

Peter Michael Doralt

Rationality at Work

**Logics of Collective Action
in the Labour Market**



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Rationality At Work Logics Of Collective Action In The Labour Market

**Bruce E. Kaufman, Industrial Relations
Research Association**



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Rationality at Work Peter Michael Doralt,2005 Wage setting arrangements are widely seen as key ingredients to macro economic success Examining their micro foundations is an urgent task Drawing on a treasure chest of empirical insights amassed by other social scientists this ground breaking book argues that economists have neglected the institutional underpinning of wage bargaining at their peril Starting from Olson s insight that workers and firms often fail to pursue their collective interests the book explains how self reinforcing effects can promote group action and how this contributed to the shifts in fortune of countries such as Sweden Ireland and Austria This book should cause heated scholarly debates But it assumes no prior knowledge and is highly readable A short foreword largely self contained chapters and a glossary make it easy to navigate The tools it presents will prove useful to scholars practitioners policy makers or indeed anyone interested in the economic effects of unions and employer associations

THE LOGIC OF COLLECTIVE ACTION Mancur OLSON,2009-06-30 This book develops an original theory of group and organizational behavior that cuts across disciplinary lines and illustrates the theory with empirical and historical studies of particular organizations Applying economic analysis to the subjects of the political scientist sociologist and economist Mancur Olson examines the extent to which individuals who share a common interest find it in their individual interest to bear the costs of the organizational effort

Journal of Economic Literature ,2006

Handbook of Labour Market Policy in Advanced Democracies Daniel Clegg,Niccolo Durazzi,2023-10-06 Bringing together contributions from leading labour market policy scholars from across the globe this state of the art Handbook offers extensive and compelling analyses of labour market policy in advanced democracies This title contains one or more Open Access chapters

Industries, Firms, and Jobs George Farkas,2017-09-08 What are the links among industrial structure segmentation the internal structure of firms job characteristics technology productivity labor markets and product markets The answers posited by a distinguished group of sociologists and economists have gained resonance as the field of economic sociology has grown In this expanded edition the editors and their economist colleague Kevin Lang explore the theoretical interstices and update the references Sociologists and economists have responded differently to work within the other discipline For some sociologists the typical economic assumption of basic actors engaged in rational action is both unrealistic and objectionable Other sociologists have not always agreed with everything economists do they have seen rational choice as a partially true description of human

behavior and as a starting point for sociological theorizing Among economists the situation is quite different most have maintained their basic rational choice model while pushing aggressively into substantive areas previously addressed only by sociologists and political scientists Industries Firms and Jobs is a welcome reassertion of an old tradition of interdisciplinary research That tradition has recently weakened largely because of an enormous expansion of the domain of neoclassical economics The expansion has fed on two scientific developments human capital theory and contract theory This book is an invaluable resource for all economists sociologists labor specialists and business professionals **Fighting**

Deindustrialisation Andy Clark,2022-09-15 In Fighting Deindustrialisation Andy Clark outlines and examines one of the most significant and under researched periods in modern Scottish labour history Over a fourteen month period in 1981 and 1982 as Scotland suffered the effects of the accelerated deindustrialisation of its economy three workforces refused to accept the loss of their jobs The predominantly women assembly workers at Lee Jeans Greenock Lovable Bra Cumbernauld and Plessey Capacitors Bathgate were informed that their multinational employers had taken the decisions to close their plants At each site a battle was fought against capital movement corporate greed and unfair jobloss The workers occupied their factories and refused to vacate until their demands were met and closure avoided At all sites this objective was achieved none of the factories completely closed following the women s occupations In this book these occupations are analysed together for the first time through a range of analytical frameworks from oral history memory studies industrial relations scholarship and deindustrialisation studies In his extensive examination Clark argues that the actions of 1981 82 should be considered as one of the most significant periods in Scotland s history of deindustrialisation However the public memory of 1981 82 is precarious Fighting Deindustrialisation begins the process of incorporating women s militant resistance within academic and popular understandings of working class activism in later 20th century Scotland **Trust and Rationality**

Stephan Alexander Rompf,2014-10-01 Combining economic social psychological and sociological approaches to trust this book provides a general theoretical framework to causally explain conditional and unconditional trust it also presents an experimental test of the corresponding integrative model and its predictions Broadly it aims at advancing a cognitive turn in trust research by highlighting the importance of 1 an actor s context dependent definition of the situation and 2 the flexible and dynamic degree of rationality involved In essence trust is as multi faceted as there are cognitive routes that take us to the choice of a trusting act Therefore variable rationality has to be incorporated as an orthogonal dimension to the typological space of trust The theory presents an analytically tractable model the empirical test combines trust games high and low incentive conditions framing manipulations and psychometric measurements and is complemented by decision time analyses **Social Democracy and Rational Choice** Henry Milner,2002-09-11 Is it possible in this post socialist world for equity and efficiency to be reconciled Or is a productive welfare state a contradiction in terms This book addresses these questions in theory and in practice using the Nordic countries as its case study Social Democracy and Rational Choice will

appeal to readers interested in comparative institutional and policy analysis and in particular to those concerned with the future of the welfare state and the latest developments in the Nordic countries **Management Communication** Thomas Klikauer, 2008-06-25 As managerial work regimes move continuously towards post industrialism forms of communication change with it and work relationships are increasingly becoming communicative relationships This book seeks to end communicative distortions by establishing a new model of communication that will set up practical and workable communication forums **The Oxford Handbook of the Welfare State** Daniel Béland, Kimberly J. Morgan, Herbert Obinger, Christopher Pierson, 2021-10-27 This is the comprehensively revised second edition of a volume that was welcomed at its first appearance as the most authoritative survey and critique of the welfare state yet published Its fifty one chapters have been written by acknowledged experts in the field from across Europe Australia and North America Some chapters are brand new all have been systematically revised and they are right up to date The first seven sections of the book cover the themes of Ethics History Approaches Inputs and Actors Policies Policy Outcomes and Worlds of Welfare A final chapter is devoted to the future of welfare and well being under the imperatives of climate change Every chapter is written in a way that is both comprehensive and succinct introducing the novice reader to the essentials of what is going on while providing new insights for the more experienced researcher Wherever appropriate the handbook brings the very latest empirical evidence to bear It is a book that is thoroughly comparative in every way The Oxford Handbook of the Welfare State second edition is a comprehensible and comprehensive survey of everything that it is important to know about the welfare state in these troubled times It is an indispensable source for everyone who wants to know what is really going on now and what is likely to happen next Comparative Politics Daniele Caramani, 2020 Comparative Politics provides a comprehensive introduction to political systems around the world It covers methods and theories the nation state institutions actors and processes policies and recent changes International Encyclopedia of Economic Sociology Jens Beckert, Milan Zafirovski, 2006 Dealing with the multiple and complex relations between economy and society this encyclopedia focuses on the impact of social political and cultural factors on economic behaviour It is useful for students and researchers in sociology economics political science and also business organization and management studies **Theoretical Perspectives on Work and the Employment Relationship** Bruce E. Kaufman, Industrial Relations Research Association, 2004 Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unfulfilled challenge This text presents contributions from 15 scholars developing their perspectives on work and the employment relationship **The Oxford Handbook of Employment Relations** Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03 This Handbook is a comparative treatment of employment relations providing frameworks and empirical evidence for understanding trends in different parts of the world *Structuring Politics* Sven Steinmo, Kathleen Thelen, Frank Longstreth, 1992-09-25 These essays demonstrate how the historical institutional approach to the study of

politics reveals the nature of institutional change and its effect on policy making The Social Sciences and Rationality Hudson Meadwell, 2017-10-19 In recent decades rational choice theory has emerged as the single most powerful controversial claimant to provide a unified theoretical framework for all the social sciences In its simplest form the theory postulates that humans are purposive beings who pursue their goals in a rational efficient manner seeking the greatest benefit at the lowest cost This volume brings together prominent scholars working in several social science disciplines and the philosophy of science to debate the promise and problems of rational choice theory As rational choice theory has spread from its home base in economics to other disciplines it has come under fierce criticism To its critics the extension of the explanatory model mistakenly assumes that the logic of economic rationality can explain non economic behavior and at its worst commits the ethnocentric error of imposing Western concepts of rationality on non Western societies and cultures This volume includes strong advocates as well as forceful critics of the rational choice approach However in contrast to previous debates all the contributors share a commitment to open constructive and knowledgeable dialogue Well known advocates of rational choice theory Michael Hechter Michael Smith Chris Manfredi explicitly ponder some of its serious limitations while equally well known critics Ian Shapiro Mario Bunge strike a surprisingly conciliatory tone in contemplating its legitimate uses Vociferous critics of neoclassical economics Bunge favorably discuss sociological proponents of rational choice theory while two economists who are not particularly anti mainstream Robin Rowley George Grantham critically assess the problems of such assumptions in their discipline Philosophers Storrs McCall and sociologists John Hall alike reflect on the variable meaning of rationality in explaining social behavior In the introduction and conclusion the editors survey the current state of the debate and show how open constructive dialogue enables us to move beyond hackneyed accusations and dismissals that have characterized much previous debate

When Solidarity Works Cheol-Sung Lee, 2016-10-18 Why do some labor movements successfully defend the welfare state even under the pressures of neo liberal market reform Why do some unions and their allied parties and civic associations succeed in building more universal and comprehensive social policy regimes while others fail to do so In this innovative work Cheol Sung Lee explores these conundrums through a comparative historical analysis of four countries Argentina Brazil South Korea and Taiwan He introduces the notion of embedded cohesiveness in order to develop an explanatory model in which labor civic solidarity and union political party alliance jointly account for outcomes of welfare state retrenchment as well as welfare state expansion Lee s exploration of the critical roles of civil society and social movement processes in shaping democratic governance and public policies make this ideal for academic researchers and graduate students in comparative politics political sociology and network analysis

The Impact of Networks on Unemployment J. M. Hurst, 2016-10-12 This book investigates why networks some with joined up governance remits appeared ineffective in handling neighbourhood unemployment even in periods when the national unemployment levels dropped It deploys a multi theoretical and methodological framework to investigate this

empirical puzzle and to test and analyse the causal factors influencing network outcomes Chapters examine network concepts network theories outcome indicators the historical infrastructure and management of unemployment policy and governing network trends in post war urban regeneration interventions Comparative network case studies offer empirical evidence and a high degree of local variation Mixed methods qualitative and quantitative approaches including social network analysis uncover formal and informal networks and eighty six interviews in two English local authorities with persistent unemployment give voice to network practitioner experiences Findings explain why sub optimal network outcomes prevail and operational difficulties persist on the ground Students and academics professionals and activists can use the results to challenge network governance theories and the policy status quo [Encyclopedia of Race and Ethnic Studies](#) Ellis Cashmore, 2004-03 The book comprises essays each highlighting a particular word or term germane to the study of race and ethnic studies

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