

New Forms of Work Organization and Employee Involvement in Two Case Study Sites: Plural, Mixed and Protean

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This article critically examines the introduction of new forms of work organization and employee involvement in two American electronics companies operating in the Republic of Ireland. The success of these initiatives was found to be intimately related to three factors: management commitment, workers' response and operational pressures. It was found that a number of different forms of labour regulation existed side-by-side within the same organization. This paper tries to account for the persistence of these 'older' forms of labour regulation. In addition, it is argued that workers remain suspicious of, and removed from, management.

Introduction

At present the industrial relations landscape would seem to be marked with little else but untenable positions, places fit only to retreat from. And this is true of both trade unions and employers. Management has endeavoured to dispense with an adversarial approach to employee relations and instead adopt more consensual forms of labour regulation. The 'old' unionism has had to concede that the ground it once occupied is moving fast from under its feet. Commentators speak of the need for or, indeed, the existence of, a new industrial relations, a movement from compliance to consent, the adoption of human resource management techniques and a new realism among trade unions (for example Bassett, 1986). In this varied literature new economic pressures are ascribed a talismanic presence. The new industrial relations (NIR) and human resource management (HRM) bespeak of a renewed effort and concern among employers to survive in the face of an austere economic environment.

Economic and Industrial Democracy (SAGE, London, Newbury Park and New Delhi), Vol. 14 (1993), 511-534.

New Forms Of Work Organisation

Lisl Klein



New Forms Of Work Organisation:

New Forms of Work Organisation Lisl Klein, 1976-04-15 Monograph on new forms of work organisation and job design in connection with the quality of working life in Western Europe analyses individual Motivation and attitudes to work and job satisfaction and brief case studies on organisational choice etc and includes current trends and developments Bibliography p 103 to 106

Managing and Developing New Forms of Work Organisation George Kanawaty, 1981

New Forms of Work Organization in Europe Peter Grootings, Bjørn Gustavsen, Lajos Hächthy, A remarkable development in the sociology of work in recent years has been the explosion of brilliant cross national and cross cultural studies in Europe examining the conditions of labor against the background of different economic systems and differences within each of the major free market mixed welfare and planned economic systems that dot the European landscape In Vienna and Budapest in particular a group of intellectual workers have gotten together for what can only be described as breakthrough studies in the conditions and purposes of work in post industrial society The question of new forms of work organization focuses on job satisfaction participatory democracy in the work place levels of productivity and issues of health and safety in the occupational environment That these elements are important have long been known But what this collection of studies emphasizes is the specific mix that produced specific outcomes It does not shy away from dangerous and tough questions worker control and control of workers political participation in contexts of authoritarian regimes and personal rewards in contexts that once frowned upon private acquisition of capital The volume is rich in empirical studies and draws the theoretical implications that can and already have had vast policy consequences for workers in the modern context Issues relating to job rotation enrichment enlargement and autonomy and others related to new forms of organization starting with the shop floor and extending throughout the management of the enterprise as a whole are dealt with candidly The social character of labor long frowned upon as a mechanism for evading bread and butter issues is now recognized East and West as a dimension of concern that is growing precisely as the size and character of the labor sector is diminishing This is must reading for those interested in new forms of social and policy synthesis and ways of meliorating competing claims of different sectors in modern societies

The New Division of Labour Wolfgang Littek, Tony Charles, 2011-05-02 No detailed description available for The New Division of Labour

The Effects on Labour Relations of New Forms of Organisation of Work in Firms Council of Europe. Steering Committee for Employment and Labour, 1994-01-01 On cover title Employment society

Globalisation, New and Emerging Technologies, and Sustainable Development Jesper Lindgaard Christensen, Birgitte Gregersen, Jacob Rubæk Holm, Edward Lorenz, 2021-05-03 This book explores the capacity of the Danish innovation system to respond to key societal challenges including the green imperative of achieving growth with environmental sustainability and the need to adapt to new and possibly disruptive changes in technology often referred to as the Fourth Industrial Revolution The book is divided into four main parts The first describes the evolving characteristics of

the Danish system of research and innovation with special attention to the role of policy at the national and regional levels The second part focuses on interorganisational relations including the position of Danish firms in national and global value chains The third part examines changes in labour markets and in the educational and training system and it considers the impact of new technologies including robotics and artificial intelligence on employment and skills The fourth part turns to issues of climate change and environmental sustainability including an assessment of the Danish economy's success in meeting the challenges of the UN Sustainable Development Goals The book will be of particular interest to small countries of which the Danish innovation system is representative but it also appeals more broadly to an audience interested in innovation systems and policies to support economic development

Flexible Working and Organisational Change Bram Peper, J. van Doorne-Huiskes, Laura den Dulk, 2005-01-01 The central aim of this book is to consider to what extent changes in organisations and in the nature of jobs are compatible with the need increasingly expressed by employees for greater integration between work and family life The book questions what sort of dilemmas modern and future employees face in terms of shaping their careers and organising their lives at home The authors formulate answers to these problematic questions by shedding light on relevant developments in the European labour markets the European workplaces in flexible working patterns changing preferences for working hours and in gender relations at work

Policy Responses to New Forms of Work OECD, 2019-03-21 This report provides a snapshot of the policy actions being taken by OECD EU and G20 countries in response to growing diversity in forms of employment with the aim of encouraging peer learning where countries are facing similar issues

New Forms of Employment in Europe Roger Blanpain, Frank Hendrickx, Bernd Waas, 2016-11-30 The full time job is no longer an option for many people seeking employment It has been replaced by an ever expanding plethora of atypical employment relationships designed by employers to streamline their operations and or take advantage of information communications technology Numerous labour law issues arise demanding urgent attention How should law and policy best address these challenges This incomparable and timely book explores this contentious topic in depth presenting ten penetrating essays on aspects of the topic by leading European authorities followed by reports on new forms of employment in thirty five European countries Full scale analysis of new forms of employment their characteristics and their effects on working conditions and the labour market includes such issues as the following employment relationships with more than one employer discontinuous and or intermittent work work based on networking arrangements labour pooling crowdworking and crowdsourcing lack of worker representation rights for vulnerable migrant workers removal of wage and hours threshold false self employment non payment of small amounts e g holiday pay portage salarial voucher based work ICT based mobile work organizations offering specific administrative services need for safety nets for workers and existing and potential monitoring and control mechanisms Relevant EU Directives and national legal frameworks regarding new forms of employment are fully discussed with an emphasis on recent trends and proposed

solutions This volume raises awareness of the problems generated by new emerging forms of employment and provides some answers and insights including lessons to be learned from current developments In particular the authors bringing to light of issues that have not been sufficiently addressed so far under European law will be welcomed by labour law practitioners company legal counsel human resources professionals and academics in the field **Reconnection** Karen Evans, Beatrix Niemeyer, 2006-03-30

This book is based on the work of a European partnership whose members came together from Belgium England Finland Germany Portugal and Greece with the support of funding from the EU Socrates Programme Our goal was to work collaboratively to generate new ways of thinking about the situation of people aged between 14 and 25 who are at risk of or experiencing social exclusion set in the context of a unique international analysis of policies contexts and perspectives on the problems of social exclusion in Europe and the challenges of promoting lifelong learning among those who have rejected it early in life We set out to examine programmes which help people to RE ENTER pathways of education and training but ended with approaches which are better characterised by their ability to RECONNECT people not only to opportunities in the social structures but also to each other and to their communities We have developed new models and guidelines based on analysis of the best of European practice using the distinctive approaches of situated learning By an iterative and collaborative method of working we have arrived at the concept and approaches of Learning Communities Centred on Practice LCPs which lie at the heart of this volume Hierarchy and Organisation Thomas

Diefenbach, 2013-07-18 Most people take the conditions they work and live in as a given believing it to be normal that societies are stratified and that organisations are hierarchical Many even think that this is the way it should be and are neither willing nor able to think that it could be otherwise This book raises the awareness of hierarchy its complexity and longevity It focuses on a single but fundamental problem of social systems such as dyads groups organisations and whole societies Why and how does hierarchical social order persist over time In order to investigate the question author Thomas Diefenbach develops a general theory of the persistence of hierarchical social order This theory interrogates the problem of the persistence of hierarchical social order from very different angles in multi dimensional and interdisciplinary ways Even more crucially it traces the very causes of the phenomenon the reasons and interests behind hierarchy as well as the various mechanisms which keep it going This is the first time such a theory is attempted With the help of the theory developed in this book it is possible to interrogate systematically comprehensively and in detail how mindsets and behaviours as well as societal and organisational structures enable the continuation of hierarchy **Agile Leadership in the Light of Efficiency**

of Organizations and the Health of Employees, 2nd edition Paul Jimenez, Borut Milfelner, Anita Bregenzer, 2025-09-30 The digital age is characterized by rapid progress and constantly changing framework conditions which presents companies with special challenges that can be described with the acronym VUCA volatility uncertainty complexity and ambiguity A strong booster for drastic changes were lockdowns and pandemic requirements when many teams had to work from home

and their leaders did not see their employees for weeks or longer Managers were increasingly confronted with sudden and unexpected changes and had to react quickly and flexibly to unforeseen circumstances and their consequences In order to be able to react to these requirements companies had to be flexible and constantly orientate themselves to the current framework conditions they have to be agile Agility can be focused on the company the workforce the team the leaders or the employees An agile manager defines and disseminates a guiding vision and is able to lead the team and continuously influence team behavior Agile leaders should be able to create an innovation friendly climate in which employees feel safe to experiment exchange information help and support one another and develop creative ideas The result is high resilience and output and ideally a health promoting work environment This Research Topic will focus on the way of working in virtual teams on smart or agile leadership distance leading and consequently the changes which arise out of the form of working alone and the economic and personal benefits of this concept Research questions therefore could focus on problems which can arise but also positive outputs for the organization and the employees the best conditions for agile leadership the requirements for the working environment or the requirements for leaders The subjects of this Research Topic include but are not limited to the following areas Conceptual views of agile and or smart leadership Agile leadership of digital teams in general New organizational structures flat organizational structures Self organized teams division of tasks distribution of decision making authority power sharing employee participation Effects of agile leadership on the well being indicators of the workforce e g burnout Leadership challenges in times of unexpected changes Economic benefits of agile leadership Critical aspects of agile leadership and agile teams in the view of psychosocial risks Effects of agile leadership on the well being indicators of the workforce Health and beneficial outcomes of agile leadership Fundamentals of Health at Work C. Wilkinson,2001-02-05 Fundamentals of Health at Work is an engaging re assessment of workplace health with particular emphasis on the neglected issues of the social context of the working environment and the impact on individuals of their workplaces In looking at the historical context of the subject and at the concepts of health and illness a selective series of the

Building from the Rubble Lloyd Sachikonye,Brian Raftopoulos,2018-09-23 Building from the Rubble is the latest volume to trace the history of Zimbabwes labour movement following Keep on Knocking 1997 and Striking Back 2001 Even though it focuses on the period between 2000 2017 the analysis reviews the changes in trade unionism throughout the post colonial era For much of this period the unions faced massive challenges including state violence and repression funding limitations splits factionalism and problems of organising at factory level Perhaps the greatest challenge was the massive structural change in the economy Deindustrialisation and the informalisation of work decimated the potential membership of the unions and redefined the trajectory of the movement The growing precarity of work and the loss of formal employment placed the future of trade unions in great jeopardy Notwithstanding these challenges the importance of the labour movement continued to resonate with workers The editors conclude that the unions needs to reconnect with their social base at the

workplace and rebuild structures and alliances in the informal economy the rural sector and with residents associations and social media movements This they write is a critical post Mugabe agenda that should be seized by the labour movement at all levels from shop floor to district regional and national spaces *Building from the Rubble* Lloyd Sachikonye, Brian Raftopoulos, 2018-09-23 Building from the Rubble is the latest volume to trace the history of Zimbabwe's labour movement following Keep on Knocking 1997 and Striking Back 2001 Even though it focuses on the period between 2000 2017 the analysis reviews the changes in trade unionism throughout the post colonial era For much of this period the unions faced massive challenges including state violence and repression funding limitations splits factionalism and problems of organising at factory level Perhaps the greatest challenge was the massive structural change in the economy Deindustrialisation and the informalisation of work decimated the potential membership of the unions and redefined the trajectory of the movement The growing precarity of work and the loss of formal employment placed the future of trade unions in great jeopardy Notwithstanding these challenges the importance of the labour movement continued to resonate with workers The editors conclude that the unions need to reconnect with their social base at the workplace and rebuild structures and alliances in the informal economy the rural sector and with residents associations and social media movements This they write is a critical post Mugabe agenda that should be seized by the labour movement at all levels from shop floor to district regional and national spaces *Action Research in Workplace Innovation and Regional Development* Werner Fricke, Peter Totterdill, 2004-04-29 The past is an increasingly unreliable guide to the future European workplaces and the regions in which they are located face unprecedented pressures and challenges Whereas in recent decades incremental adaptation has largely been sufficient to cope with external change it is no longer clear that this remains the case Globalisation technological development and dissemination political volatility patterns of consumption and employee expectations are occurring at a rate which is hard to measure The rate of change in these spheres is far outstripping the rate of organisational innovation in both European enterprises and public governance leading to a serious mismatch between the challenges of the 21st Century and the organisational competence available to deal with them In this context there is no clear roadmap The contributors to this volume address these issues and demonstrate that building the knowledge base required by actors in this volatile environment requires continuous dialogue and learning a context in which social partners regional policy makers and other participants share diverse knowledge and reflect on experience rather than seeking and imitating any notion of best practice Action Research has a crucial role to play embedding shared learning within the process of innovation *Industrial Policy in Europe* Keith Cowling, 2003-09-02 After a decade or more of privatisation and deregulation there is a growing consensus that government can have a positive role in promoting industrial development This book explores a variety of ways in which this might be made to happen A common theme is the need for participation at the appropriate level too often industrial policy has been hampered by overcentralised decision making Containing contributions by some of Europe's

leading industrial economists Industrial Policy for Europe covers subjects from small business to macroeconomics

Technological Change & Labour Relations Muneto Ozaki, 1992 A study which looks at the reciprocal influence of technological change and labour relations and includes case studies from six industrialized market economy countries as well as a comparative chapter The book focuses on the introduction of microelectronic technology in machinery manufacturing banking and printing to examine how workers participated in the changeover and how labour relations in the enterprises studied were affected by the new technology **New Forms of Work Organisation: Denmark, Norway, and Sweden, France, Federal Republic of Germany, United Kingdom, United States** International Labour Office, 1979

Technology, Organizations and Innovation: Theories, concepts and paradigms Ian McLoughlin, David Preece, Patrick Dawson, 2000 An authoritative collection of leading critical and contemporary writings published in the field of technology and organizations The set spans a 50 year time period taking the reader from the first and most influential papers from the early 1950s through to some recent publications which address contemporary and emerging debates in the field at the dawn of the 21st century Each of the 4 volumes has a particular focus upon this area of research and scholarship the early debates theories paradigms and concepts critical empirical studies and emerging themes and future debates The editors provide an introduction to and overview of the themes debates perspectives theories and paradigms which characterize this area of organization studies and set out a route map to help guide the reader through the four volumes

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