Organizations and Experiments: Designing New Ways of Managing Work

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Warner, Malcolm

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Organizations And Experiments Designing New Ways Of Managing Work

David Knights, Hugh Willmott

Organizations And Experiments Designing New Ways Of Managing Work:

Managing Democratic Organizations I Frank Heller, 2019-01-15 First published in 2000 this volume along with its counterpart consist of contributions to the history of management and management thought which ask and assess how important managing democratic organizations is today and how important it will prove to be moving forward presenting both optimistic and pessimistic interpretations This collection describes three interrelated research programmes in the form of 38 classic essays and lists 21 authors Management Gurus, Revised Edition Andrzej Huczynski, 2012-11-12 Management gurus have existed for as long as the leaders of large complex organizations have had intractable problems to solve This seminal text asks key questions such as What is the secret of the success of management gurus and how can it be emulated In this revised edition Andrzej Huczynski brings his analysis of gurus into the twenty first century He identifies the essential ingredients of popular management ideas and contends that company managers business school academics and management consultants all have the possibility of attaining guru status by following the guidelines contained in this book It includes an additional chapter by Brad Jackson Department of Management and Employment Relations The Auckland University Business School New Zealand and Eric Guthey Department of Intercultural Communication and Management The Copenhagen Business School Denmark Management Gurus is a must read for all those studying organizational behaviour leadership and organizational psychology or for those who wish to attain guru status Participation Programs in Work Organizations Aviad Bar-Haim, 2002-05-30 Employee participation programs have many faces many definitions many forms and they change all the time For some people they are meant to solve every problem in the workplace For others they are ways to reduce resistance to management and its efforts to bring about organizational change Still others see them as totally redundant and a hindrance to efficency and the implementation of good management practices To make sense of it all Bar Haim integrates historically thematically analytically the wide but often incoherent knowledge we have about these programs and in doing so portrays them in a clear useful multidimensional manner. The result is a work of scholarship and practical guidance that students scholars researchers and executives will find important an action oriented source of vital information Bar Haim shows that participation programs in work organizations have always attempted to solve three basic human problems problems stemming from industrial democracy and equality work alienation and occupational and managerial effectiveness To do this he uses a rare multidimensional technique He describes and analyzes the processes and behavior of participation participants and organizational forms using a a variety of conceptual and theoretical frames drawn from the social and management sciences He enhances our understanding of participation programs on micro and macro levels and then provides practical guidelines from the real world experience of other scholars and executives Among the several ironies he discovers are that the roles of enthusiasts opponents and skeptics changed during the course of a jubilee of these programs By integrating a large body of research and suggesting a formal model to evaluate existing employee programs and projected

ones his book attempts to ease the enigmatic ambivalence we have toward worker participation in general In fact he shows that by better understanding the dynamics of participation programs it is possible for those who desire such programs to Management Gurus Andrzej Huczynski, 2006 Management gurus have existed create construct and maintain better ones for as long as the leaders of large complex organizations have had intractable problems to solve This seminal text asks key questions such as What is the secret of the success of management gurus and how can it be emulated In this revised edition Andrzej Huczynski brings his analysis of gurus into the twenty first century He identifies the essential ingredients of popular management ideas and contends that company managers business school academics and management consultants all have the possibility of attaining guru status by following the guidelines contained in this book It includes an additional chapter by Brad Jackson Department of Management and Employment Relations The Auckland University Business School New Zealand and Eric Guthey Department of Intercultural Communication and Management The Copenhagen Business School Denmark Management Gurus is a must read for all those studying organizational behaviour leadership and organizational psychology or for those who wish to attain guru status New Technology and the Labour Process David Knights, Hugh Willmott, 1988-06-01 The papers in this volume examine the conditions and consequences of micro electronic technology within one or more of various spheres of the labour process How Chinese Managers Learn Malcolm Warner, 2016-07-27 How do Chinese managers learn to do their job Management training has become a vital necessity for China under the economic reforms This book based on empirical study of the institutions involved is the first to examine in depth the industrial and management training in China It covers the period 1979 to 1989 during the Open Door policy operated by the government A period marked by the modernization attempts of industry **Change Management and Organizational Learning in a New Working Environment** Melissa Promes, 2016-06-06 The research in this dissertation focuses on identifying variables that influence employee satisfaction with the BMW Group's new working environment in Munich Germany In order to determine how physical elements in the working environment and new workplace practice affect employee satisfaction change monitoring techniques are applied throughout a two year longitudinal study Additionally the learning culture is analyzed in response to the new working environment specifically regarding how workplace changes influence the perceived effect of the working environment on the learning culture **Organizations and Experiments** Malcolm Warner, 1984 Human Factors in Organizational Design and Management-VI P. Vink, E.A.P. Koningsveld, S. Dhondt, 1998-08-14 This book contains a series of papers that were presented during the Sixth IEA International Symposium on Human Factors in Organizational Design and Management ODAM 98 The Symposium was sponsored jointly by the International Ergonomics Society the Dutch Ergonomics Society NIA TNO and The Ministry of Social Affairs and Employment These experiences include new ideas research results tools and applications of human organization interface technology to improving work systems New technology changing work force demographics changing attitudes and values about work and

what constitutes real quality of work life have heightened the need for a true systems approach to optimizing the interfaces between humans technology and organizational structures and processes Growing world competition and the related need to make organizations more productive and efficient have further intensified this need to improve work systems This need is reflected in the rapid development of macroergonomics methods and applications since the first of these ODAM Symposia in 1984 What then was recognized by only a few researchers and practitioners has now become a widely accepted part of the human factors ergonomics discipline As demonstrated by the papers contained herein application of macroergonomics is having a very real positive impact on sociotechnical systems internationally Included in this volume are a broad selection of papers on theory methodology tools research findings and case studies from leading professionals throughout the world This volume thus provides the reader with some of the latest developments in human organization interface technology Collectively these papers should provide the reader with a good conceptual understanding of the ergonomic approach to work system design and of its tremendous potential for improving work systems and the human condition in all cultures

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