

Making Work

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Making Work Self Created Jobs In Participatory Organizations

**Jack Salzman, American Studies
Association**



Making Work Self Created Jobs In Participatory Organizations:

Making Work W. Ronco, 2013-11-21 This book began as an exploration of collaborative work organizations We knew about people in various occupations who had gotten together to form organizations of equals to manage the settings within which they did their work Among these organizations were a teacher controlled public school a fishermen's cooperative a potters studio a public interest advocacy group and an architectural firm We wondered how these groups functioned and whether and how they contributed to making work satisfying for the individuals in them These groups were of course pretty small potatoes but it seemed to us that they provided a way to an understanding of some much larger current issues Worker satisfaction has surfaced as an issue of current concern and has been represented in research documenting the growing expectations that the members of our society have of their work experience More workers are more educated now than ever before and more and more people seem to look to work as a personal outlet rather than just a source of income We saw our small egalitarian work organizations as providing settings in which people were especially likely to find work satisfying We wanted to know both the organizational conditions for satisfying work and the conditions under which collaborative work organizations could keep functioning Since the sociological literature on work satisfaction tends to revolve around issues of autonomy and control we sought out settings in which workers had maximized autonomy and control

Making Life Work Jack Levinson, Group homes emerged in the United States in the 1970s as a solution to the failure of the large institutions that for more than a century segregated and abused people with intellectual and developmental disabilities Yet community services have not for the most part delivered on the promises of rights self determination and integration made more than thirty years ago and critics predominantly portray group homes simply as settings of social control Making Life Work is a clear eyed ethnography of a New York City group home based on more than a year of field research Jack Levinson shows how the group home needs the knowledgeable and voluntary participation of residents and counselors alike The group home is an actual workplace for counselors but for residents group home work involves working on themselves to become more autonomous Levinson reveals that rather than being seen as the antithesis of freedom the group home must be understood as representing the fundamental dilemmas between authority and the individual in contemporary liberal societies No longer inmates but citizens these people who are presumed rightly or wrongly to lack the capacity for freedom actually govern themselves Levinson a former group home counselor demonstrates that the group home depends on the very capacities for independence and individuality it cultivates in the residents At the same time he addresses the complex relationship between services and social control in the history of intellectual and developmental disabilities interrogating broader social service policies and the role of clinical practice in the community

Making Work Ronco, 1983

Healthy Work Namir Khan, Nina Nakajima, Willem H. Vanderburg, 2004 The latest in a series focused on improving health conditions this volume addresses work environments bringing together diverse sources of literature that

support preventive approaches to work design and organization This reference provides an overview of relevant literature to engineers managers accountants occupational health and safety specialists and industrial hygienists so that they and other professionals can understand what has caused our workplaces to become primary sources of physical and mental illness By focusing on diagnostic and prescriptive approaches managers can implement designs and decisions that prevent or greatly reduce undesired and harmful effects Other titles in the series include Healthy Cities Sustainable Production Sustainable Energy

American Studies Jack Salzman, American Studies Association, 1986-08-29 This is an annotated bibliography of 20th century books through 1983 and is a reworking of *American Studies An Annotated Bibliography of Works on the Civilization of the United States* published in 1982 Seeking to provide foreign nationals with a comprehensive and authoritative list of sources of information concerning America it focuses on books that have an important cultural framework and does not include those which are primarily theoretical or methodological It is organized in 11 sections anthropology and folklore art and architecture history literature music political science popular culture psychology religion science technology medicine and sociology Each section contains a preface introducing the reader to basic bibliographic resources in that discipline and paragraph length non evaluative annotations Includes author title and subject indexes ISBN 0 521 32555 2 set 150 00

The Future of Housing Markets Leland S. Burns, Leo Grebler, 2012-12-06 This book's title betrays at once that it belongs in the forecast literature Peering into the future is a notoriously treacherous venture Nevertheless it has become a practice endemic to the business and government worlds as well as to academia especially economics We like to believe that the enormous growth of forecasting in the face of some disappointments reflects real needs of decision makers as well as the general public's well warranted curiosity about the future Fashion alone could hardly explain the sustained increase in the market for forecast services during the past few decades Some professionals insist on fine distinctions between the forecast the projection the prediction and the prophecy The differences are more semantic than real as the mandatory resort to Webster confirms The entry forecast includes references to prediction and prophecy without differentiation while projection is defined among other things as prediction or advance estimate We use mainly the term projections because v

PREFACE vi much of our statistical research is based on forward estimates of population and households by the U S Bureau of the Census which the bureau itself the greatest fountain of data in the world records as projections

The Art of Planning Leland S. Burns, John Friedmann, 2012-12-06 The work of Harvey S Perloff stands as a landmark in the evolution of Anglo American planning doctrine It is impossible to fully capture the essence of the published work in a paragraph page or even an entire essay Yet its highpoints can be identified His work was innovative reformist comprehensive and oriented toward the future In emphasizing the greater importance of people compared to things Perloff repeatedly prodded planners to be concerned with human needs and values He was critical of the past But inasmuch as he devoted more effort to envisioning what could lie ahead than in recalling the past his work was markedly optimistic He once admitted in writing to

his built in weakness for expecting rational socially oriented solutions ultimately to win out no matter what the objective situation seems to be To some the expectation may be seen as naive to others as a faith in the wisdom of humankind to take the best course However received Perloff's optimism served as a powerful stimulant to keep moving ahead for the best that would come of it Institutions and the ways they should be shaped and reshaped were of central concern for institutions though he rarely used the term were the instruments through which knowledge was translated into action Teleworking Paul J. Jackson, Jos M. van der Wielen, 2002-01-31 Teleworking is an up to date groundbreaking and comprehensive assessment of teleworking It includes multidisciplinary contributions drawing on sociology management science economics philosophy and information technology analysis of post modern and post industrial theoretical contexts a selection of empirical studies from across the world accounts of different modes of teleworking from homeworking to centre based working examination of the links between teleworking and the virtual organisation Wide ranging detailed and original this book is a valuable introduction to teleworking and an important contribution to the debate on the future of the labour market

Breaking the Rules Jon Pynoos, 2012-12-06 This is a study of how a bureaucracy allocates a commodity or a service in this case public housing In the broadest sense it seeks to understand how bureaucrats try to resolve two often conflicting goals of regulatory justice equity treating like cases alike on the basis of rules and responsiveness making exceptions for persons whose needs require that rules be stretched It analyzes the extent to which such factors as bureaucratic norms the task orientation of workers third party pressure and outside intervention affect staff members use of discretion Many of the rules under consideration were intended by federal officials to achieve such programmatic objectives as racial desegregation and housing for the neediest in this regard the study is also an examination of federal local relationships Finally the study examines how the use of discretion changes over time as an agency's mission shifts and reforms are attempted This book is directed at the audience of administrators of programs who offer services to the public and struggle with how to allocate them The book is also intended for those concerned with housing policy particularly the difficult problems of whom to house Finally it is hoped that students of public management social welfare government and urban planning who are interested in how public policy is administered through a bureaucracy will find the book insightful The case chosen for study is the Boston Housing Authority **Cities of the Mind** Lloyd Rodwin, Robert M. Hollister, 2013-06-29 Curious about the images of the city

that have been evolving in the different social sciences we did what academics often do in such a situation we set up a seminar on Images of the City in the Social Sciences From the start we counted on the help of specialists in other fields to pursue their interests Of the persons who agreed to participate all but two came from the United States and their analyses in the main reflect the experience of Western countries and the United States In our formal instructions to our collaborators we took for granted that a variety of images of the city could be found or inferred in their fields of expertise We asked them to identify these images and their functions to explain how and why they have changed over time and to relate these images to

the distinct intellectual traditions and techniques analytical or otherwise in their respective fields The definition of image was left to the judgment of the participants

Neighborhoods, People, and Community Roger Ahlbrandt, 2013-03-09 This book focuses on neighborhoods and the people living in them It describes differences among neighborhoods in terms of their social and institutional structure attitudes of the residents quality of life and the characteristics of the residents The book is based on the results of a survey of almost 6 000 residents living throughout the city of Pittsburgh As such it provides the basis for examining groups of people as well as whole neighborhoods The communal aspects of urban living are discussed in Chapters 1 and 2 attachment toward the neighborhood in Chapter 3 importance of religion life cycle and race in Chapter 4 various aspects of individual social support systems and neighborhood social fabric in Chapters 5 6 and 7 the contextual aspects of the neighborhood environment in Chapters 8 and 9 and the implications for urban policy in Chapter 10 The results of the analysis described in the book provide a detailed understanding of differences in the structure and composition of urban neighborhoods and they show why some groups of people are drawn into their neighborhoods whereas others rely more upon the wider community to meet a variety of needs The analysis provides the framework in which to address the implications for urban policy particularly with respect to mental health prevention and neighborhood and community renewal

Bulletin of the Public Affairs Information Service Public Affairs Information Service, 1984

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 efficiency 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 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 create construct and maintain better ones

Industrial and Labor Relations

Review ,1983 Work and Mental Health in Social Context Mark Tausig,Rudy Fenwick,2011-09-08 Anyone who has ever had a job has probably experienced work related stress at some point or another For many workers however job related stress is experienced every day and reaches more extreme levels Four in ten American workers say that their jobs are very or extremely stressful Job stress is recognized as an epidemic in the workplace and its economic and health care costs are staggering by some estimates over 1 billion per year in lost productivity absenteeism and worker turnover and at least that much in treating its health effects ranging from anxiety and psychological depression to cardiovascular disease and hypertension Why are so many American workers so stressed out by their jobs Many psychologists say stress is the result of a mismatch between the characteristics of a job and the personality of the worker Many management consultants propose reducing stress by redesigning jobs and developing better individual strategies for coping with their stress But these explanations are not the whole story They don't explain why some jobs and some occupations are more stressful than other jobs and occupations regardless of the personalities and coping strategies of individual workers Why do auto assembly line workers and air traffic controllers report more job stress than university professors self employed business owners or corporate managers yes managers The authors of Work and Mental Health in Social Context take a different approach to understanding the causes of job stress Job stress is systematically created by the characteristics of the jobs themselves by the workers occupation the organizations in which they work their placements in different labor markets and by broader social economic and institutional structures processes and events And disparities in job stress are systematically determined in much the same way as are other disparities in health income and mobility opportunities In taking this approach the authors draw on the observations and insights from a diverse field of sociological and economic theories and research These go back to the nineteenth century writings of Marx Weber and Durkheim on the relationship between work and well being They also include the more contemporary work in organizational sociology structural labor market research from sociology and economics research on unemployment and economic cycles and research on institutional environments This has allowed the authors to develop a unified framework that extends sociological models of income inequality and status attainment or allocation to the explanation of non economic health related outcomes of work Using a multi level structural model this timely and comprehensive volume explores what is stressful about work and why specifically address these and questions and more What characteristics of jobs are the most stressful what characteristics reduce stress Why do work organizations structure some jobs to be highly stressful and some jobs to be much less stressful Is work in a bureaucracy really more stressful How is occupational status occupational power and authority related to the stressfulness of work How does the segmentation of labor markets by occupation industry race gender and citizenship maintain disparities in job stress Why is

unemployment stressful to workers who don't lose their jobs How do public policies on employment status collective bargaining overtime affect job stress Is work in the current Post neo Fordist era of work more or less stressful than work during the Fordist era In addition to providing a new way to understand the sociological causes of job stress and mental health the model that the authors provide has broad applications to further study of this important area of research This volume will be of key interest to sociologists and other researchers studying social stratification public health political economy institutional and organizational theory **OECD Employment Outlook 2003 Towards More and Better Jobs** OECD, 2003-09-17 Provides an annual assessment of labour market developments and prospects in the OECD area This edition includes chapters on the labour mobilisation challenge making work pay benefits and employment and upgrading workers skills A Statistical Annex is provided **Concise Encyclopaedia of Participation and Co-Management** György Széll, 2017-11-07 No detailed description available for Concise Encyclopaedia of Participation and Co Management

Introduction to Management and Leadership for Nurse Managers Russell C. Swansburg, Richard J. Swansburg, 2002 Leadership Management Finance **Macroergonomics** Hal W. Hendrick, Brian Kleiner, 2002-04-01 This book's primary objective is to provide a comprehensive coverage of ergonomics in overall work system analysis and design It provides a summary of the historical development of macroergonomics It explains how an understanding of macroergonomics can lead to improvements in such things as reducing work related lost time accidents and describes the methods and tools used in work system analysis and design Throughout the integrating theme is that the full potential of an organization in terms of productivity safety health and Quality of Work Life QWL can't be met unless the overall work system is designed to conform with the characteristics of its technology personnel subsystem and the external environment upon which it depends for its survival and success Using a sociotechnical systems approach this text discusses the application of macroergonomics to training system development hazard management technology transfer large scale organizational change projects office and factory automation community planning and development and job design For each of these applications actual case examples will be included The book will appeal to teachers of introductory human factors ergonomics courses as a supplemental text or as the primary text for a course fully devoted to macroergonomics In addition it should also appeal to practicing ergonomists internationally as a must add to their personal professional libraries **Hearings on Job Creation Proposals** United States. Congress. House. Committee on Education and Labor. Subcommittee on Employment Opportunities, 1983

Decoding **Making Work Self Created Jobs In Participatory Organizations**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Making Work Self Created Jobs In Participatory Organizations**," a mesmerizing literary creation penned by a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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