Expertise is a qualitative study of decision making work practices and occupational processes among writers and editors who work in print and Web communications and programmers and engineers who work in software and systems development Debra Osnowitz conducted sixty eight extended interviews with representatives of both groups and twelve interviews with managers and recruiters observed four different work settings in which contractors work alongside employees and monitored blogs and online discussions among contractors As a result she provides a unique and sensitive assessment of a cultural shift in occupations and organizations Osnowitz calls for a reconfiguration of the employer employee relationship that accepts more variation and flexibility just as freelancing has over time taken on many traits considered characteristic of traditional career paths so might regular jobs make themselves more appealing to today's workforce by mimicking some of the positive aspects of transactions between clients and contract workers *Work, Family, and Community* Patricia Voydanoff, 2014-06-03 Research in recent decades has proven that the seemingly disparate worlds of family life and the workplace are in fact closely intertwined Moreover scholars have begun to recognize the extent to which community life influences the work family interface for instance the lack of fit between school hours and work hours and assistance provided by community based child care services *Work Family and Community* is the first to provide a comprehensive review and analysis of the theoretical and empirical research that has examined the complex interconnections among these domains This book integrates literature from several disciplines including sociology industrial organizational and occupational health psychology human development and family studies management gender studies and social work It

documents significant patterns and trends in the economy and looks at the health of communities and neighborhoods exploring the level of social integration availability of community services and the extent to which such services meet the needs of working families Author Patricia Voydanoff takes an important step in conceptualizing the components and processes that comprise the work family community relationship and provides direction for future theoretical and empirical work on the topic This volume speaks to scholars researchers and students who address the theoretical empirical and policy relevant issues associated with the work family community interface *The New Knowledge Economy in Europe* Maria João Rodrigues,2002-05-28 Knowledge is fast becoming a main source of wealth but it can also be a source of inequalities This work addresses whether it is possible to hasten the transition towards a knowledge based economy and enhance competitiveness with increased employment and improved social cohesion across Europe **The Impact of ICT on Work** Jungwoo Lee,2015-10-23 This edited volume presents current perspectives on the innovative use of Information and Communication Technologies ICT as an integral part of the changing nature of work The individual chapters address a number of key concepts such as telecommuting alternative work arrangements job crafting gamification and new work skills supplemented by a range of examples and supporting case studies The Impact of ICT on Work offers a valuable resource for business practitioners and academics in the areas of information systems as well as for human resources managers The book will also be useful in advanced graduate classes dealing with the social and business impacts of information and communication technologies **Temps** Jackie Krasas Rogers,2000 Now firmly established as fixtures of the American workplace temporary employees constitute a much discussed but still poorly understood segment of the labor force In this consciousness raising book Jackie Krasas Rogers explores the realities of temporary work from the points of view of workers agencies and clients focusing especially on issues of race gender power and identity Rogers investigates the situations of two very different kinds of temporary worker lawyers and those in clerical settings and finds contrasts and similarities between the two groups reasons for seeking temporary work the type of tasks performed and the value attached to that labor The goals of temporary workers can be at odds with the interests of the agency and the client the other players in the power triad of temping Where clerical workers often see temporary employment as a stepping stone to a permanent job many find upward mobility more illusory than real Because temporary workers can be called in and let go at will or whim and they have no established social relations in the workplace they often work harder than permanent workers Rogers one of the authoritative scholars of temporary work in the United States uses extensive archival and field data including notes from her own work as an office temporary to put a face on America s temporary workforce *Women and Men in Management* Gary N. Powell,Laura M. Graves,2003 Table of contents *Organizational Strategies for Work-Life Balance* Dong-Jin Lee,M. Joseph Sirgy,2024-06-25 This book provides a systematic review of the research literature related to the effectiveness of organizational policies and programs on work life balance WLB It discusses policies and practices related to workload

management flextime flexplace alternative job arrangements and family care Based on the evidence the authors make specific recommendations to organizational executives and HR directors to design and implement work life balance policies and programs to maximize their effectiveness and help employees achieve their optimal level of work life balance Specifically the authors discuss how to 1 identify employees with greater need for WLB programs 2 evaluate environmental circumstances for WLB programs 3 design effective WLB policies and programs 3 facilitate effective implementation of WLB policies and programs 4 provide management support for WLB policies and programs and 5 evaluate performance of WLB policies and programs Written lucidly by experts in the field and with many case studies and examples this book appeals to a wide range of academic and professional readers **Engendering Psychology** Florence Denmark,Vita Carulli

Rabinowitz,Jeri A. Sechzer,2016-01-08 Engendering Psychology s treatment of issues is based solidly on scientific evidence and presented in a balanced manner The text combines a developmental and topical approach Denmark Rabinowitz and Sechzer explore the concept of gender as a social construction across the lines of race ethnicity class age and sexual orientation pulling from the exciting new scholarship that has emerged over the last few years Thoughtful discussion questions emphasize critical thinking skills as well as encourage students to open a dialogue with both their professors and their peers This text will help readers understand the concept of gender as a social construct in contrast to the concept of sex which denotes biological differences Upon completing this text readers will have a deeper understanding of women and the knowledge that woman is a diverse and multifaceted category The Career Mystique Phyllis Moen,Patricia Roehling,2005

The Career Mystique shows that most Americans men and women continue to embrace the myth that hard work long hours and continuous employment pay off even though it is out of date and out of place in twenty first century America Phyllis Moen and Patricia Roehling argue that the lock step arrangements around education work family and retirement no longer fit the realities and risks of contemporary living yet the roles rules and regulations spawned by the career mystique remain in place This books shows that ambiguities and uncertainties about the future abound in boardrooms in offices and on factory floors as Americans face the realities of corporate restructuring chronic job insecurity and double demands at work and at home Moen and Roehling show the career mystique for what it is a false myth standing in the way of creating new alternative workplaces and career flexibilities Based on research funded by the Alfred P Sloan Foundation and the National Institute on Aging **Handbook on Women in Business and Management** D. Bilimoria,2007 This very impressive Handbook takes

established research topics about women in management and treats them in fresh and novel ways The chapters are intellectually interesting sound and provocative and meet the editors aspiration to stimulate high quality research on women s experiences in work organizations I recommend it highly Jean M Bartunek Boston College US This comprehensive Handbook presents specially commissioned original essays on the societal roles and contexts facing women in business and management the specific career and work life issues of women in these fields organizational processes affecting women and

the role of women as leaders in business and management The essays shed light on the extant structures and practices of society and organizations that constrain or facilitate women's representation treatment quality of life and success Despite decades of ongoing inquiry and increasing interest research on women in business and management remains a specialized field without mainstream acceptance within business and management disciplines The Handbook presents the current state of knowledge about women in business and management and specifies the directions for future research likely to be most constructive for advancing the representation treatment quality of life and success of women who work in these fields It provides the foundations for improved societal and organizational structures policies and relational practices affecting all in business and management Thus by enhancing the knowledge base that improves the work and life situations of women it suggests ways to elevate the societal and organizational systems for all The Handbook will be an essential reference source for recent advances in research and theory informing both scholars of organization studies gender diversity and feminism human resource specialists and educators of and consultants to business organizations and management

The Work-Family Challenge Suzan Lewis, Jeremy Lewis, 1996-09-11 In The Work Family Challenge contributors from the United Kingdom Europe and the United States explore the possibilities of challenging traditional employment structures to take account of contemporary work and family realities They take a critical look at the notion of family friendly employment and explore ways in which the rapidly changing needs of both organizations and the workforce can be met The volume argues that real progress requires moving the focus from specific policies and practices towards more systemic organizational change It examines the contexts and opportunities global international national sociopolitical legal and economic for this change The book concludes that positive solutions are attainable but will require a rethinking of employment with constructive partnerships at many different levels and with work and family as a core strategic business issue

Flexible Working in Organisations Clare Kelliher, Lilian M. de Menezes, 2019-04-26 There is growing interest in flexible working not only as a means to manage labour more efficiently and for greater agility but also as a response to increasing concerns over well being work life balance and participation in the labour force of those with significant non work commitments e.g. parents carers older workers As a result a comprehensive stream of literature on the benefits and challenges of flexible working has developed and led to a body of evidence on the implementation and outcomes of different forms of flexible working arrangements This book assesses the current state of this literature as follows Background the authors review the different definitions that have been proposed policy developments availability and uptake Outcomes from flexible working the main chapters focus on the outcomes for employers e.g. performance employee retention organisational commitment etc as well as for individual employees e.g. well being job satisfaction etc Evaluation of extant knowledge the authors comment on the existing literature and consider the methodological approaches adopted in the literature Conclusion suggestions for future research are proposed Of interest to students academics and policy makers this book provides an expert overview of the

empirical evidence and offers critical commentary on the state of knowledge in the field of flexible working and new forms of work

Reviewing **Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals:** Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals**," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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