[EPU FB] The Degradation Of Work Skill Deskilling And The Labour Process

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The Degradation of Work?- Stephen Wood 1982

Labor and Monopoly Capital-Harry Braverman 1998-12-01 This widely acclaimed book, first published in 1974, was a classic from its first day in print. Written in a direct, inviting way by Harry Braverman, whose years as an industrial worker gave him rich personal insight into work, Labor and Monopoly Capital overturned the reigning ideologies of academic sociology. This new edition features an introduction by John Bellamy Foster that sets the work in historical and theoretical context, as well as two rare articles by Braverman, "The Degradation of Work in the Twentieth Century" (1975) and "Two Comments" (1976), that add much to our understanding of the book.

On the Job-Craig Heron 1986 Every day millions of Canadians go out to work. They labour in factories, offices, restaurants, and retail stores, on ships, and deep in mines. And every day millions of other Canadians, mostly women, begin work in their homes, performing the many tasks that ensure the well-being of their families and ultimately, the reproduction of the paid labour force. Yet, for all its undoubted importance, there has been remarkably little systematic research into the past and present dynamics of the world of work.

The Sociology of Work (RLE: Organizations)-Parvin Ghorasany 2013-08-21 This reference volume reflects the changing world of work. It includes research on the various dimensions of work, such as the structure of the labour force, labour market segmentation, technology, employment/unemployment, trade unions, and industrial democracy. This book provides an integrated view of the various dimensions of work, its distinguishing characteristics and issues both peculiar, as well as common to industrialized countries. By adopting an interdisciplinary and interactional perspective, this volume provides the scholar and the lay reader with a range of approaches and debates that have made a significant contribution toward understanding the changing nature of work and its social impact.

Re-Tayloring Management-Dr Christina Evans 2013-06-28 Over a century has passed and yet there is growing evidence that knowledge workers across the globe today are as constrained by F.W. Taylor's much maligned Principles of Scientific Management, as factory workers were in the early twentieth century. Re-Tayloring Management looks critically at Taylor's philosophy on management and contrasts it with other perspectives that have since emerged, along with the professionalization of management and the growth in business and management education. The contributors demonstrate that despite the complexity and uncertainty that organizations face, instead of designing work systems where knowledge and service workers have the freedom to apply knowledge and skills at the point they are most needed, managers are obsessed with maintaining tighter control. This approach conflicts with contemporary job design principles, which emphasise job crafting, whereby individuals are encouraged to craft their role in a way that is congruent with their identity. Drawing on insights from academics with diverse backgrounds and interests, and organised around 'past', 'present' and 'future' themes, this book is a thought-provoking read for professional managers, as well as for postgraduate students and academics teaching and researching organizational studies and management.

Meanings of Work-Frederick C. Gamst 1995-01-01 This book examines the fast-changing patterns of work in the global market and the resulting social, cultural, and economic impact on the work force.

Soviet Workers and De-Stalinization-Donald Filtzer 2002-08-08 A comprehensive study of the position of Soviet industrial workers during the Khrushchev years.

Computers, Jobs, and Skills-Christopher Baldry 1988-09-30 "Faith. Hope. and Charity and the greatest of these is Charity. " * "Hardware. Software. and Lil'ellare and the greatest of these is . . . . " As information technology ceased to be the prerogative of computer scientists and electronics engineers, those of us from other disciplines had to contend with the jargon which was already in vogue. We learned to live with "hardware" and "software. " We were less enthusiastic about "liveware. " Polite and some impolite questioning revealed that "liveware" was a euphemism for "people. " We were not amused. As one spirited participant observed, "I refused to go home and tell my children that Almighty God had made liveware in His own image and likeness. " People are too important to be known as anything but people. Moreover, it is the importance of people that is the dominating and recurring theme of this book by Christopher Baldry. He deals with virtually every aspect of the problems concerning men and women and their recourse to the equipment. This could well become the definitive work in the field. In addition to the details of health hazards, industrial relations, new technology agreements and the like, Dr. Baldry grapples with two great underpinning issues.

International Perspectives on Competence Development-Knud Illeris 2012-07-26 In today's complex and ever-changing world it has become obvious that even highly developed knowledge and skills are no longer sufficient to meet new challenges, situations and problems facing individuals, organisations and nations. This raises an enormous and potentially confusing issue for educators and trainers: how is it possible to generate and assess abilities to deal with challenges and problems unknown - or not even in existence - at the time when the learning takes place? The book builds on the experiences and insights of its expert contributors, all of whom have worked with, studied and analysed competences and how they are developed. Their collected work presents Comprehensive explanation and analysis of the concept and nature of competence. Specific contexts of competence development, e.g. in the public sector or small business. Competence development as a national strategy for building an up-to-date education and training system. With chapters from around the world, including the UK, USA, Canada, Australia, Scandinavia, this book illustrates in an engaging and convincing manner the importance and innovative nature of the concept of competences, resulting in a varied, differentiated and empathetic guide to the topic. It will appeal to educators, both in academic and management circles, as well as students and administrators of education.

Developments in Sociology-Robert Burgess 2014-06-11 Appropriate as a supplemental text to courses in Sociology. Providing an overview grounded in research. Developments in Sociology focuses on the major areas of theoretical, methodological and substantive developments in sociology. Each author takes a field of study in which they are an acknowledged expert and highlights the way in which the subject has developed over the last fifty years.

Labor's Power and Industrial Performance-Stavros Gavroglou 1998 Constructs an analytical framework of
Managing Technological Change - Carol Joyce Haddad 2002-05-16 This book examines how new workplace technology can improve performance - and how it can have the opposite effect when it is not properly planned and introduced with the participation of key stakeholders. It provides an overview and explanation of the steps involved in technology planning, acquisition, development, implementation, and assessment.

Women Workers And Technological Change In Europe In The Nineteenth And twentieth century - Gertjan De Groot 2005-08-05 From the traditional stereotyped viewpoint, femininity and technology clash. This negative association between women and technology is one of the features of the sex-typing of jobs. Men are seen as technically competent and creative; women are seen as incompetent, suitably only to work with machines that have been made and maintained by men. Men identify themselves with technology, and technology is identified with masculinity. The relationship between technology, technological change and women's work is, however, very complex.; Through studies examining technological change and the sexual division of labour, this book traces the origins of the segregation between women's work and men's work and sheds light on the complicated relationship between technology and gender. Drawing on research from a number of European countries England, Sweden, Denmark and the Netherlands, international contributors present detailed studies on women's work spanning two centuries. The chapters deal with a variety of work environments - office work, textiles and pottery, food production, civil service and cotton and wool industries.; This work rejects the idea that women were mainly concerned with reproduction in the early 19th century. Instead women were involved in production in many different industries and were usually paid a lower wage than men.


Work Organisations - Paul Thompson 1995-10-13

Work, Inc. - Edmund Byrne 1992-03-11 Many workers today feel that the longstanding social contract between government, business, and labor has been broken. This book examines legal and philosophical problems that must be addressed if there is to be a new social contract that is fair to workers. Drawing on a wide variety of sources, from the popular press to technical philosophy, Edmund F. Byrne brings into focus ethical issues involved in corporate decisions to reorganize, relocate, or automate. In assessing the human costs of these decisions, he shows why, to a worker, "corporations are not reducible to their assets and liabilities any more than a government is merely its annual budget. That they are organizations, that these organizations do things, and that they are socially responsible for what they do." In support of this assignment of responsibility, Byrne seeks to demythologize corporate hegemony by confronting a variety of intellectual "dragons" that guard the gates of the status quo. These include legal assumptions about corporate personhood and commodification, private property and eminent domain; management ideas about the autonomous employee and profit without payroll; technocratic dreams of a dehumanized workplace; ideological belief in progress and competition; and philosophical arguments for libertarian freedom, liberal welfare, and liberal and global justice. Because of these and other mainstream perspectives, workers today are widely perceived, in ideological and in common parlance, to be isolated atoms. But, Byrne emphasizes, work, including work done for a transnational corporation, is done in a community. Since corporate leaders make decisions that have an impact on people's lives and on communities, involvement in such decisions must not be only corporate or governmental but community-based as well.

The Social Production of Technical Work - Peter Whalley 1986-01-01 Engineers appear in recent social science as central, though somewhat elusive, figures. They play a particularly critical role in the various attempts to understand the impact of 'science-based' industry on the class structure of advanced capitalist societies. In this book, Peter Whalley brings these engineers into sharper focus. He argues that engineers should not be seen as members of a glamorous 'new class' of professionalized knowledge workers, nor as a radicalized 'new working class' or partially de-skilled technical proletariat. Rather, they should be viewed as 'trusted employees,' selected, socially responsible for what they do, and rewarded for the discretionary tasks necessarily delegated by employers in the complex organizations of advanced capitalism. The book draws extensively on observations and interviews to compare engineers' work and understanding in the high- and low-tech settings of two British companies: "Computergraph," an advanced electronics firm, and "Metalco," a traditional British engineering giant. Whalley compares the technical work structure of Britain with those of France and the United States. He argues that the impact of technological change on class structure is critically mediated by nationally specific modes of organizing technical work and producing trusted workers. The book goes beyond cultural explanations of these national variations to examine how they are created and reproduced in the organization of work and the structuring of occupations.

Social Policy - Gillian Pascall 2002-09-11 No-one can hope to understand the workings of the welfare state without first appreciating women's part in it. In the past decade the significance of the gendering of welfare states has become widely accepted, extensively charted in research, and more systematically theorized. Building on her earlier work, in Social Policy: A New Feminist Analysis Gillian Pascall confronts the challenges and outlines the developments that have taken place during the eleven years since its first publication. This new edition also reflects extensive social changes in women's participation at work, educational achievement, security in marriage; and policy changes aimed at producing a mixed economy of welfare, increasing family responsibility in health, community care, housing, education and income security. It examines the changing pattern of welfare provision, with increasing reliance on women's unpaid work, the gendered nature of UK welfare structures, the continuing dependence of women on men's incomes and on welfare benefits, the public/private divide, women's noncitizenship as carers for young and old; and the changing political climate of the 1980's and 1990's. Social Policy: A New Feminist Analysis covers traditional policy areas, which makes it ideal reading for students of health, housing, social security and education as well as courses about women.

Theoretical Perspectives on Work and the Employment Relationship - Bruce E. Kaufman 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.

Fundamentals of Collection Development and Management - Peggy Johnson 2009 Addresses the art of controlling and updating your library's collection. Discussions of the importance and logistics of electronic resources are integrated throughout the book.

Work, Self and Society - Catherine Casey 2013-01-11 Despite recent interest in the effects of restructuring and redesigning the workplace, the link between individual identity and structural change has usually been asserted rather than demonstrated. Through an extensive review of data from field work in a multi-national corporation and at a hospital, Catherine Casey changes this. She shows that changes currently occurring in the world of work are part of the vast social and cultural changes that are challenging the assumptions of modern industrialism. These events affect what people do everyday, and they are altering relations among ourselves and with the physical world. This valuable book is not only a critical analysis of the transformations occurring in the world of work, but an exploration of the effects of contemporary practices of work on the self.

Labor and Capital in the Age of Globalization - Berch Berberoglu 2001-12-12 This book offers a timely analysis of work and labor processes and how they are rapidly changing under globalization. The contributors explore
Comparative Employment Relations in the Global Economy—Carola Frege 2013-07-24 "Employment Relations is widely taught in business schools around the world. Increasingly, however, more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers. Is it becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets, global production chains, national and international employment actors and institutions and the ways in which these relationships play out in different national contexts. This textbook is the first to present a cross-section of country studies, including all four BRIC countries, Brazil, Russia, India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field. The textbook also benefits from the editors' and contributors' experience as leading scholars in Employment Relations. The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations, Human Resource Management, Political Economy, Labour Politics, Industrial and Economic Sociology, Regulation and Social Policy.

Economics and Utopia—Geoffrey M Hodgson 2002-01-04 Since the fall of the Berlin Wall we have been told that no alternative to Western capitalism is possible or desirable. This book challenges this view with two arguments. First, the above premise ignores the enormous variety within capitalism itself. Second, there are enormous forces of transformation within contemporary capitalism, associated with moves towards a more knowledge-intensive economy. The book presents a cross-section of analyses and conclusions to a quite different socio-economic system. Without proposing a static blueprint, this book explores this possible scenario.

Rethinking the Labor Process—Mark Wardell 1999-09-09 This diverse collection rethinks and reinvigorates the field of labor process.

A Mental Revolution—Daniel Nelson 1992 "A Mental Revolution includes eight original essays that analyze how the scientific management principles developed by legendary engineer Frederick W. Taylor have evolved and been applied since his death in 1915. Taylor believed that a business or any other complex organization would operate more effectively if its practices were subjected to rigorous scientific study. His classic Principles of Scientific Management spread his ideas for organization, planning, and employee motivation throughout the industrialized world. But scientific management, because it required, in Taylor's words, "a complete mental revolution," was highly disruptive, and Taylor's famous time-motion studies, especially when applied piecemeal by many employers who did not adopt the entire system, helped make the movement enormously unpopular with the workers. In this book, Daniel Nelson, one of the leading scholars to systematically analyze the origins and spread of scientific management, reveals the unique impact of Taylorism on American business and industry up to the present time. "The essays in this volume discuss some of the important people and organizations involved with Taylorism throughout this century, including Richard Feiszl and Mary Barnett Gilson at Joseph & Feiss, Frank and Lilian Gilbreth, and Mary Van Kleek, and explore the influence of scientific management at the Bedaux Company, the Link-Belt Company, and Du Pont. Chapters on the Taylor movement's influence on university business education and on Peter Drucker's theories round out the collection. "Written by some of the finest scholars of the scientific management movement, A Mental Revolution provides a balanced and comprehensive view of its principles, evolution, and influence on business, labor, management, and education."--BOOK JACKET.Title Summary field provided by Blackwell North America, Inc. All Rights Reserved.

The Ringtone Dialectic—Sumanth Gopinath 2013-07-19 A decade ago, the customizable ringtone was ubiquitous. Almost any crowd of cell phone owners could produce a carillon of tinkly, beeping, synthy, musicalized ringer signals. Ringtones quickly became a multi-billion-dollar global industry and almost as quickly faded away. In The Ringtone Dialectic, Sumanth Gopinath charts the rise and fall of the ringtone economy and assesses its effect on cultural production. Gopinath describes the technical and economic structure of the ringtone industry, considering the transformation of ringtones from monophonic, single-line synthesizer files to polyphonic MIDI files to digital sound files and the concomitant change in the nature of capital and rent accumulation within the industry. He discusses sociocultural practices that seemed to wane as a result of these shifts, including ringtone labor, certain forms of musical notation and representation, and the creation of musical and artistic works quoting ringtones. Gopinath examines "declines," "reversals," and "revivals" of cultural forms associated with the ringtone and its changes, including the Crazy Frog fad, the use of ringtones in political movements (as in the Philippine "Gloriagate" scandal), the ringtone's narrative function in mobile music (including possible race and class aspects of ringtone consumption). Finally, Gopinath considers the attempt to rebrand ringtones as "mobile music" and the emergence of cloud computing.

Rhythms of Labour—Marek Korczynski 2013-04-25 Whether for weavers at the handloom, labourers at the plough or factory workers on the assembly line, music has often been a key texture in people's working lives. This book is the first to explore the rich history of music at work in Britain and charts the journey from the singing cultures of pre-industrial occupations, to the impact and uses of the factory radio, via the silencing effect of industrialisation. The first part of the book discusses how widespread cultures of singing at work were in pre-industrial manual occupations. The second and third parts of the book show how musical silence reigned with industrialisation, until the carefully controlled introduction of Music while You Work in the 1940s. Continuing the analysis to the present day, Rhythms of Labour explains how workers have clung to and reclaimed popular music on the radio in desperate and creative ways.

Knowledge, Power and Learning—Carrie Paechter 2001-01-26 New technologies are altering the relationship between knowledge, power and learning. The explosion of information resulting from the proliferation of Internet use has led to new questions about the nature of knowledge and how it is legitimated. At the same time, the new emphasis on learning as a lifelong process is changing relationships between teachers and learners and focusing on the multiplicity of sites in which learning can take place. This book considers the influence of the 'information age' on the changing relationship between power and knowledge and how this affects learning in a wide range of situations, from the school to the learning organization and from the musical conservatoire to the high-tech workplace.

The Political Economy of Bananas—Lawrence S. Grossman 1998 This study of banana contract farming in the Eastern Caribbean explores the forces that shape contract-farming enterprises everywhere: capital, the state, and the environment. Employing the increasingly popular framework of political ecology, which highlights the dynamic linkages between political-economic forces and human-environment relationships, Lawrence Grossman provides a new perspective on the history and contemporary trajectory of the Windward Islands banana industry. He reveals in rich detail the myriad impacts of banana production on the peasant laborers of St. Vincent and the Grenadines. Grossman challenges the conventional wisdom on three interrelated issues central to contract farming and political ecology. First, he analyzes the process of deskilling and the associated significance of control by capital and the state over peasant labor. Second, he investigates the impacts of contract farming for export on domestic food production and food import dependency. And third, he examines the often misunderstood problem of pesticide misuse. Grossman's findings lead to a reconsideration of broader debates concerning the relevance of research on industrial restructuring and globalization for the analysis of agrarian change. Most important, his work emphasizes that we must pay greater attention to the fundamental significance of the "environmental rootedness" of agriculture in studies of political ecology and contract farming.

The Political Economy of Collective Skill Formation—Marius R. Busemeyer 2012 The book examines skill systems and vocational training in a number of coordinated market economies, analysing historical origins and contemporary developments. As well as case studies on Germany, Austria, Switzerland, the Netherlands, and Denmark, it also contains comparative chapters exploring reactions to common challenges.
Key Ideas in Sociology - Martin Slattery 2003

Key Ideas in Sociology provides a tour d’horizon of the great sociological thinkers of the last two centuries – their lives, their main ideas, and their influence on further thinking and practice in sociology. Fifty key thinkers in sociology are represented, both to give a sense of history to the development of the discipline and to exemplify the range of issues that have been covered. Each essay concludes with an annotated Suggested Readings list, and a General Bibliography is also provided.

Understanding Social Inequality - Tim Butler 2006-12-18

“This is a book that should be read by anyone interested in class, inequality, poverty and politics. Actually, probably more importantly it should be read by people who think that those things do not matter! It provides a wonderful summation of the huge amount of work on these topics that now exists and it also offers its own distinctive perspectives on a set of issues that are - despite the claims of some influential commentators - still central to the sociological enterprise and, indeed to political life.” - Roger Burrows, University of York

“The clear and compelling analysis of the dynamics of social and spatial inequality in an era of globalisation. This is an invaluable resource for students and scholars in sociology, human geography and the social sciences more generally.” - Gary Bridge, University of Bristol

With the declining attention paid to social class in sociology, how can we analyze continuing and pervasive socio-economic inequality? What is the impact of recent developments in sociology on how we should understand disadvantage? Moving beyond the traditional dichotomies of social theory, this book brings the study of social stratification and inequality into the 21st century. Starting with the widely agreed ‘fact’ that the world is becoming more unequal, this book brings together the ‘identity of displacement’ in sociology and the ‘spaces of flow’ of geography to show how place has become an increasingly important focus for understanding new trends in social inequality.

Introductory Sociology - 1996-06-14

“The book consists of four sections. Part 1 introduces the reader to the essential principles of the sociological approach, part 2 examines the structures of inequality associated with class, race, gender and politics, part 3 explores other dimensions of social existence such as education, work, crime family, health among others and part 4 provides a full explanation and discussion of sociological theory and attempts to show the direction it is taking today”-Preface.

The Nature of Work - 1983-10-01

Understanding Industrial Organizations - Prof Richard Brown 2013-10-31

Understanding Industrial Organizations critically reviews the approaches developed by industrial sociologists to analyze industrial organizations. It outlines four general perspectives on organizations - systems thinking, contingency approach, the action approach and labour process for a more adequate sociology of organizations. The book provides a clear, relevant and important contribution to the sociology of organizations.

Automation and Autonomy - James Steinhoff 2021-06-21

This book argues that Marxist theory is essential for understanding the contemporary industrialization of the form of artificial intelligence (AI) called machine learning. It includes a political economic study of the scale, scope and dynamics of the contemporary AI industry as well as a labour process analysis of commercial machine learning software production, based on interviews with workers and management in AI companies around the world, ranging from tiny startups to giant technology firms. On the basis of this study, Steinhoff develops a Marxist analysis to argue that the popular theory of immaterial labour, which holds that information technologies increase the autonomy of workers from capital, tending towards a post-capitalist economy, does not adequately describe the situation of high-tech digital labour today. In the AI industry, digital labour remains firmly under the control of capital. Steinhoff argues that theories discerning therein an emergent autonomy of labour are in fact witnessing labour’s increasing automation.

Sociology for Social Workers - Anne Llewellyn 2008-07-08

The second edition of this major textbook clearly shows how sociology can inform professional social work practice in the twenty-first century. It provides an easy-to-follow, jargon-free introduction to sociology for social work students, with crucial links to practice across a comprehensive range of topics. The need for an appreciation of the insights sociology has to offer about our world and our actions within it has been underlined by recent reforms to social work education, and the new edition furthers its commitments to this goal. The book shows how sociology is an exciting and relevant topic to social work with a variety of service user groups, and supports and extends students’ learning through carefully designed pedagogical features. Richly illustrated with evidence and examples, the book uses engaging case studies to demonstrate the relevance of sociology to everyday practice. The new edition has been fully updated to explore contemporary issues for social workers, locating these in the context of global changes and strengthening its application of sociological theories to social work practice. Sociology for Social Workers will continue to be an invaluable teaching and learning resource that takes seriously sociology’s capacity to contribute to positive social work practice.

Theories of Power and Domination - Angus Stewart 2001-03-20

Power and domination are central concepts in social science yet, up to now, they have been undertheorized. This wide-ranging book guides students through the complexities and implications of both concepts. It provides systematic accounts of current debates about the dynamics and rationale of state power in an era of globalization, social citizenship and the significance of social movements. The contributions of Parsons, Giddens, Foucault, Mann, Arendt, Habermas and Castells are clearly set out and critically assessed.

Hacking Capitalism - Johan Söderberg 2015-12-22

The Free and Open Source Software (FOSS) movement demonstrates how labour can self-organise production, and, as is shown by the free operating system GNU/Linux, even compete with some of the world’s largest firms. The book examines the hopes of such thinkers as Friedrich Schiller, Karl Marx, Herbert Marcuse and Antonio Negri, in the light of the recent achievements of the hacker movement. This book is the first to examine a different kind of political activism that consists in the development of technology from below.