MYRON J. ROOMKIN

MANAGERS AS EMPLOYEES

AN INTERNATIONAL COMPARISON OF THE CHANGING CHARACTER OF MANAGERIAL EMPLOYMENT

Peter B. Doeringer, Kathleen
Christensen, Patricia M. Flynn, Douglas
T. Hall, Harry C. Katz, Jeffrey H.
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Sum, Michael Useem

Managers as Employees Myron Roomkin, 1989 This study examines the role of managers as employees in nine industrialized non communist countries Focusing on middle managers the text considers how employment relationships have been affected by the environmental developments of the last two decades Managers As Employees Myron J. Roomkin,1989-02-16 This collection of essays examines the role of managers as employees in nine industrialized countries Britain the United States Australia New Zealand West Germany Sweden France Italy and Japan Focusing on middle managers including professionals the contributors document the differences and similarities that exist in the employment relationships of managers in these countries trace the forces that shape these relationships and discuss the ways that these relationships have been affected by developments in the business environment over the last two decades The distinguished contributors include Greg Bamber Ed Snape Russell D Lansbury Annabelle Quince David F Smith Eberhard Witte Karl Olof Fax n H kan Lundgren Jacques Rojot Claudio Pellegreni and Vladimir Pucik Managers in the Making John Storey, Paul Edwards, Keith Sisson, 1997-05-27 Using original data Managers in the Making presents a thorough analysis of the processes by which managers are made in Britain and Japan It provides a detailed comparative study of the careers training developmental experience and job demands of managers in eight named companies matching British firms with Japanese counterparts Using qualitative and quantitative data the authors offer an understanding of these processes within organizational sectoral and national contexts Managers perceptions reactions and concerns are recorded and analysed Organizational Studies: Modes of management, 2001 **Comparative International Management** Arndt throughout Sorge, Niels Noorderhaven, Carla Koen, 2023-09-26 Comparative International Management is a classic textbook for International Business that teaches the core concepts of International Business through a systematic comparison of management practice in countries across the world This approach unique to textbooks in the field highlights cultural and behavioural themes demonstrates the diversity of practice in global business and allows for an exploration of globalization Fully revised and updated this third edition has been restructured for clarity and ease of use with new sections covering theoretical underpinnings so that they are easy to understand Also new to this edition Coverage of emerging and contemporary issues including environment and sustainability issues international SMEs and entrepreneurship technology AI and automation and the future of work post pandemic Practical application sections to help readers connect theory with practice More coverage of government and non profit organizations Reflective and problem solving questions at the end of each chapter With student and instructor friendly online resources such as chapter summaries mini case scenarios larger case studies and PowerPoint slides this book is essential core reading for advanced level and postgraduate students in International Business and International Management Turbulence in the American Workplace Peter B. Doeringer, Kathleen Christensen, Patricia M. Flynn, Douglas T. Hall, Harry C. Katz, Jeffrey H. Keefe, Christopher J.

Ruhm, Andrew M. Sum, Michael Useem, 1991-01-31 Turbulence rapid and sometimes tumultuous changes has characterized the labor markets of the 1970 s and 1980 s Turbulent competitive conditions have cut sharply into profits and have forced downsizings and radical readjustments in America's workplaces Workplace turbulence has resulted in lost jobs declining incomes and falling productivity for American labor From the perspectives of business and labor turbulence and its consequences is the key human resources issue for the last part of the twentieth century In Turbulence in the American Workplace a distinguished group of experts forcefully and convincingly argue that the human resources capacity of the private sector is the first line of defense against turbulence and is of equal importance to public sector education and training programs The authors including Kathleen Christensen Patricia M Flynn Douglas T Hall Harry C Katz Jeffrey H Keefe Christopher J Ruhm Andrew M Sum and Michael Useem effectively demonstrate how global competition deregulation and technological change are creating hard choices for employers that will alter both the living standards of workers and the performance of American industry in the coming decades This illuminating work will be of significant value to business school faculty corporate strategic planners and general managers as well as students and professionals interested in the areas of public policy industrial relations education and labor studies HRM. Technical Workers and the Multinational Corporation Patrick McGovern, 2012-10-12 This book is the first major in depth study of the impact of contemporary management practices on a rapidly expanding set of white collar occupations namely technical workers It investigates whether HRM schemes such as employee appraisals and performance related pay have transformed technical work to such an extent that it can no longer be described as a service contract The book contains detailed examination of the nature of managerial control over employees who by virtue of their committment present their employers with problems that are often ignored by prescriptive models of HRM The empirical evidence features case studies of matched pairs of hi tech firms in the Irish Republic The author examines recent debates about the nature of employment and the role of the multinational corporations within the so called Celtic Tiger Irish economy Monthly Labor Review ,1990-03 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

structures in 11 countries Managers and National Culture Richard Peterson, 1993-04-30 Managers and National Culture primarily looks at the role of managers in private sector companies in fifteen advanced and newly industrializing nations throughout the world the United States Britain France Germany Sweden Austria Russia Poland Israel Saudi Arabia Japan South Korea the Territory of Hong Kong the People's Republic of China PRC and Malaysia The authors are experts in their knowledge of the countries they write about and as a group they are able to provide greater insight about particular nations than could be offered by one person trying to cover such a diverse nations. The editor then discusses the similarities and differences both within and across these fifteen nations The book begins with an introduction by Peterson the editor of the volume Here he provides a brief historical overview of the developments in International Management since World War II as well as the rapid internationalization and globalization of the world economy in recent years. The next chapters discuss the role of managers in the fifteen countries Each chapter uses a common outline including the definition of managers the growth trends in managerial employment the status and ideology of managers in that culture the link between societal values and managerial values and behavior the ways that managers are recruited selected appraised and compensated the role if any of managers in labor relations and future trends regarding managers. The book concludes with the editor s discussion of the similarities and differences of national managers Managing Across Cultures Pat Joynt, Malcolm Warner, 2002 Managing Across Cultures an essential guide to cross cultural management has been fully revised and updated and includes contributions from many of the most outstanding authors in the field of crosscultural and comparative management such as Nancy Adler John Child Charles Hampden Turner and Fons Trompenaars Frank Heller David Hickson Geert Hofstede Fred Luthans Derek Pugh and Rosalie Tung amongst others Managing Across Cultures is concerned with crosscultural issues both generally and also more specifically in Australia East Asia Europe Latin America and the USA It examines culture not just in the commonly known sense i e nation states and regional groupings but also at a corporate culture level It looks at how managers manage across different cultures and how they cope with globalization in practice This is an indispensable text for both teachers and students of international business and management as well as international executives and contains descriptions of the most recent thoughts and insightful ideas on globalization and culture the culturefree versus culture specific management debates area studies and management education practice **Personnel Management Abstracts** ,2000 Broken Ladders Paul Osterman, 1996-09-05 Broken Ladders Managerial Careers in the New Economy provides the first comprehensive view of how the careers of managers in organizations are changing Broken Ladders reports on the employment security advancement prospects skills and wages of managers in a wide range of firms and industries These cases show that one myth that the number of managers is declining is wrong But the job tenure of middle managers is more precarious They can no longer expect steady promotions up the ladder nor can they expect life time employment with the same firm New organizational designs demand new skills from managers and Broken Ladders describes what these are On

another front managerial pay has not declined at the same rate as other workers However the pay gap between senior and middle managers has widened Given job insecurity and growing pay inequality firms confront a difficult dilemma how to maintain the commitment of their managers at the same time that the employers are reducing their commitment to their employees Broken Ladders will be of interest to scholars and students in the fields of human resources labor economics career development and organizational behavior It will also be important reading for managers and strategic planners who have to take account of the changing nature of employment Roles of Management and Managers in Industrial Relations ,1991 Library Acquisitions List Martin P. Catherwood Library,1988 The Economics of Work in Japan Committee of firms and policy discussion including foreign investment policy multilateral and regional trading policies labour market policies and human resource management and the conduct of macroeconomic policy in an open economy Also

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