

PAYING FOR PRODUCTIVITY

A LOOK AT THE EVIDENCE



ALAN S. BLINDER

EDITOR

Paying For Productivity A Look At The Evidence

Joseph Blasi, Jonathan Michie



Paying For Productivity A Look At The Evidence:

Paying for Productivity Alan S. Blinder, 2011-01-01 Will higher pay provide an incentive for better work Can productivity be increased by changing the way workers are compensated In response to the urgent need to improve productivity performance in American industry leading economists examine alternative compensation schemes to assess their efficiency in raising productivity Over the years a number of suggestions have been made for improving labor productivity by changing the manner in which laborers are compensated for their efforts The ideas presented and analyzed in this volume have all been put into practice in modified form or on a small scale in the United States or elsewhere Some are new others quite old David I Levine and Laura D Andrea Tyson consider the effects of employee participation in decisionmaking on firm performance and Martin L Weitzman and Douglas L Kruse discuss the implications of profit sharing and related forms of pay for group performance Michael A Conte and Jan Svejnar analyze employee stock ownership plans in the United States and other forms of worker ownership in Europe Masanore Hashimoto uses a transaction cost perspective to assess Japanese employment and wage systems Daniel J B Mitchell David Lewin and Edward E Lawler III give an overall analysis of traditional and alternative pay systems their history development and current use and recommend further experimentation with alternative compensation plans to ensure more adaptability on the part of U S firms Blinder provides an overview of the findings and conclusions

Advances in the Economic Analysis of Participatory and Labor-Managed Firms Tor Eriksson, 2010-12-02 Includes theoretical and empirical research into changing institutions and employee participation

The Transition from Socialism in Eastern Europe Arye L. Hillman, Branko Milanović, 1992-01-01 *Advances in Industrial and Labor Relations* David Lewin, Donna Sockell, 2016-06-30 *Advances in Industrial and Labor Relations* Volume 6 presents papers that tackle concerns in industrial and labor relations The book is comprised of eight chapters each chapter reviews a study that discusses issues in industrial and labor relations The first two chapters discuss the development of models of industrial and labor relations that are not bound by characteristics processes and practices Chapter 3 compares the innovations in work organization compensation and employee participation in decision making Chapter 4 examines the cause and effects of technological change at the workplace level of analysis Chapter 5 discusses the effects of seniority based layoffs on survivors Chapters 6 and 7 cover the lump sum payment system Chapter 8 talks about the publishing performance of industrial relations academics The text will be of interest to readers who are concerned with the development of industrial and labor relations

Advances in Macroeconomic Theory J. Drèze, 2001-08-02 Leading world scholars analyze a range of specific departures from general equilibrium theory which have significant implications for the macroeconomic analysis of both developed and developing economies Jacques Drèze considers uncertainty and incomplete markets and Nobel Laureate Robert Solow relates growth theory to the macroeconomic framework Other issues examined are the implications for macro policy of new research including Joseph Stiglitz's warning on the misplaced zeal for financial market liberalization which

partly engendered the East Asian and Russian crises *Markets, Unemployment and Economic Policy* Philip Arestis, Gabriel Palma, Malcolm Sawyer, 2005-10-19 In this volume more than 40 leading economists pay tribute to and critically evaluate Geoff Harcourt's work Contributors include Tony Atkinson Tony Lawson Edward Nell and Ian Steedman Seeking a Premier Economy David Card, Richard Blundell, Richard B. Freeman, 2007-12-01 In the 1980s and 1990s successive United Kingdom governments enacted a series of reforms to establish a more market oriented economy closer to the American model and further away from its Western European competitors Today the United Kingdom is one of the least regulated economies in the world marked by transformed welfare and industrial relations systems and broad privatization Virtually every industry and government program has been affected by the reforms from hospitals and schools to labor unions and jobless benefit programs Seeking a Premier Economy focuses on the labor and product market reforms that directly impacted productivity employment and inequality The questions asked are provocative How did the United Kingdom manage to stave off falling earnings for lower paid workers What role did the reforms play in rising income inequality and trends in poverty At the same time what reforms also contributed to reduced unemployment and the accelerated growth of real wages The comparative microeconomic approach of this book yields the most credible evaluation possible focusing on closely associated outcomes of particular reforms for individuals firms and sectors *Booms and Busts: An Encyclopedia of Economic History from the First Stock Market Crash of 1792 to the Current Global Economic Crisis* Mehmet Odekon, 2015-03-17 This timely and authoritative set explores three centuries of good times and hard times in major economies throughout the world More than 400 signed articles cover events from Tulipmania during the 1630s to the U S federal stimulus package of 2009 and introduce readers to underlying concepts recurring themes major institutions and notable figures Written in a clear accessible style Booms and Busts provides vital insight and perspective for students teachers librarians and the general public anyone interested in understanding the historical precedents causes and effects of the global economic crisis Special features include a chronology of major booms and busts through history a glossary of economic terms a guide to further research an appendix of primary documents a topic finder and a comprehensive index It features 1 050 pages three volumes 8 1 2 X 11 topic finder photos chronology glossary primary documents bibliography and index **The Oxford Handbook of Human Resource Management** Peter Boxall, John Purcell, Patrick Wright, 2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management Industrial Relations and Industrial Psychology People Management and High Performance teams have become key functions and goals for manager at all levels in organizations The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments The Handbook is divided into four parts Foundations and Frameworks Core Processes and Functions Patterns and Dynamics Measurement and Outcomes Overall it will provide an essential resource for anybody who wants to get to grips

with current thinking research and development on HRM Human Resource Management Michael Poole,1999 This collection sets out many of the contributions to the theoretical conceptual and critical advance of the academic subject of human resource management This has become recognized as an emergent disciplinary field in which theories and models are generated and their propositions tested by rigorous empirical research It has also become increasingly international in its outlook This comprehensive set explores the following themes origins developments and critical analyses comparative and international perspectives on human resource management strategic human resource management and emergent issues for the new millenium including globalization and the multinational enterprise international assignments and expatriation managing diversity competences and knowledge innovation and creativity and ethics **Labour Law and Economic Policy** Adrián Todolí-Signes,2024-02-22 This book studies labour institutions from an economic perspective to justify their existence and the advantages that they bring to innovation efficiency productivity and economic growth The philosophical foundations of labour law rely on the protection of the weaker party of the employment contract However after 40 years of political neoliberalism these justifications seem insufficient for achieving progress in the area of labour and employment rights This book changes the narrative of why we need labour standards It begins with a study of the reasons that gave rise to labour law in the context of the Industrial Revolution and its evolution and moves on to analyse the current context dominated by globalisation and economic digitisation It then proceeds to study the main justifications for intervention in the labour market in the current business economic context on a global scale economic growth pre distribution of wealth a meritocratic allocation of working conditions and equality among workers Using case studies and examples from across the EU the UK and the US the book shows how the deregulation of labour markets harms innovation and the economy especially when considering the challenges of platform work algorithms and AI It demonstrates that labour standards such as the minimum wage sectoral collective bargaining and collective rights protection against dismissal and discrimination occupational risk prevention and social security are necessary for the economy to function properly **Reforming Severance Pay** Robert Holzmann,Milan Vodopivec,2011-10-31 Termination pay includes severance mass redundancy or end of service pay and is widely used as income protection for the unemployed This book reviews such arrangements worldwide analyzing their performance and recent reform trends to improve efficiency and redistributive impact **Models of Employee Participation in a Changing Global Environment** Ray Markey,Paul Gollan,Ann Hodkinson,Alain Chouraqui,Ulrike Veersma,2018-02-05 This title was first published in 2001 Management of the employment relationship changed markedly in the last two decades of the 21st century and a major part of this has been the extension of employee involvement and participation in the workplace Modern management theorists and researchers have commonly emphasized the importance of two way communication and co operation between management and labour in determining the success of human resource management HRM strategy and in maximizing workplace efficiency Some researchers argue employee participation and

empowerment are progressive management practices which have universal benefits to performance enhancement as opposed to most other HRM practices whose success is contingent upon the organizational context This title explores these themes through an international collection of case studies which are the outcome of a comparative project of the Workers Participation Study Group of the International Industrial Relations Association IIRA The Economics of Trade Unions Hristos Doucouliagos, Richard B. Freeman, Patrice Laroche, 2017-02-17 Richard B Freeman and James L Medoff s now classic 1984 book What Do Unions Do stimulated an enormous theoretical and empirical literature on the economic impact of trade unions Trade unions continue to be a significant feature of many labor markets particularly in developing countries and issues of labor market regulations and labor institutions remain critically important to researchers and policy makers The relations between unions and management can range between cooperation and conflict unions have powerful offsetting wage and non wage effects that economists and other social scientists have long debated Do the benefits of unionism exceed the costs to the economy and society writ large or do the costs exceed the benefits The Economics of Trade Unions offers the first comprehensive review analysis and evaluation of the empirical literature on the microeconomic effects of trade unions using the tools of meta regression analysis to identify and quantify the economic impact of trade unions as well as to correct research design faults the effects of selection bias and model misspecification This volume makes use of a unique dataset of hundreds of empirical studies and their reported estimates of the microeconomic impact of trade unions Written by three authors who have been at the forefront of this research field including the co author of the original volume What Do Unions Do this book offers an overview of a subject that is of huge importance to scholars of labor economics industrial and employee relations and human resource management as well as those with an interest in meta analysis The Age of Participation Patricia McLagan, Christo Nel, 1995 s people reject authoritarian government bureaucracy and the denial of human rights Featuring an opportunity for readers to participate by progressively completing an organization assessment this book is a practical experience based handbook for instituting sustaining and nurturing the changes necessary today

Proceedings of the ... Annual Meeting Industrial Relations Research Association. Meeting, 1994 **Employee**

Ownership and Profit Sharing Joseph Blasi, Jonathan Michie, 2025-08-04 This book explores a quiet revolution reshaping global capitalism the rise of employee ownership worker cooperatives and profit sharing enterprises With 17% of US adult workers now holding equity in their companies a new Employee Ownership Trust EOT being established daily in the UK a mature sector thriving in France extensive tax incentives in Canada the continued development of several mature worker cooperative sectors worldwide such as Mondragon and interest in many other nations shared ownership is no longer a fringe idea Authored by leading researchers this volume presents 16 studies on how equity and profit shares for workers operate exploring their impact on employees lives firm performance local communities the racial wealth gap and the determinants that drive success or failure in such enterprises This volume is one of the first to examine the emergence of businesses that

share financial results with workers as a global phenomenon it positions this model as a significant development in postindustrial capitalism With a strong grounding in theory and a coherent conceptual framework to explain observed behaviors and responses of workers managers and firms this volume offers evidence based insights that should influence policy in countries around the world This book will be essential reading for scholars and students in economics sociology business public policy labor studies and organizational theory as well as for policymakers practitioners and advocates interested in building more equitable and resilient economies The chapters in this book were first published in the International Review of Applied Economics

Participation in the Age of Globalization and Information Panu Kalmi, Mark Klinedinst, 2006-01-05 Helps readers deliver practical policies to transform work world and society This work consists of twelve articles The first four papers relate to the growing literature on employee participation and firm performance The second group of papers looks at the impact of ownership structures into managerial compensation and control

Sharing in the Company Erik Poutsma, Paul E. M. Ligthart, 2017-06-12 Volume 17 of Advances in the Economic Analysis of Participatory and Labor Managed Firms provides detailed analysis on standard econometric studies to new institutional economics to behavioral economics

Inequality: Structures, Dynamics and Mechanisms Arne L. Kalleberg, Stephen L. Morgan, John Myles, Rachel A. Rosenfeld (Deceased), 2004-12-04 Aage Sorensen was an influential intellectual presence who was one of the world's leading authorities on social stratification and the sociology of education His research sought to understand the structures dynamics and mechanisms that underlie inequalities in industrial societies by focusing on how individuals' attainments are shaped by characteristics of a society's or organization's opportunity structure on the one hand and individuals' education experience and other human capital resources on the other He emphasized inequalities associated with education and schooling class and stratification outcomes such as income and occupational status Within these general foci he tackled the study of phenomena as diverse as rates of learning in elementary school reading groups and promotion patterns in large industrial corporations The chapters of this volume illustrate some of the major themes that characterized Aage's research these topics are also likely to constitute important concerns for future efforts to understand structured social inequality in society These themes include the development of explicit dynamic models to account for observed patterns of education career and labor market outcomes aspects of educational inequality such as school effects and learning opportunities issues related to intragenerational mobility and careers and the role of rents in generating structural inequality

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