

Manufacturing Consent: Changes in Labor Process under Monopoly Capitalism

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Manufacturing Consent Changes In The Labor Process Under Monopoly Capitalism

Miriam J. Wells



Manufacturing Consent Changes In The Labor Process Under Monopoly Capitalism:

Manufacturing Consent Michael Burawoy, 1979 Since the 1930s industrial sociologists have tried to answer the question Why do workers not work harder Michael Burawoy spent ten months as a machine operator in a Chicago factory trying to answer different but equally important questions Why do workers work as hard as they do Why do workers routinely consent to their own exploitation Manufacturing Consent the result of Burawoy's research combines rich ethnographical description with an original Marxist theory of the capitalist labor process Manufacturing Consent is unique among studies of this kind because Burawoy has been able to analyze his own experiences in relation to those of Donald Roy who studied the same factory thirty years earlier Burawoy traces the technical political and ideological changes in factory life to the transformations of the market relations of the plant it is now part of a multinational corporation and to broader movements since World War II in industrial relations

Managing the Human Factor Bruce E. Kaufman, 2019-06-30 Human resource departments are key components in the people management system of nearly every medium to large organization in the industrial world They provide a wide range of essential services relating to employees including recruitment compensation benefits training and labor relations A century ago however before the concept of human resource management had been invented the supervision and care of employees at even the largest companies were conducted without written policies or formal planning and often in harsh arbitrary and counterproductive ways How did companies such as United States Steel manage a workforce of 160 000 employees at dozens of plants without a specialized personnel or industrial relations department What led some of these organizations to introduce human resources practices at the end of the nineteenth century How were the earliest personnel departments structured and what were their responsibilities And how did the theory and implementation of human resources management evolve both within industry and as an academic field of research and teaching In Managing the Human Factor Bruce E Kaufman chronicles the origins and early development of human resource management HRM in the United States from the 1870s when the Labor Problem emerged as the nation's primary domestic policy concern to 1933 and the start of the New Deal Through new archival research an extensive review and synthesis of the historical and contemporary literatures and case studies illustrating best and worst practices during this period Kaufman identifies the fourteen ideas events and movements that led to the creation of specialized HRM departments in the late 1910s as well as their further growth and development into strategic business units in the welfare capitalism period of the 1920s The research presented in this book not only uncovers many new aspects of the early development of personnel and industrial relations but also challenges central parts of the contemporary interpretation of the concept and evolution of HRM Rich with insights on both the present and past of human resource management Managing the Human Factor will be widely regarded as the definitive account of the early history of employee management in American companies and a must read for all those interested in the indispensable function of managing people in organizations

The Sociology of Organizations

Michael J Handel, 2003 Michael Handel has assembled an authoritative and wide ranging collection of key articles in the organizations field and complements these papers with a terrific critical survey of the literature His introductory essays will benefit both students and researchers alike This collection is a real service to the field Walter W Powell Stanford University A unique reader and commentary with broad coverage of the classics combined with a healthy skepticism about received theories and an emphasis on the impact of organizations on society The lucid commentary brightens the field Charles Perrow Yale University For the first time a single volume offers a comprehensive selection of primary readings and companion overview essays on the sociology of organizations These readings and essays provide incisive and guided coverage of the subjects normally included in a one semester sociology of organizations course The Sociology of Organizations covers the full range of theoretical perspectives and substantive topics through readings that are either classics in the field or widely discussed and debated new classics Section introductions explain key terms and concepts provide illustrations and summarize related debates and research in clear prose The depth of these overview essays makes this book ideal for use as either as a stand alone text or a supplementary reader After reading this book students will have a thorough understanding of central concepts and an appreciation of the primary texts that are the foundation of the field Scholars and students in the fields of sociology management organizational behavior and organizational psychology and those within political science and economics who are interested in how organizations function will find this work a welcome invaluable resource

Performance Measurement and Theory Frank Landy, Sheldon Zedeck, Jeanette Cleveland, 2017-06-26 In this volume first published in 1983 the editors aim to achieve an understanding of performance from a variety of theoretical perspectives The papers in this volume will not only spur further research but will also provide an opportunity for some careful considerations of how performance is measured in various applied settings The book is divided into four major areas intraindividual issues interdividual organizational dynamics methodology and philosophies This title will be of interest to students of business studies psychology and human resource management *Methodological issues in accounting research* Zahirul Hoque, 2018-03-26 What is my theory How do I choose a theory Why and how should I employ a particular method for collecting the empirical data These basic questions concern everyone involved in research A research study can be a voyage of discovering or choice of theoretical perspective as well as gathering empirics or facts on a problem or situation This book provides a good guideline as to why and how to choose a particular theory or method to study an organisational phenomenon such as accounting All the chapters provide both retrospective and contemporary views by scholars in the field Each chapter documents the latest developments and research in accounting and control systems and provides valuable insights into methodological perspectives in accounting research This second edition has also introduced a number of new chapters covering strategy management control as practice grounded theory approach institutional logic and rhetoric social interaction theory actor network theory and practice theory The book is primarily intended for research students and

academic researchers It can also be used for undergraduate Honours course as well as postgraduate accounting and business methodology courses Research organisations and consulting firms in accounting and business fields may also find this book useful The principal aims of this second edition are 1 to update the chapters previously published in 2006 and 2 to introduce new chapters documenting recent developments in accounting research *Flexible Capitalism* Jens Kjaerulff, 2015-03-01 Approaching work as at heart a practice of exchange this volume explores sociality in work environments marked by the kind of structural changes that have come to define contemporary flexible capitalism It introduces anthropological exchange theory to a wider readership and shows how the perspective offers new ways to enquire about the flexible capitalism's social dimensions The essays contribute to a trans disciplinary scholarship on contemporary economic practice and change by documenting how across diverse settings gift like socialities proliferate and even sustain the intensified flexible commoditization that more commonly is touted as tearing social relations apart By interrogating a keenly debated contemporary work regime through an approach to sociality rooted in a rich and distinct anthropological legacy the volume also makes a novel contribution to the anthropological literature on work and on exchange

Surveillance Capitalism in America Josh Lauer, Kenneth Lipartito, 2021-10-15 Surveillance Capitalism in America offers a crucial historical perspective on the intimate relationship between surveillance and capitalism While surveillance is often associated with governments today the role of the private sector in the spread of everyday surveillance is the subject of growing public debate Tech giants like Google and Facebook are fueled by a continuous supply of user data and digital exhaust Surveillance is not just a side effect of digital capitalism it is the business model itself suggesting the emergence of a new and more rapacious mode of capitalism surveillance capitalism But how much has capitalism really changed Surveillance Capitalism in America explores the historical development of commercial surveillance long before computers and suggests that surveillance has been central to American capitalism since the nation's founding Managers surveilled labor merchants surveilled consumers and businesses surveilled each other Focusing on events in the United States the chapters in this volume examine the deep logic of modern surveillance as a mode of rationalization bureaucratization and social control from the early nineteenth century forward Even more business surveillance has often involved collaborations with the state through favorable laws policing and information sharing The history of surveillance capitalism is thus the history of technological legal and knowledge infrastructures built over decades Together the chapters in this volume reveal the long arc of surveillance capitalism from the violent coercion of slave labor to the seductions of target marketing **A Handbook of Economic Anthropology** Carrier, James G., 2022-05-13 This timely Research Agenda examines the ways in which public private partnerships PPPs in infrastructure continue to excite policy makers governments research scholars and critics around the world It analyzes the PPP research journey to date and articulates the lessons learned as a result of the increasing interest in improving infrastructure governance Expert international contributors explore how PPP ideas have

spread transferred and transformed and propose a range of future research directions **Worlds of Labour Turned Upside Down**, 2020-09-29 This volume offers a bold restatement of the importance of social history for understanding modern revolutions The essays collected in Worlds of Labour Turned Upside Down provide global case studies examining changes in labour relations as a causal factor in revolutions challenges to existing labour relations as a motivating factor during revolutions the long term impact of revolutions on the evolution of labour relations The volume examines a wide range of revolutions in the nineteenth and twentieth centuries covering examples from South America Africa Asia and Western and Eastern Europe The volume goes beyond merely examining the place of industrial workers paying attention to the position of slaves women working on the front line of civil war colonial forced labourers and white collar workers Contributors are Knud Andresen Zsombor B dy Pepijn Brandon Dimitrii Churakov Gabriel Di Meglio Kimmo Elo Adrian Grama Renate H rtgen Peyman Jafari Marcel van der Linden Tiina Lintunen Jo o Carlos Lou Stefan M ller Raquel Varela and Felix Wemheuer

Criminal Capital Andrew Sanchez, 2016-04-14 Criminal Capital is an ethnographic analysis of the relationship between neoliberalism criminality and the reshaping of class in modern industrial India It examines the links between capitalism corruption trade unionism violence and labour politics in contemporary Indian society and public policy Production Politics and Migrant Labour Regimes Charanpal Singh Bal, 2016-09-23 This book emphasizes the importance of production politics or struggles in the workplace between workers and their employers for understanding migrant labour regimes in Asia and the Gulf Drawing from a study of Bangladeshi construction workers in Singapore as well as on comparative material in the region Bal shows that migrant labour politics are significantly influenced by the specific form of production politics as well as their variable outcomes In contrast to contentious politics approaches this book sheds light on the extent to which migrant labour regimes can be contested by workers and civil society groups and explains the recent rise in migrant labour unrest in the region **The Formation of Peripheral Capital** Ceren Deniz, 2023-04-01 This book engages critically with mainstream accounts of Anatolian Tigers in contemporary Turkey Based on her fieldwork in orum Deniz explores the dynamics of medium size businesses with a dual optic of political economy and moral economy She demonstrates that the formation of the entrepreneurial stratum is a multifaceted process and zooms into a range of workplaces to show the entanglements of market and non market dynamics in everyday life This innovative work sheds original light on the role of kinship religion and social values in shaping the everyday politics of labour Ceren Deniz taught Economic Anthropology at Martin Luther University Halle Wittenberg in 2020 2021 The SAGE Handbook of the Sociology of Work and Employment Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core

themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies

Key Concepts in Organization Theory Ann L Cunliffe, John T Luhman, 2012-08-16 From agency theory to power and politics this indispensable guide to the key concepts of organization theory is your compass as you navigate through the often complex and abstract theories about the design and functioning of organizations Designed to complement and elucidate your textbook or reading list as well as introduce you to concepts that some courses neglect this historical and interdisciplinary account of the field Helps you understand the basics of organization theory Allows you to check your understanding of specific concepts Fills in any gaps left by your course reading and Is a powerful revision tool Each entry is consistently structured providing a definition of the concept and why it is important to theory and practice followed by a summary of current debates and a list of further reading This companion will provide you with the nuts and bolts of an understanding that will serve you not just in your organization studies course but throughout your degree and beyond Key concepts include agency theory business strategy corporate governance decision making environmental uncertainty globalization industrial democracy organizational change stakeholder theory storytelling and narrative research technology and organization structure

Managerial Control of American Workers Mel van Elteren, 2017-03-04 Today surveillance and regulation of employees are pervasive at all levels except the highest in a wide variety of American workplaces Digital information systems have become important tools of managerial control The constraints built into these systems by so called business process reengineering are a continuation of scientific management principles developed during the late 19th century Additional means of control have included employment based welfare capitalism and human relations and corporate culture approaches This book provides fresh insight into various practices of managerial control from the 1880s to the present and their effects on work organization and quality and worker skill requirements The author highlights current developments including those focused on highly skilled knowledge workers accounting for enhanced automation offshoring and related changes in the production and distribution of goods and services

Strawberry Fields Miriam J. Wells, 1996 This book is about social conflict and economic restructuring and the play of political forces in the relationship between the two The purpose of the book is to engage and develop social theory through the causal analysis of a particular case but to increase understanding of a fascinating and little known world

Sociology of Work Vicki Smith, 2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond

physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

More with Less Bob Russell,1999-01-01 The massive changes under way in capitalist commodity production include the transition from a traditional or Fordist approach to a post Fordist one involving practices such as employee involvement continuous improvement and gainsharing In this research monograph Bob Russell explores the changing character of industrial relations and labour processes in two staple industries potash and uranium mining Using an innovative case analytic approach Russell compares the managerial strategies used by five transnational firms As indicated by his title More with Less he sees the shift toward post Fordism as having more to do with the intensification of labour accomplished in part through the creation of multitasked positions than with worker empowerment and the transcendence of class conflict Russell combines extensive empirical analysis with a review of contemporary writing on work relations and labour processes to provide this intensive political economic perspective on the capital labour relation His meticulous research will interest scholars and professionals in Canada the United States Britain Europe and Australia

Broken Glass, Broken Class Dimitra Kofti,2023-08-11 Based on a long term study of the everyday postsocialist politics of labour in the wider context of intense socio economic transformation in Bulgaria this book tells the story of the flexibilization of production the precaritization of work shifting managerial practices and ways in which people with different employment statuses live and work together The ethnography starts with the rapidly moving conveyor belt of a glass factory where a variety of global and local forces and workers divisions meet and analyses how inequalities are reproduced both at the production site and back home

Labour in Vietnam Anita Chan,2011-08-12 Two decades after Vietnam introduced a programme of economic renovation commonly known as Doi Moi the country today allows market competition in industry and a new working class has been created This is the first book to focus on the role and conditions of workers in the new economic regime The authors of the book trace Vietnam s labour history explore the impact of the socialist legacy and examine the reasons for the large number of recent strikes The book provides insights into the workforce of one of Asia s most rapidly developing industrial economies

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