

THE OPERATION OF INTERNAL LABOR MARKETS

Staffing Practices and
Vacancy Chains



Lawrence T. Finfield

Operation Of Internal Labor Markets

J Dewey



Operation Of Internal Labor Markets:

The Operation of Internal Labor Markets Lawrence T. Pinfield, 2013-11-22 Employment systems consist of complex arrays of formal and informal rules that structure the relationships between employees and employers There are many different types of employment systems Some are specified in considerable detail in collectively bargained quasilegal employment contracts while others are left to discretion This book describes the latter type of employment system one in which there is an active market for knowledge and skills This is the salaried employment system of ForestCo a large multiplant manufacturing company in the forest products industry Here supervisors and managers actively adjust the jobs and persons under their authority to meet the market social and institutional forces that influence the activities and performance of their departments The study of employment systems is a relatively recent phenomenon and few prior studies or theories were found to guide this investigation Neither the scope nor the components of employment system studies are yet established The field is confused and contested Nevertheless there is related literature which can be used to focus attention on different features of employment systems One emerging body of work that holds the most promise for the study of employment systems is internal labor market ILM theory

Length of Service and the Operation of Internal Labor Markets

Katharine G. Abraham, 1983

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Piore, 1985-06 This book discusses the institutional aspects of the American labor market The introduction assesses the major changes since 1971

Internal Labor Markets and Employment Transitions in South Korea Kim Sunghoon, 2005 This book

examines the value Korean employers and workers place on stable employment with a focus on the workers' want for more desirable transition outcomes as modified by various individual and structural factors particularly labor market structure Results of the analysis show that internal labor market structure has increased employment stability and the desirability of transition outcomes in Korea over time Korea's industrialization has enabled internal labor market structure to mature to a level that has increased employment stability and the desirability of transition outcomes This implies that Korea has experienced industrialization in such a short period that internal labor market structure has not matured enough to influence the ways in which other factors affect employment transition patterns Results of the effects of labor market structure and other factors on employment transition patterns imply that Korea's industrialization has had mixed effects on workers' economic and social well being On the one hand it has improved the overall level of workers' well being yet on the other hand it has increased heterogeneity in well being among different types of workers

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Work Force Adjustments in Private Industry: Their Implications for Manpower Policy, 1968 USA Monograph resulting from research into the effect on job requirements of technological change the processes by which private enterprise meets the changing labour demand and the implications of these labour force adjustments for government employment policy includes a conference report and refers largely to vocational training incl In plant training and some other types of training programme Conference held in Washington 1967 may 18

Work Under Capitalism Chris Tilly, 2019-03-15 Work Under Capitalism synthesizes recent institutionalist and Marxist ideas about the organization of production situating production within a social context Starting with the transaction rather than the individual it builds upon a coherent theory and applies it to a wide range of experience from household labour to transformations of health c

Institutional Linkages Between Education and Work as Quasi- Internal Labor Markets Takehiko Kariya, James E. Rosenbaum, 1994

Internal Labour Markets, Incentives and Employment Toshiaki Tachibanaki, 1998-06-22 The economic performance of a national economy as shown by indicators such as the rate of unemployment and inflation is heavily dependent on the operation of its external and internal labour markets From this standpoint the book focuses on the functions of internal labour markets and their interaction with external labour markets comparing those of the Japanese and Western styles The differing mechanisms of internal labour markets are examined by a strong range of international contributors from Japan North America and Europe

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