

GURUS, HIRED GUNS, AND WARM BODIES

Itinerant
Experts in a
Knowledge
Economy



Stephen R. Barley and Gideon Kunda

Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy

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Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy:

Gurus, Hired Guns, and Warm Bodies Stephen R. Barley, Gideon Kunda, 2004 Gurus Hired Guns and Warm Bodies tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work the managers who employ them the permanent employees who work beside them and the staffing agencies who broker deals Based on a year of field work in three staffing agencies life histories with over seventy contractors and studies of workers in some of America s best known firms the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works Engagingly written it goes beyond rhetoric to examine why contractors leave permanent employment why managers hire them and how staffing agencies operate Gurus, Hired Guns, and Warm Bodies Gideon Kunda, 2006 Annotation Over the last several decades employers have increasingly replaced permanent employees with temporary workers and independent contractors to cut labor costs and enhance flexibility Although commentators have focused largely on low wage temporary work the use of skilled contractors has also grown exponentially especially in high technology areas Yet almost nothing is known about contracting or about the people who do it This book seeks to break the silence Gurus Hired Guns and Warm Bodies tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work the managers who employ them the permanent employees who work beside them and the staffing agencies who broker deals Based on a year of field work in three staffing agencies life histories with over seventy contractors and studies of workers in some of America s best known firms the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works Engagingly written it goes beyond rhetoric to examine why contractors leave permanent employment why managers hire them and how staffing agencies operate Barley and Kunda paint a richly layered portrait of contract professionals Readers learn how contractors find jobs how agents negotiate and what it is like to shoulder the risks of managing one s own employability The authors illustrate how the reality of flexibility often differs substantially from its promise Viewing the knowledge economy in terms of organizations and markets is not enough Barley and Kunda conclude Rather occupational communities and networks of skilled experts are what grease the skids of the high tech matrix economy where firms become way stations in the flow of expertise **Gurus, Hired Guns, and Warm Bodies** Reece A. Fitzgerald, 2015-08-17 This updated and expanded second edition of the Gurus Hired Guns and Warm Bodies Itinerant Experts in a Knowledge Economy provides a user friendly introduction to the subject Taking a clear structural framework it guides the reader through the subject s core elements A flowing writing style combines with the use of illustrations and diagrams throughout the text to ensure the reader understands even the most complex of concepts This succinct and enlightening overview is a required reading for all those interested in the subject We hope you find this book useful in shaping your future career Business Feel free to send us your inquiries related to our publications to info@pwpublishers.pw **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

America at Work J. O'Toole, E. Lawler, 2008-10-16 A companion to The New American Workplace which is co published with the Society for Human Resource Management and the Centre for Effective Organizations this volume contains original articles and groundbreaking research on workplace issues in America today from leading scholars in the fields of business management and human resources

Working Lives and in-House Outsourcing Jacqueline Zalewski, 2018-09-05 This book offers a sociological account of the process by which companies instituted and continue to institute outsourcing in their organization Drawing on qualitative data it examines the ways in which internal outsourcing in the information technologies and human resources professions negatively affects workers their work conditions and working relationships With attention to the deleterious influence of outsourcing on relationships and the strong tendency of market organisations to produce social conflict in interactions itself a considerable transaction cost the author challenges both the ideology that markets rather than hierarchies produce more efficient and less costly economic outcomes for companies and the idea that outsourcing generates benefits for professional workers in the form of greater opportunity A demonstration of the social conflict created between employees working for two separate proprietary companies Working Lives and in House Outsourcing will be of interest to scholars with interests in the sociology of work and organizations and the sociology of professions as well as those working in the fields of business management and human resources

Politics for Hire Stefan Svallfors, 2020-12-25 This ground breaking book investigates the work of policy professionals They consist of political actors who although not elected to office are nonetheless employed to affect policy and politics on a partisan basis Through an analysis of the influence and power they wield this book sheds light on how the growth of this group represents a major transformation of the organization of politics and policy making in advanced democracies

The Interloper Michel Anteby, 2024-04-09 A stranger enters your world and starts asking questions you would prefer not to answer What do you do Mostly when an interloper appears communities find ways to resist they obstruct investigations and hide evidence shelve complaints and silence dissent even

forget their own past and deny having done so Such resistance that is the social mechanisms deployed by social groups to maintain the status quo is the bane of field researchers everywhere for it often seems to slam the door in their face How can one learn about a community when they resist so very strongly The answer is that sometimes the resistance is itself the key By closing ranks and creating obstacles community members often disclose more than they meant This book shows how such resistance manifests itself how researchers can respond to it and most importantly what it all reveals To do so The Interloper draws insights from diverse stories of resistance and research inquiries everything from Nazi rocket scientists to Disney union busters Harvard professors to those securing cadavers for medical school dissection to draw attention to field resistance and help analyze it Offering a window into such research for readers of many disciplines this book ultimately is intended both as a practical and theoretical guide for field researchers All these stories and more reveal a common truth When any field researcher tries to gain access to a field they are sure to meet resistance to their investigations The Interloper brings together all these instances of resistance that he encountered or witnessed alongside accounts from other published work The book organizes them around ideal forms of resistance and details their unique implications Ultimately The Interloper argues that such resistance contains way more analytical possibilities than most interlopers including field researchers envision

The Ambivalence of Power in the Twenty-First Century Economy Vadim Radaev,Zoya Kotelnikova,2022-07-07 The Ambivalence of Power in the Twenty First Century Economy contributes to the understanding of the ambivalent nature of power oscillating between conflict and cooperation public and private global and local formal and informal and does so from an empirical perspective It offers a collection of country based cases as well as critically assesses the existing conceptions of power from a cross disciplinary perspective The diverse analyses of power at the macro meso or micro levels allow the volume to highlight the complexity of political economy in the twenty first century Each chapter addresses key elements of that political economy from the ambivalence of the cases of former communist countries that do not conform with the grand narratives about democracy and markets to the dual utility of new technologies such as face recognition thus providing mounting evidence for the centrality of an understanding of ambivalence in the analysis of power especially in the modern state power driven capitalism Anchored in economic sociology and political economy this volume aims to make visible the dimensions of power embedded in economic practices The chapters are predominantly based on post communist practices but this divergent experience is relevant to comparative studies of how power and economy are interrelated

Intercultural Knowledge Sharing in MNCs Fabrizio Maimone,2017-11-11 This book provides a systematic view of current and future research perspectives on intercultural knowledge sharing and offers a model for the growth of organizational knowledge in the digital age The author puts forward multidisciplinary and multi paradigmatic approaches to offer an updated view on the best practices towards international management With insights on the opportunities and limitations of the use of digital and social media to facilitate intercultural knowledge sharing in business the book explores

the evolution of research on the topic taking into account the consequence of glocalization as well as technological innovation and the evolution of organizational strategies and structures Intercultural Knowledge Sharing in MNCs will be of use to scholars of management and organizational studies as well as managers of international businesses interested in knowledge sharing as it delivers an invaluable model which aims to conciliate diversity and inclusion global and local knowledge technological innovation and humanism

Global Social Economy: Development,, Work and Policy John B. Davis,2009-09-10 This volume expands on the standard economic framework of global economy by looking at the way in which economic life is framed by society and social relationships and investigates how social values influence and help determine economic values

Searching for the Human in Human Resource Management Sharon Bolton,Maeve Houlihan,2007-04-30 Searching for the Human in Human Resource Management is a highly original collection penned by leading critical thinkers in the field of organization studies and HRM each concerned to resituate people at the heart of HRM and organizational analysis It offers contributions in three key areas theory practice and workplace contexts

The Oxford Handbook of International Political Economy ,2025-01-17 The field of International Political Economy IPE has rapidly developed into a central pillar in the study of International Relations and its interdisciplinary roots make it a rich and productive area of scholarly interest This Oxford Handbook analyses and evaluates the state of the art in IPE research Bringing together leading experts from a wide geographical and theoretical spectrum the Handbook provides accessible and comprehensive surveys on topics central to the study of International Political Economy As IPE scholarship evolves to explore global events such as financial crises and trade wars examining how politics is both a cause and a consequence of economics it highlights the practical and problem driven nature of the field The Handbook considers the purported European North American divide and the impact of the surrounding debate on the approach taken to the field The chapters review the scholarly literature outline future research opportunities and consider the ways in which world events have contributed to new research in the field The Handbook covers both the theoretical and methodological foundations of the field as well as substantive topics within it including regulation foreign aid migration NGOs capital political military relations and many others The Oxford Handbooks of International Relations is a twelve volume set of reference books offering authoritative and innovative engagements with the principal sub fields of International Relations The series as a whole is under the General Editorship of Christian Reus Smit of the University of Melbourne and Duncan Snidal of the University of Oxford with each volume edited by specialists in the field The series both surveys the broad terrain of International Relations scholarship and reshapes it pushing each sub field in challenging new directions Following the example of Reus Smit and Snidal s original Oxford Handbook of International Relations each volume is organized around a strong central thematic by scholars drawn from different perspectives reading its sub field in an entirely new way and pushing scholarship in challenging new directions

Organizational Wrongdoing as the “Foundational” Grand Challenge Claudia Gabbioneta,Marco Clemente,Royston

Greenwood,2023-07-24 Organizational Wrongdoing as the Foundational Grand Challenge Definitions and Antecedents consolidates and extends knowledge on the subject of organizational wrongdoing and highlights potential directions for future research

Work and Life in the Global Economy D. Howcroft,H. Richardson,2009-11-30 This book aims to explore the social and cultural issues within the economic changes that have given rise to service work Written by specialists in their respective fields this book draws together authors from interdisciplinary areas that are carrying out significant research into gender and service work within an international context

Working on Innovation Christophe Midler,Guy Minguet,Monique Vervaeke,2009-09-10 Since the mid 1980s the development of competitive strategies based on intensive innovation has deeply transformed the design of new products and services The purpose of this book is to put forward a number of keys for understanding the ongoing dynamics for working professionals in the field of innovation

Enterprise Mobility Rahul C. Basole,2008 Previously published in the journal Information knowledge systems management 7 1 2 2008 ISSN 1389 1995

Gender, Age and Inequality in the Professions Marta Choroszewicz,Tracey L. Adams,2019-03-13 The literature on gender and professions shows that professional careers continue to be impacted by gender albeit with important differences among professions and countries Much less researched is the issue of the significance of gender and age cohort or generation to professional work Gender Age and Inequality in the Professions explores men s and women s experiences of professional work and careers through an intersectional lens by focusing on the intersection of gender and age The chapters explore different professions including Medicine Nursing Law Academia Information Technology and Engineering in different Western countries in the present and over time Through original research and critical re analysis of existing research each of the chapters explores the significance of gender and age cohort or generation to professional work with particular attention to professionals just entering professional careers those building professional careers and comparisons of men and women in professions across generational cohorts The book contributes to literature on inequalities in the professions by demonstrating the ways in which gender and age converge to confer privilege and produce disadvantage and the ways in which gender inequality is reproduced and disrupted through the activities of professionals on the job The book constitutes a departure point for future research in terms of theoretical perspectives and empirical findings on how gendered and age related processes are produced and reproduced in particular organisational professional and socio cultural contexts To enhance generational understanding relationships and collaboration in educational institutions organisations and professions the book ends with a section on policy recommendations for educators professionals professional organisations as well as policy and decision makers This book will also appeal to students and researchers in the fields of Sociology Gender Studies Organisational and Management Studies Law Medicine Engineering and Information Technology as well as related disciplines

White-Collar Blues Mustafa Yavaş,2025-06-24 Consider the lucky few They studied hard and aced high stakes tests survived demanding schooling and extracurriculars graduated from top colleges and immediately landed high pay high

status corporate positions in tall buildings What happens after this middle class dream of fast track careers comes true White Collar Blues follows the Turkish members of the global elite workforce as they are selected into survive within and opt out of coveted employment at transnational corporations State employed doctors lawyers and engineers were long seen as role models until Turkey followed the global tide of neoliberalism and began to embrace freer circulation of capital As world renowned corporations transformed Istanbul into a global city Turkey s best and brightest have increasingly sought employment at brand name firms Despite achieving upward mobility within and beyond Turkey however many Turkish professionals end up feeling disappointed burned out and trapped in their corporate careers Drawing from more than one hundred interviews in Istanbul and New York City Mustafa Yava develops a theory of middle class alienation explaining how so called good jobs fail elite workers Yava shows how educational investments in an increasingly competitive landscape lead to high hopes which then clash with poor work life balance low intrinsic satisfaction and a felt lack of meaning from labor in corporate workplaces Highlighting the trade off between freedom and financial security White Collar Blues reveals the hidden costs of conflating the quest for socioeconomic status with the pursuit of happiness

The Oxford Handbook of Work and Organization Stephen Ackroyd, 2006 Aims to bring together present and discuss what is known about work and organizations and their connection to broader economic change in Europe and America This volume contains a range of theoretically informed essays which give comprehensive coverage of changes in work occupations and organizations

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Table of Contents Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy

1. Understanding the eBook Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - The Rise of Digital Reading Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Advantages of eBooks Over Traditional Books
2. Identifying Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy

- User-Friendly Interface
- 4. Exploring eBook Recommendations from Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Personalized Recommendations
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy User Reviews and Ratings
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy and Bestseller Lists
- 5. Accessing Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy Free and Paid eBooks
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy Public Domain eBooks
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy eBook Subscription Services
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy Budget-Friendly Options
- 6. Navigating Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy eBook Formats
 - ePub, PDF, MOBI, and More
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy Compatibility with Devices
 - Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Highlighting and Note-Taking Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Interactive Elements Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
- 8. Staying Engaged with Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
- 9. Balancing eBooks and Physical Books Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain

- Minimizing Distractions
- Managing Screen Time
- 11. Cultivating a Reading Routine Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Setting Reading Goals Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Fact-Checking eBook Content of Gurus Hired Guns And Warm Bodies Itinerant Experts In A Knowledge Economy
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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