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AUTHOR Spalter-Roth, Roberta M.; Kelleberg, Arne I.; Raschli, Edith; Cassless, Naomi; Reskin, Barbara F.; Hudson, Ron; Webster, David; Appelbaum, Eileen; Dooley, Betty L.

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ABSTRACT

With more mothers in the work force and greater stresses created by competing demands of work and home, nonstandard work arrangements (NSWAs), which include temporary help agency work, on-call work, day labor, contract work, independent contracting, self-employment, and part-time work, have been suggested as a remedy for this conflict. For the average worker, the cost of employment in a nonstandard arrangement is often quite high in terms of reduced hourly wages and benefits and limited job security; however, little is known about managers and professionals in nonstandard arrangements. A study compared the experiences of managers and professionals in nonstandard arrangements to those with similar characteristics in regular full-time jobs, as well as to other white-collar workers in nonstandard arrangements. Data were gathered from the February 1995 Current Population Survey. The study found that managers and professionals in many types of nonstandard work, especially if they are women, are paid less than their counterparts employed in regular full-time jobs with similar education and personal characteristics. However, some nonstandard workers, usually men, are paid more, especially those in certain independent contractor, self employment, and contract work arrangements. The study concluded that nonstandard work arrangements, although helpful for expanding the options of some workers, rarely offer effective strategies for most of those hoping to resolve the competing demands of work and family (particularly minority workers). (Contains 55 references.) (KC)

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Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals

Debra Osnowitz



Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals:

Managing Work and Family Roberta M. Spalter-Roth, 1997 Focuses on the experiences of managers and professionals employed in nonstandard work arrangements which include temporary help agency work on call work day labour contract work independent contracting self employment and part time work in a standard employment relationship Based on the February 1995 Current Population Survey focuses on nonstandard work and the workers in these arrangements

Resources in Education, 1998 **America at Work** Edward E. Lawler, James O'Toole, 2008-05-13 This wide ranging volume brings together the commissioned papers that are the basis of James O Toole and Edward E Lawler's *The New American Workplace* their follow up to the groundbreaking 1973 *Work in America* report Here leading scholars in the fields of business management and human resources offer new research and insightful analyses of existing studies providing a definitive assessment of the state of the workplace today Covering wage trends worker health education and the workforce the effects of outsourcing careers human resources management and a variety of other vital issues this illuminating collection will prove indispensable for scholars professionals and policymakers

The Work and Family Handbook Marcie Pitt-Catsouphes, Ellen Ernst Kossek, Stephen Sweet, 2015-11-30 This handbook will be a welcomed source of information on work and family issues for a variety of students and academics in fields of social work psychology sociology organizational behavior human resource management business and other disciplines

Contingent Work Kathleen Barker, Kathleen Christensen, 2019-06-30 The successful 1997 strike by the Teamsters against UPS and the overwhelming support the American public gave the strikers highlighted the impact of contingent work an umbrella term for a variety of tenuous and insecure employment arrangements such as temping independent contracting employee leasing and some self employment and part time or part year work This new book contends that contingent work represents a profound deviation from the employment relations model that dominated most of this century's labor relations It delineates essential features of contingent work from both the worker's and the organization's point of view Articulating a variety of perspectives from various disciplines the contributors examine the business forces driving contingent work and assess the consequences of working contingently for the individual family and community taking into account issues of race class and gender They ask how current labor and employment laws need to be rewritten to provide contingent workers with the same comprehensive protections offered to permanent employees In the final chapter the editors comment on the status of research on contingent work and chart future research directions

It's about Time Phyllis Moen, 2018-08-06 How do two career couples manage in a one career world *It's about Time* examines this mismatch between outdated scripts and the experiences of dual earner couples It broadens our understanding of occupational and family career strategies couples use in light of the widening gap between their real lives and the outdated work hour and career path roles rules and regulations they confront *It's about Time* draws on the data from the Cornell Couples and Careers Study to demonstrate that Regardless of income time is a scarce

commodity in dual earner households With two jobs two commutes often long work hours high job demands business travel several cars children ailing relatives and or pets time is always an issue Time is built into jobs and career paths in ways that make continuous full time 40 or typically more hours a week paid work a fact of life in American society The multiple strands of life career family and personal unfold over time Spouses move through their life courses in tandem with early choices to have children or not to work long hours or not to switch jobs or not to relocate for his or her career or not all having long term consequences for life quality and for gender inequality The evidence from this book suggests that it is about time for the United States to confront the realities and needs of contemporary working couples and indeed all members of the new workforce To do so requires more than Band Aid short term and often short sighted policy remedies It s about Time argues that it is essential to re imagine and reconfigure work hours workweeks and occupational career paths in ways that address the widening gaps between the time needs and goals of workers and their families at all ages and stages of the life course

Gurus, Hired Guns, and Warm Bodies Stephen R. Barley, Gideon Kunda, 2011-10-16 Over the last several decades employers have increasingly replaced permanent employees with temporary workers and independent contractors to cut labor costs and enhance flexibility Although commentators have focused largely on low wage temporary work the use of skilled contractors has also grown exponentially especially in high technology areas Yet almost nothing is known about contracting or about the people who do it This book seeks to break the silence *Gurus Hired Guns and Warm Bodies* tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work the managers who employ them the permanent employees who work beside them and the staffing agencies who broker deals Based on a year of field work in three staffing agencies life histories with over seventy contractors and studies of workers in some of America s best known firms the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works Engagingly written it goes beyond rhetoric to examine why contractors leave permanent employment why managers hire them and how staffing agencies operate Barley and Kunda paint a richly layered portrait of contract professionals Readers learn how contractors find jobs how agents negotiate and what it is like to shoulder the risks of managing one s own employability The authors illustrate how the reality of flexibility often differs substantially from its promise Viewing the knowledge economy in terms of organizations and markets is not enough Barley and Kunda conclude Rather occupational communities and networks of skilled experts are what grease the skids of the high tech matrix economy where firms become way stations in the flow of expertise *The Servant Class City* David J. Karjanen, 2016-07-15

San Diego California is frequently viewed as a model for American urban revitalization It looks like a success story with blight and poverty replaced by high rises and jobs But David J Karjanen shows that the much touted job opportunities for poor people have been concentrated in low paying service work as the cost of living in San Diego has soared *The Servant Class City* documents how over a period of three decades San Diego s urban transformation actually eroded the economic

standing of the city's working poor Karjanen demonstrates that urban policy in San Diego which has been devoted to increasing tourism has fostered the creation of jobs that do not actually provide either livable wages or paths to upward mobility Marshaling a wealth of heretofore uncollected data he challenges the presumption that decades long stagnation of job mobility in the United States is a result of insufficient worker training or a skills mismatch or is attributable to various personal qualities of the urban poor Karjanen interweaves profiles of people with a compelling presentation of data Each chapter addresses a significant topic hospitality industry jobs retail work informal employment fringe banking and economic barriers to mobility In revealing the true story of the poverty traps that are associated with low wage jobs in the service economy *The Servant Class City* complicates the rosy picture of life in an American tourist boomtown

Temps Jackie Krasas Rogers, 2000 Now firmly established as fixtures of the American workplace temporary employees constitute a much discussed but still poorly understood segment of the labor force In this consciousness raising book Jackie Krasas Rogers explores the realities of temporary work from the points of view of workers agencies and clients focusing especially on issues of race gender power and identity Rogers investigates the situations of two very different kinds of temporary worker lawyers and those in clerical settings and finds contrasts and similarities between the two groups reasons for seeking temporary work the type of tasks performed and the value attached to that labor The goals of temporary workers can be at odds with the interests of the agency and the client the other players in the power triad of temping Where clerical workers often see temporary employment as a stepping stone to a permanent job many find upward mobility more illusory than real Because temporary workers can be called in and let go at will or whim and they have no established social relations in the workplace they often work harder than permanent workers Rogers one of the authoritative scholars of temporary work in the United States uses extensive archival and field data including notes from her own work as an office temporary to put a face on America's temporary workforce

Freelancing Expertise Debra Osnowitz, 2010-10-15 Contract work is more important than ever for better or for worse depending on one's perspective The security once implied by a full time job with a stable employer is becoming rarer thereby erasing one of the major distinctions between freelance work and a steady gig Why hang on to a regular job for the sake of security if security can no longer be assumed Instead contractors hired temporarily for specific knowledge and skills market their expertise as they move from project to project Even though their employment is precarious a great many consider freelancing preferable to holding a regular job the control they feel over their time and careers is well worth the risks that come with relatively uncertain cash flow *Freelancing Expertise* is a qualitative study of decision making work practices and occupational processes among writers and editors who work in print and Web communications and programmers and engineers who work in software and systems development Debra Osnowitz conducted sixty eight extended interviews with representatives of both groups and twelve interviews with managers and recruiters observed four different work settings in which contractors work alongside employees and monitored blogs and online

discussions among contractors As a result she provides a unique and sensitive assessment of a cultural shift in occupations and organizations Osnowitz calls for a reconfiguration of the employer employee relationship that accepts more variation and flexibility just as freelancing has over time taken on many traits considered characteristic of traditional career paths so might regular jobs make themselves more appealing to today s workforce by mimicking some of the positive aspects of transactions between clients and contract workers

This book delves into Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals. Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals is a vital topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals
 - Chapter 2: Essential Elements of Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals
 - Chapter 3: Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals in Everyday Life
 - Chapter 4: Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals in Specific Contexts
 - Chapter 5: Conclusion
2. In chapter 1, the author will provide an overview of Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals. This chapter will explore what Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals is, why Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals is vital, and how to effectively learn about Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals.
3. In chapter 2, the author will delve into the foundational concepts of Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals. This chapter will elucidate the essential principles that must be understood to grasp Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals in its entirety.
4. In chapter 3, this book will examine the practical applications of Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals in daily life. The third chapter will showcase real-world examples of how Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals can be effectively utilized in everyday scenarios.
5. In chapter 4, the author will scrutinize the relevance of Managing Work And Family Nonstandard Work Arrangements Among

Managers And Professionals in specific contexts. The fourth chapter will explore how Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, this book will draw a conclusion about Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals. The final chapter will summarize the key points that have been discussed throughout the book. This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Managing Work And Family Nonstandard Work Arrangements Among Managers And Professionals.

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