

Management and industrial relations series 1

Lost managers

Supervisors in industry and society

JOHN CHILD & BRUCE PARTRIDGE



Lost Managers Supervisors In Industry And Society

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Lost Managers John Child, Bruce Partridge, 1982 **Lost Managers** John Child, Bruce Partridge, 1982-06 **Handbook of Research on Managing Managers** Adrian Wilkinson, Keith Townsend, Gabriele Suder, 2015-12-18 In recent years there has been considerable debate on the future of management but less attention on the changing role of managers in the workplace This book considers the ways in which managers themselves are being managed In so doing the contributors reflect upon the research conducted to date and the potential research pathways With contributions from experts in the field the book explores the ways organisations manage their managers and how this continues to evolve globally Themes discussed include talent management evidence based management the nature of managerial work management learning and education and development as well as women in management and cross cultural issues Academics researchers analysts and students will find this an important Handbook to aid in their understanding of the contemporary world of managers *The Changing Role of First-line Supervisors and Middle Managers* Janice Anne Klein, 1988 *Reshaping Work* Chris Smith, John Child, Michael Rowlinson, 1990 This book is concerned with the management of organisational change It focuses on Cadbury Ltd and provides an in depth study of change within this famous British company Cadbury Ltd is famous for its pioneering personnel management One of the purposes of this study is to assess how this established company ethos facilitated change by examining the development and implementation of a capital investment programme that radically changed working practices at the company's Bournville plant in Birmingham At a more general level the authors develop a theory of organisational change that emphasises the interaction between external market forces and internal management action This approach unites an emphasis on the structural parameters that limit a firm's capacity for independent change with a recognition of the vital role performed by influential members of an organisation in initiating and managing change This book will be of interest to teachers and students of business history organisational behaviour industrial relations and industrial sociology **Safety at Work** Sandra Dawson, 1988 Examines the effect of the Health and Safety at Work Act of 1974

Managing Owners: Volume 13 Keith Bradley, Aaron Nejad, 1989-11-23 **Markets, Firms and the Management of Labour in Modern Britain** Howard F. Gospel, 1992-05-14 Originally published in 1992 this book examines the development of employers human resource management and industrial relations policies in Britain It adopts a broad historical perspective beginning with the inheritance from the nineteenth century and ending with an analysis of human resource management policies It focuses on how managers organise the employment relationship how they control work relations and how they deal with trade unions and industrial relations The author examines these in the context of the market within which the firm operates and the strategy structure and hierarchy of industrial enterprise The book shows that historically British employers tended to adopt market based strategies rather than internal ones **Labour Relations in a Changing Environment** Alan Gladstone, Hoyt Wheeler, Jacques Rojot, François Eyraud, Ruth Ben-Israel, 2015-03-30 No detailed description available for

Labour Relations in a Changing Environment **Organization** John Child,1984-02-28 This textbook provides a clear and readable introduction to the subject It deals with organizational design its contribution to performance and the problems and issues involved in organizational change This text assumes little academic knowledge and some familiarity with work in organizations It is of real use to decision makers and to those in management education both teachers and students

Knowledge, Groupware and the Internet David Smith,2009-11-03 Knowledge Groupware and the Internet details the convergence of modern knowledge management theory and emerging computer technologies and discusses how they collectively enable business change and enhance an organization s ability to create and share knowledge This compendium of authoritative articles explains the relationship between knowledge management and two major technologies enabling it Groupware and the Internet These critical technologies help an organization evolve from individual to group knowledge quickly make tacit knowledge explicit and enable people to use and apply this knowledge Knowledge Groupware and the Internet helps readers understand how to unite the people and technologies that define effective knowledge management

People Management and Performance John Purcell,Nicholas Kinnie,Juani Swart,Bruce Rayton,Susan Hutchinson,2008-09-03 Do human resource management practices actually work This significant new study uses a new theoretical model based on empirical research to examine the links between HR practices and organizational performance

Morality as Organizational Practice Sarah May,Stefan Groth,Johannes Möske,2023 Organizations are increasingly the subject of moral debates The positioning of enterprises of various sizes non governmental organizations or public institutions is discussed and taken as a basis for consumer client and political decisions in a broad scope of topics While the perspectives of customers organizations and further stakeholders on such developments have been highlighted under the label of ethical consumption or vis vis the fragility of organizations the impact and effects on actors working in or for such organizations or subcontractors have so far only been dealt with tangentially or left as a blank spot This volume turns its attention to the actors and organizational practices in order to trace the effects of these discourses on everyday lives Similarly the ethnographic case studies collected in this volume explore the extent to which everyday work life itself shapes discourses on the negotiation of morality in the present *Willing Slaves?* Andrew Scott,1994-05-19 Many people believe that industrial relations have been transformed For some current developments are the result of new human resource management techniques which have overcome adversarial workplace traditions For others old attitudes remain their expression stifled by vigorous competition in product and labour markets *Willing Slaves* explores these competing claims It shows that managers have come to question past approaches to employee relations Nowadays they believe that winning workers hearts and minds is a crucial part of successful management Equally however managers have not yet found ways to make their new ideas work well Workers continue to place little trust in management inefficient working practices persist and attempts to build a new industrial relations have fallen short of the mark *Willing Slaves* concludes by arguing that the best way forward is for

organisations to commit themselves to long term labour relations policies which enable workers to participate in management decision making

People Management and Performance John Purcell, Nicholas Kinnie, Juani Swart, Bruce Rayton, Susan Hutchinson, 2008-09-03 Do human resource management practices actually work This timely and engaging volume examines the links between people management practices and organizational performance Focusing on the implementation and impact of HR strategies the book puts forward a model which draws attention to The importance of the culture and values of the organization The needs of professional knowledge workers The links between human resources and performance People Management and Performance takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice Incorporating case studies from well known organizations such as Nationwide and Selfridges this book will be of interest to graduate students of HRM and business and management as well as practitioners working in the field

The Quest for Productivity Bruce W. Ahlstrand, 1990-08-02 Illustrates the British attempt to boost labour productivity through an in depth study of Esso s Fawley refinery

The Making of Modern Management John F. Wilson, Andrew Thomson, 2006-08-24 Management has always been part of human organization but it is only in the last two centuries or so that it has been the central driver of economic activity as companies have moved from family firms to hugely complex multinational corporations with many layers of management The term management is commonly used in three ways as a process or activity as a structure in any organization and as a group or class of people carrying out certain roles in an organization This book is the first detailed account of the evolution of management in all three senses The focus is mainly on the UK but throughout the broader question of why corporate management structures developed so impressively in the USA Germany and Japan is borne in mind while arguably little progress was made in this regards in the UK Equally the authors consider why given that management is now so widely studied so little careful research has been undertaken into the evolution of the practice and the profession of management The book is divided into four sections Part One provides An Introduction to Management History Part Two Management and Organization explores the historical development through the 19th and 20th centuries Part Three Managers in Context looks at the social and cultural context of management and managers and Part Four considers three key functional areas labour marketing and accounting and finance This rich detailed and path breaking book will be essential reading for anyone wanting to understand the evolution of management as we now understand it whether academics students or managers themselves

Management Laureates Arthur G. Bedeian, 2018-04-17 First published in 2002 This volume compiles the autobiographies of the management discipline s most distinguished laureates Prior to this publication the available management literature provided little insight into the personal and intellectual lives the frustrations as well as the triumphs of the individuals in the management discipline Although such understanding could be conveyed in many forms perhaps the most intimate and fascinating of these for gaining behind the scenes insights is the autobiography Thus the

autobiographies in this volume as in the five companion volumes offer the reader not only a glimpse of the subjective determinants and personal experiences of the management discipline's most distinguished laureates but also a deeper understanding of what management is and what it is becoming. The various accounts reflect a diversity of approaches, interests, and experiences.

Organizations and Communication Technology Janet Fulk, Charles W. Steinfield, 1990-03
How do technology and organization interact to shape organizational structures and processes? What organizational, political, and social processes constrain technological development? What forces shape the articulation of organizational and technological systems? Answering these and other pivotal questions, this volume centres on the role of theory for advancing our knowledge of communication technology in organizations at several levels: micro, group, and macro. The distinguished contributors examine richly diverse topics including telecommunications, communication networks, and new media; the use of group decision support systems and discretionary databases.

Risks, Dangers, and Rewards in the Nova Scotia Offshore Fishery Marian Binkley, 1995-09-27
According to Labour Canada, workers in the offshore fishery are more likely to be injured than workers in mining, construction, or forestry. Yet until recently, these casualties at sea have been largely ignored by government and labour organizations. *Risks, Dangers, and Rewards in the Nova Scotia Offshore Fishery* describes the hidden cost paid by workers in the Nova Scotia offshore fishery: a cost measured not in dollars and cents but in deaths and injuries. In this comprehensive study, Marian Binkley documents the level of risk and assesses the general health and stress level of workers in the Nova Scotia offshore fishery. She considers shipboard working environment, stress, accidents, injuries, and general health, safety awareness, job satisfaction, and family life, and the impact on working conditions of government resource policies and companies' scientific management strategies. Using statistical analysis, participant observation, surveys, and interviews, Binkley establishes that factors such as technological developments, management changes, and home and community life affect the immediate work experience of fishers and can increase the dangers of an already hazardous occupation.

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