
Reinventing the Workplace

HOW
BUSINESS AND
EMPLOYEES
CAN BOTH
WIN

DAVID I. LEVINE

Reinventing The Workplace How Business And Employees Can Both Win

Jeanne M. Plas



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Reinventing the Workplace David Levine,1995-02 Levine concludes with specific public policy recommendations for increasing the extent of employee involvement including changes in government regulation of capital and labor markets to encourage long term investment and labor management cooperation He recommends macroeconomic policies to sustain high employment less regulation for high involvement workplaces and training in schools and on the job to teach high involvement practices

Reinventing the Workplace David I. Levine,1995 Despite the evidence of its benefits substantive employee involvement in the work place isn t present in the U S work force In this volume the author explores the obstacles to the spread of substantive employee involvement which include legal barriers capital markets that discourage investment in people organizational inertia and the costs of implementation

The Expansion of Economics Shoshana Grossbard-Shechtman,Christopher K. Clague,2016-07-08 Economics like most other social sciences is not a pure discipline Indeed it has been enhanced by the fact that there is so much overlap between it and the related fields of business industrial relations political science social psychology and sociology This book is the first attempt to explain how work in economics has influenced and benefited from a merging of economic analysis with the research practices of these related fields of study With contributions from leading economists from around the world it demonstrates how economics is leading the way toward a more unified social science

Person-Centered Leadership for Nonprofit Organizations Jeanne M. Plas,Susan E. Lewis,2001 This book is unique because it presents a case study account of an award winning non profit organization that has implemented a powerful participatory management approach and demonstrates in a convincing way what the benefits of it can be for staff as well as clients

Communicative Practices at Work Jo Anne Kleifgen,2013-10-28 This book examines communicative practices in a circuit board manufacturing plant in California s Silicon Valley where the employees come from diverse ethnolinguistic backgrounds their activities involve the use of high tech equipment and their practices are shaped by and sometimes contest local and global forces Analyses of the data show that learning occurs optimally when workers make strategic use of both their home languages and English within an ecology of semiotic systems The book demonstrates the importance of accounting for multilingual practices in studies of multimodality Through detailed ethnography it brings the reader to a better understanding of learning in practice in work environments where the complexities and accelerated growth of new technologies along with a globalized world produce new forms of multilingual and multimodal communication

Reflexive Labour Law in the World Society Ralf Rogowski,2013-09-30 Rogowski s challenging book offers readers a rigorous but accessible introduction to the theory of reflexive law important and original insights into current issues in industrial relations and labour law and a fascinating preview of how a broad based **New Labour** S. White,2001-03-13 This collection of essays examines New Labour s claim to stand in the vanguard of a new form of progressive politics By examining the ideology of New Labour the major policy initiatives of Labour government and the

record and prospects of social democratic and progressive governments in the USA and elsewhere in Europe the contributors attempt to disentangle the progressive and conservative aspects of New Labour politics and the possibilities for genuine progressive advance in Britain and other advanced capitalist countries *Leadership Moments* Harold Coleman, Jon Corey, Arthur L. Jue, Peter Amato, 2007-05 Have you experienced an act of courage at the workplace If so these true stories will have special meaning for you **Spark** Frank Koller, 2010-11 While factories across the Midwest shutter their doors Cleveland based manufacturer Lincoln Electric has thrived for more than a century In addition to being profitable and technologically innovative through good times and bad the company has fulfilled its unique promise of guaranteed continuous employment Workers are viewed as assets not liabilities Through flexible hours and job assignments as well as a merit based bonus system Lincoln Electric's employment policies have proven healthy for the company's bottom line its employees and its shareholders In Spark veteran journalist Frank Koller tells the story of how this unusual and profitable Fortune 1000 multinational company challenges the conventional wisdom shaping modern management's view of the workplace Through insightful storytelling and extensive interviews with executives workers and leading business thinkers Koller uses the Lincoln Electric example to illustrate how job security can inspire powerful growth and prosperity in our communities 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 Critical Management Studies Christopher Grey, Hugh Willmott, 2005 Critical Management Studies or CMS describes a diverse group of work that has adopted a critical or questioning approach to the traditional concerns of Management Studies and the growing interest in CMS has produced a vibrant and exciting body of research Christopher Grey and Hugh Willmott leading authorities in this area introduce seventeen readings which reflect these developments and show CMS importance As an assessment of CMS the Reader will be of interest to academics researchers and students of Management Studies As an introduction to CMS it will prove invaluable to stu Developing Positive Employment Relations Stewart Johnstone, Adrian Wilkinson, 2016-05-25 Offering a critical assessment of the main conceptual debates concerning labour management partnership and cooperation at the workplace this book evaluates the search for positive employment relations in five countries The provision of collective employee representation normally through trade unions is central to most definitions of labour management partnership and the aim is to develop collaborative relationships between unions employers and employee representatives for the benefit all parties While traditionally associated with employment relations in the coordinated market economies of the continental European nations partnership approaches have attracted increasing attention in recent decades in the liberal market economies of the UK Ireland USA Australia and New Zealand Developing Positive Employment Relations assesses the

conceptual debates reviews the employment relations context in each of these countries and provides workplace case studies of the dynamics of partnership at the enterprise level

Third Way Economics P. Whyman, 2005-12-16 The apparent success of a new variant of social democracy has created considerable interest in the Third Way This book synthesizes a core economic strategy from the most significant Third Way administrations It explores the theoretical foundations to Third Way Economics before evaluating its economic strategy against conclusions drawn from contemporary economics literature and the relative performance of contemporary left of centre governments It additionally contrasts Third Way Economics with more traditional social democratic economic policy in adapting to the challenges posed by today's economy

Reward Management Geoff White, Janet Druker, 2004-08-02 There have been fundamental changes in remuneration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development's reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material

A Working Nation David T. Ellwood, Rebecca M. Blank, Joseph Blasi, Douglas Kruse, William A. Niskanen, Karen Lynn-Dyson, 2000-09-14 The nature of work in the United States is changing dramatically as new technologies a global economy and more demanding investors combine to create a far more competitive marketplace Corporate efforts to respond to these new challenges have yielded mixed results Headlines about instant millionaires and innovative e businesses mingle with coverage of increasing job insecurity and record wage gaps between upper management and hourly workers A Working Nation tracks the profound implications the changing workplace has had for all workers and shows who the real economic winners and losers have been in the past twenty five years A Working Nation sorts fact from fiction about the new relationship between workers and firms and addresses several critical issues Who are the real winners and losers in this new economy Has the relationship between workers and firms really been transformed How have employees become more integrated into or disconnected from corporate strategies and performance Should government step into this new economic reality and how should it intervene Among the topics investigated David T Ellwood explores and explains the apparent paradox between the steady rise in per capita national income and the stagnant wages of middle and working class workers Douglas Kruse and Joseph Blasi study relative changes in long term vs temporary work and evaluate the introduction of profit sharing schemes and high performance workplace programs William A Niskanen and Rebecca M Blank both former members of the president's Council of Economic Advisers offer their perspectives on what direction government might take to make this a working nation for everyone Though Niskanen and Blank take alternative approaches they both conclude that the primary policy emphasis ought to be on the problems of the least skilled more than on inequality per se and that a focus on

childhood education and tax supports for low income working families should be of primary concern A Working Nation paints a compelling and surprisingly consistent picture of today's workplace While the booming economy has created millions of new jobs it has also lead to an alarmingly unbalanced system of rewards that puts less skilled and many middle class workers at risk This book is essential reading for those seeking the most efficient answers to the challenges and opportunities of the evolving economy

Labor Relations in the Public Sector Patrice M. Mareschal, Richard C. Kearney, 2025-09-15 In the last decade public sector unions have encountered threats in the form of privatization of public services and the retrenchment of collective bargaining rights as well as opportunities in increasing labor union popularity and activity Retaining the structure that made the previous editions so popular Labor Relations in the Public Sector Sixth Edition has been completely revised to explore the most recent trends in membership figures new legislation court decisions executive orders and new politics as they influence bargaining rights Updates include Thorough examination and analysis of contemporary public sector labor relations and collective bargaining Careful exploration of important recent changes in the public labor relations and unionization landscape Complete analysis of financial and human resource outcomes of recent collective bargaining in the public sector Detailed investigation of collective bargaining institutions and processes in government In keeping with prior editions the sixth edition addresses collective bargaining and labor relations at all levels of government with comparisons to the private and nonprofit sectors Designed to be classroom friendly this text includes discussions of the most recent literature and case studies as well as end of chapter assignments Labor Relations in the Public Sector speaks to multiple audiences including academics students and practitioners and practical tips and advice are offered for those engaged in collective bargaining and labor relations It is vital reading for undergraduate and graduate students in fields including public administration public policy political science and labor studies This book is also relevant to scholars of comparative policy politics and labor

Person-Centered Leadership Jeanne M. Plas, 1996-04-11 Why hasn't Total Quality Management TQM worked as well in the United States as it has in other countries In the US employees seem to prefer recognition of individual achievement over recognition of the work team Could the North American cultural emphasis on the individual be a crucial factor This book demonstrates that the recent participatory management failures are the result of a lack of appreciation for the cultural role of rugged individualism and offers an alternative person centred leadership which puts the individual at the very centre of the management approach The author presents effective psychology based person centred management techniques through the use of examples and cases many of them drawn from

International HRM Chris Brewster, Hilary Harris, 1999 Taking a thematic approach this text draws on national experiences from Belgium China and Finland to illuminate issues and debates on Human Resources Management in the late 1990s including globalization versus localization the management of rewards and performance appraisal

International Human Resource Management Hilary Harris, 2002-09-11 International HRM provides an important contribution to our understanding of the human resource

management phenomenon encompassing groundbreaking research both empirical and conceptual on international policy and practice in this rapidly developing area Set within the context of Europe this book brings together a collection of thought provoking papers from European experts in the field adopting a broad and highly up to date approach to topical issues in international HRM Drawing on national experiences from a wide range of countries contributors from Europe examine key issues and debates such as the internationalization of the world economy the increasing importance of IHRM and its implications for individuals organizations and researchers the divergence convergence of IHRM policies and practices the balance between localization and standardization the dynamics of culture and gender in relation to IHRM This book constitutes a valuable resource for researchers teachers and students in the field of international human resource management

Managing Knowledge Stephen Little,Tim Ray,2012-06-21 Knowledge management is crucial to organizational learning innovation and success within organizations The Second Edition of the successful knowledge management reader provides a core source of key theoretical thinkers in the field and presents the most up to date leading edge articles that explore emerging trends A comprehensive introduction places these readings in context and draws together key strands across the field The new reader includes new and revised chapters as well as newly authored material to provide students with a current resource that enables the study of knowledge management from a variety of perspectives Theoretical work and engaging case studies place knowledge management in the context of an emerging global economy

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