

CONTRIBUTIONS
TO MANAGEMENT SCIENCE

Birger Rupp
Paul Jackson
Editors

Organisation and Work Beyond 2000



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Organisation And Work Beyond

Mike Geppert



Organisation And Work Beyond :

Organisation and Work Beyond 2000 Birger Rapp, Paul Jackson, 2012-02-02 The fifth International Telework Workshop was held in Stockholm in the fall of 2000. The conference was attended by almost 100 participants from all continents of the world. It therefore covered a broad range of subjects relating to Telework. Its success was in some part due to the work of the program committee composed of Birger Rapp, General Chairman Maarten Botterman, Geoff Dick, Gil Gordon, Ursula Huws, Paul Jackson, Peter Johnston, Patricia L. Mokhtarian, Victor de Pous, Lars Qvortrup, Wendy Spinks, and Reirna Suomi. After the conference we decided to write a book on the theme Organization and the future after 2000. Many of the participants as well as others were invited to contribute a chapter of about ten pages. The resulting book of almost 400 pages therefore provides a comprehensive overview of ongoing research in the field of Telework. Birger Rapp and Paul Jackson edited the book. The intended audience for this book spans disciplinary and professional boundaries. It primarily relates to the disciplines of Business and Management Studies, Information Management, E-commerce, and E-business. In a broader sense it relates to Sociology, Media Studies, and Economics.

Beyond the Learning Organisation Mike Geppert, 2017-11-01 This title was first published in 2000. In contemporary management literature the idea that managers and organizations should learn and provide widespread capabilities for learning to learn is gaining popularity. Some see reflexive thinking and learning as being the proper response to the transformation of industrial society. However, this study is not concerned too much with the reasons for learning but is more about how actors and groups of actors actually learn and the resources at their disposal for learning. The study aims to show that differences in social context do matter and analyzes the organizational learning process in the political and social transformation of East Germany.

Work Beyond the Pandemic Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich, Iacopo Senatori, 2023-11-21 This book addresses the impact of Covid 19 on employment relations and provides a reconstruction and a critical assessment of the measures enacted worldwide to tackle the economic and social crisis triggered by the global health emergency. The pandemic has been a booster of critical issues that for years have been silently shaping society and the labor market and so it can represent an opportunity to relaunch a critical analysis on the future of work. Beginning from this assumption, this book collects contributions from different disciplines including law, economics, and organization theory. It covers topics such as the measures enacted to protect workers' health and cushion the labour, the new inequalities that emerged during the pandemic, and the strategies to construct a sustainable and human-centred development in the post-pandemic scenario. It is highly relevant to scholars and students of organization studies, resilience, the labour market, and labour law.

Future of Organizations and Work After the 4th Industrial Revolution Allam Hamdan, Arezou Harraf, Pallvi Arora, Bahaaeddin Alareeni, Reem Khamis Hamdan, 2022-06-13 This book takes a forward-looking approach by bringing in research and contributions that facilitate in mapping the impact of AI and big data on businesses, the nature of work, along with providing practical solutions for preparing the work workplace.

and the workforce of the future Organizations globally have been experiencing immense transformation due to the reinvention and redefining of the business models due to the dynamic nature of the business environment Looking at an organizational context undeniably the definition of work and organizations is genuinely changing Artificial intelligence big data automation and robotics are a few of those keywords that are seemingly entering the workplace and reshaping the way work is being done Moreover the transition that is being addressed herein not only focuses upon aspects that are operative within an organization like the organizational culture team building networking recruitments and so on but also aims to address the external aspects like supply chain management value chain analysis investment management etc Broadly every single step that is now taken is intensely experiencing this impact upon its functioning This book serves as a guide not just to the academia but also to the industry to adopt suitable strategies that offer insights into global best practices as well as the innovations in the domain

Sociology, Work, and Organisations Brian McDonough, Jane Parry, 2024-10-23 This accessible edited collection provides global context for undergraduate and postgraduate students studying the sociology of work and organisations Composed of short example led chapters this book covers a wide range of contemporary topics including the COVID 19 pandemic the digitalisation of work the gig economy and the shifting roles of women and other marginalised groups The book s innovative approach uses case studies as diverse as work life balance in China gender pay inequity in Britain and Germany and the exploitation of workers on the Mexico US border to incorporate perspectives from both the Global North and South and provide students with the tools to analyse new developments in the rapidly changing world of work The book is particularly concerned with inequalities and marginalisation in the workplace discussing discrimination against women ethnic minorities migrants and older workers The book also explores how increasing digitalisation the rise of the gig economy and the COVID 19 pandemic have impacted working practices and how this relates to precarious employment Other chapters are dedicated to issues of workplace organisation including female leadership work life balance and well being The book goes on to explore how climate change and policies such as Universal Basic Income may shape the future of work in the near future Each chapter also includes useful pedagogical resources including practice exam questions key concepts and definitions and further readings Therefore the book will be therefore essential reading for undergraduate and postgraduate students studying the sociology of work business management and organisation

Working Beyond 60 G. Reday-Mulvey, 2005-02-21 While the question to why work beyond sixty has now become obvious the how and for whom questions are the real topic of this new study by one of the best European specialists in the area Work after sixty if it is to be feasible and widespread has to be on a part time basis to meet the wishes and needs of workers and companies This book provides an in depth analysis of the growing importance of work beyond sixty and a comparative discussion of new policies in several EU Member States as well as of company practice Organizations and Working Time Standards Jens Thoemmes, 2013-10-01 Collective bargaining between employers and trade unions has profoundly changed

working conditions in companies around the globe But why do we start work at the age of 10 16 18 or 24 Why do we work 6 8 10 or more hours a day These questions are becoming increasingly pertinent as working norms are fractured and fragmented by country This book brings an entirely new perspective to our understanding of changes in working time In both the UK and the US effective legal or collectively bargained regulation of working time has been limited over the last 20 years to the extent that its disappearance is seen as almost unproblematic Here author Jens Thoemmes sheds light on this transition and its economic implications with a fully evidenced sociological account based particularly on original research into cases of working time standards in France and Germany This book addresses the whole process of working time regulation over the last twenty years evaluating the activities of trade unions employers and the State While theories of industrial relations have already addressed the issue of markets in the context of collective bargaining this book draws connections between time and markets places these transitions in their historical contexts and illustrates the importance of this movement crossing borders and cultures

Beyond Hybrid Working Andy Lake, 2023-12-22 Much more than a book about flexible working Beyond Hybrid Working is an engaging and practical management book to help organisations rethink all aspects of traditional work in the emerging post pandemic landscape and reap the benefits from working smarter Many organisations that had rapidly improvised and implemented Hybrid Working now want to take a more strategic approach Smart Working is being adopted across sectors from technology companies through the financial services sector to the public sector Andy Lake has supported implementations in businesses and public sector organisations for nearly 30 years including advising the UK Cabinet Office He sets out a strategic comprehensive and integrated approach to Smart Working in the context of new possibilities for working on a more distributed basis and the impact of new AI based technologies coming over the horizon He also explores the possibilities for greater flexibility for workers with hands on and site specific roles Featuring detailed case studies the book takes a pragmatic and evidence based approach covering different sectors and types of work and presents practical techniques for implementing change This is essential reading for anyone involved in transformational workplace change and increasing the efficiency of organisations It is written for managers who need to deliver change and professionals and researchers in the fields of People Workplace and Technology

Strategy Mix for Nonprofit Organisations Annette E. Zimmer, Christina Stecker, 2013-03-19 In many countries particularly in continental Europe societies have been plagued by high unemployment for several decades Simultaneously due to recent shifts from industrial to service oriented post industrial societies labor as a significant culture code is increasingly losing importance Because of this the third or voluntary sector as a place of employment and as a service agency to society has become important for Europe as indicated by the 1997 Communication of the European Commission and various declarations by the European Parliament and the EU's Economic and Social Council Strategy Mix for Nonprofit Organizations Vehicles for Social and Labor Market Integration explores the role of the third sector in Europe where unemployment is high and in North America where unemployment is

rising and exploring the gaps that the third sector is fulfilling both as a social service and as an employer The volume is organized into two distinctive parts Part 1 The Nonprofit Sector and Social Integration highlights the embeddedness of the sector in selected countries it discusses how the sector is currently affected by changes of public policy particularly in the traditional social democratic welfare state regimes and it draws our attention to the sector's potentials to provide avenues for social integration self actualization and civic empowerment Part 2 Labor Concepts and Market Integration refers to the multifunctionality of third sector organizations discussing potentials of workplace as well as community involvement via nonprofit organizations This seminal volume will be of interest to those in the nonprofit sector organizational management and economics political scientists and other researchers working with nonprofit organizations and civil society studies on an international level

Human Resource Management In Singapore - The Complete Guide, Volume B: Work And Remuneration Oun Hean Loh, Jacqueline Suet Peck Chin, 2024-03-15 This HR management series is timely It is written in the Singapore context guided by our local employment laws and tripartite guidelines and standards I commend the authors for their endeavour to produce such a first Lim Swee Say Former Minister for Manpower Former Secretary General National Trades Union Congress Human Resource Management in Singapore The Complete Guide covers a wide spectrum of human resource management topics in five volumes Employment Management Work and Remuneration Employee Benefits Performance and Development and Employee Conduct and Relations In every chapter the WHY WHAT and HOW are presented lucidly The books are a must have GPS for any human resource practitioner in Singapore Students academics and bosses into human resource management as well as overseas human resource practitioners will also find the books helpful and instructive Volume B on Work and Remuneration deals with regulatory provisions and practices on working hours and payments for overtime and work on rest days and public holidays The primary takeaway is a comprehensive cover of salary design using the principles of pay positioning and pay mix Salary instruments including salary ranges increments allowances fixed and variable bonuses sales commission and gainsharing incentive plans are explained Readers are guided through salary interventions such as salary adjustments deductions and cuts as well as salary survey and benchmarking and salary administration and governance The last chapter discusses how to manage and raise the wages of lower wage workers a very pertinent topic in Singapore This volume will equip readers with salary concepts insights and practical pointers to design and manage a salary blend that will support an organisation's talent strategy

Agile Working and Well-Being in the Digital Age Christine Grant, Emma Russell, 2020-12-09 Within the digital era agile working is imperative for organisations and workers to meet the needs of customers service users and ever changing markets This needs to be achieved whilst meeting goals of effectiveness and well being In this book state of the art theory is used to understand how to optimise agile working by addressing key issues around personality team working and management The authors define the concept of agile working and unpack often misunderstood terms associated with this such as remote working and telework The book explores the well

being consequences of agile work including sedentary behaviours digital distraction and digital resistance before offering insights for the future Examining current practice in the context of established and emerging theory the book paves the way towards further advances in the field and supports organisations seeking to make agile working work for them Agile Working and Well being in the Digital Age provides a valuable new resource for practitioners and scholars in the fields of occupational and organizational psychology human resource management organisational development mental health and well being

The Charity Organisation Review Charity Organisation Society (London, England),1918 *Digital Transformation for Business and Society* Mohammad Nabil Almunawar,Patricia Ordóñez de Pablos,Muhammad Anshari,2023-10-06 The advancement of technology such as data analytics and AI has led to the birth of Industry 4.0 in which technology seems to be at the centre of development However as the COVID 19 pandemic created havoc the entire world production chain was seriously affected highlighting that machines alone although fully connected and automated cannot function without people This book addresses contemporary issues and the impact of digital transformation on individuals businesses and governments in Asia As Asian nations are moving fast towards the digital economy this edited collection offers new perspectives on understanding emerging business opportunities as well as the challenges faced Chapters explore the variables that accelerate digital transformation notably the COVID 19 pandemic the rapid development of information and communication technology AI big data and affordable internet access and their impact on business and society With rich empirical studies from leading researchers this book will be a reference for academics and scholars across business disciplines including information technology and innovation management organisational and strategic management as well as those interested in industrial development

The Charity Organisation Review ,1918 *Aviation Regulations and Policies* Mr. Rohit Manglik,2023-09-23 Introduces key aviation laws policies and international regulations that govern air travel airline operations and airport management

Social and Business Enterprises (RLE: Organizations) Jonathan Boswell,2013-08-21 This book shows how economics can be used to clarify and stimulate thinking about organisations and their decision problems It is mainly designed for university students of economics management and business studies and of public and social administration But its clear and lively exposition will have a wider appeal The author introduces economic controversies on organisational power exchange and self interest generosity and public spirit He outlines many practical uses of such concepts as marginalism opportunity cost time preference and risk scale economies and diseconomies market power public goods and externalities He applies economics to business planning and budgeting problems and also to the problems of social enterprises in obtaining resources through charges and grants and in allocating these resources efficiently and fairly A distinctive feature of the book is that it analyses problems in the wide context of business public and voluntary organisations Unlike many conventional texts it is not highly abstract technical or descriptive Drawing on his extensive experience the author provides many real life and typical case studies to highlight his central theme the fruitful interaction

between abiding economic ideas and contemporary organisational problems *XXX International Congress of Psychology: Abstracts* Michele Robert, 2017-10-03 The abstracts of the XXX International Congress of Psychology July 2012 Cape Town are published as a supplement to Volume 47 of the International Journal of Psychology The published volume includes the abstracts of the invited addresses symposia oral and poster presentations numbering over 5 000 separate contributions and creating an invaluable overview of the discipline of psychological science around the world today Voluntary Organizations and Public Service Delivery Ian Cunningham, Philip James, 2012-05-23 Voluntary Organizations and Public Sector Delivery examines how aspects of voluntary sector employment are affected by its engagement with the growing trend to the market based outsourcing in the delivery of public services within industrialized countries The volume draws together a team of well recognized academic contributors from the UK Canada Australia and the United States to explore how the process of outsourcing is impacting the internal and external labor markets of voluntary organizations and the implications for the policy objectives underlying the externalization of the delivery of public services to them These themes of change in employment are covered in depth in the UK with dedicated chapters exploring workforce patterns and skill needs HR policies and practices recruitment and selection graduate recruitment unionization pay and conditions and psychological contracts in organizations The book also contains a significant international comparative dimension with individual chapter analysis of employment issues in Australia Canada and the United States as well as an Anglo German comparison **Management Concept And Organisational Behaviour** Sanjay Gupta, 2023-11-08 1 Management Meaning Characteristics and Functional Area 2 Management Nature Principles Levels and Limitations 3 Functions of Management and Managerial Roles 4 School of Management Thought 5 Planning Concept Types and Importance 6 Organisation Meaning Concept Nature Process Principles and Significance 7 Organisation Structure and Forms of Organisation 8 Authority Responsibility and Delegation of Authority 9 Centralisation and Decentralisation 10 Staffing 11 Directing Direction Meaning Characteristics Function Importance Principles and Techniques 12 Coordination Meaning and Nature 13 Managerial Control 14 Organisational Behaviour Concept Definition Characteristics Significance Relationship between Management and Organisational Behaviour 15 Emergence of Ethical Perspective in Management 16 Attitudes 17 Perception 18 Learning 19 Personality 20 Transactional Analysis 21 Motivation 22 Group Dynamics 23 Leadership 24 Organisational Conflicts 25 Communication 26 Organisational Development or O D 27 Management of Change **Work-Life Research in the Asia-Pacific** Xi Wen Chan, Sudong Shang, Luo Lu, 2024-03-29 This book addresses the most pressing and current work life issues that are impacting Equity Diversity and Inclusion EDI in organisations across the Asia Pacific It is organised around three major themes 1 Work life equality and justice 2 Technology work and family and 3 Work life values and trends in Asia all of which will be discussed in relation to EDI Issues concerning the work life interface are closely intertwined with issues relating to EDI for example labour market inequalities are often fuelled by the interplay of gender race and family circumstances Yet comparatively

lesser attention has been given to the non work aspects particularly the family context in research on the work life interface and contemporary EDI issues Breaking away from a predominantly Western perspective this volume offers fresh insights and empirical evidence shedding light on the most urgent and critical work life challenges faced by people in the Asia Pacific It also provides deep understanding of the broader social economic and political environments shaping work life trends It will appeal to researchers and practitioners interested in topics related to human functioning and flourishing at work at home and in society

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