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Francoise Carre,Chris Tilly



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The Cambridge Handbook of Technology and Employee Behavior Richard N. Landers, 2019-02-14 Experts from across all industrial organizational IO psychology describe how increasingly rapid technological change has affected the field In each chapter authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete This Handbook presents a forward looking review of IO psychology s understanding of both workplace technology and how technology is used in IO research methods Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow it tackles three main questions facing the field First how has technology affected IO psychological theory and practice to date Second given the current trends in both research and practice could IO psychological theories be rendered obsolete Third what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-01-02 Winner of the 2020 Most Promising New Textbook Award from the Textbook Academic Authors Association TAA Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics introduces students to the fundamentals of talent management with integrated coverage of data analytics Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Engaging examples illustrate key HRM concepts and theories which brings many traditional HRM topics to life Whether your students are future managers or future HR professionals they will learn best practices for managing talent in the changing workplace A Complete Teaching Learning Package SAGE Premium Video Included in the Interactive eBook SAGE Premium Video tools and resources boost comprehension and bolster analysis Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage as well as SHRM and TedTalk videos Interactive eBook Includes access to SAGE Premium Video multimedia tools and much more Save when you bundle the interactive eBook with the print version Order using bundle ISBN 978 1 5443 6572 5 SAGE coursepacks FREE Easily import our quality instructor and student resource content into your school s learning management system LMS and save time SAGE edge FREE online resources for students that make learning easier

Where Bad Jobs Are Better Francoise Carre, Chris Tilly, 2017-11-16 Retail is now the largest employer in the United States For the most part retail jobs are bad jobs characterized by low wages unpredictable work schedules and few opportunities for advancement However labor experts Fran oise Carr and Chris Tilly show that these conditions are not inevitable In *Where Bad Jobs Are Better* they investigate retail work across different industries and seven countries to demonstrate that better retail jobs are not just possible but already exist By carefully

analyzing the factors that lead to more desirable retail jobs Where Bad Jobs Are Better charts a path to improving job quality for all low wage jobs In surveying retail work across the United States Carr and Tilly find that the majority of retail workers receive low pay and nearly half work part time which contributes to high turnover and low productivity Jobs staffed predominantly by women such as grocery store cashiers pay even less than retail jobs in male dominated fields such as consumer electronics Yet when comparing these jobs to similar positions in Western Europe Carr and Tilly find surprising differences In France though supermarket cashiers perform essentially the same work as cashiers in the United States they receive higher pay are mostly full time and experience lower turnover and higher productivity And unlike the United States where many retail employees are subject to unpredictable schedules in Germany retailers are required by law to provide their employees notice of work schedules six months in advance The authors show that disparities in job quality are largely the result of differing social norms and national institutions For instance weak labor regulations and the decline of unions in the United States have enabled retailers to cut labor costs aggressively in ways that depress wages and discourage full time work On the other hand higher minimum wages greater government regulation of work schedules and stronger collective bargaining through unions and works councils have improved the quality of retail jobs in Europe As retail and service work continue to expand American employers and policymakers will have to decide the extent to which these jobs will be good or bad Where Bad Jobs Are Better shows how stronger rules and regulations can improve the lives of retail workers and boost the quality of low wage jobs across the board

The Palgrave Handbook of Workers' Participation at Plant Level

Stefan Berger,Ludger Pries,Manfred Wannöffle,2019-01-21 Comprising the study documentation and comparison of plant level workers participation around the world this volume meets the challenge of offering a global perspective on workers participation representation and models of social partnership Value chains economic life inter cultural exchange and knowledge as well as the mobility of persons and ideas increasingly cross the borders of nation states In the knowledge age the active participation of workers in organizations is crucially important for sustainable and long term growth and innovation This handbook offers lessons from historical global accounts of workers participation at plant level even as it looks forward to predict forthcoming trends in participation

Corporate Social Responsibility, Sustainability and Public Relations Donnalyn Pompper,2015-11-19 While public relations offers numerous assets for organization stakeholder relationship building and for ethical corporate social responsibility and sustainability communication it also faces challenges linked to negative perceptions of the profession which can lead to accusations of greenwashing This innovative book critically explores the growing complex and sometimes contradictory connections among public relations corporate social responsibility and sustainability This book advocates a postmodern insider activist role for public relations which can transform organizations into moral places committed to people planet and profit By amplifying voices of nearly 100 for profit and nonprofit professionals and using hermeneutic phenomenological theme analyses of CSR Sustainability reports and

websites this book invokes public relations postmodern and critical theories to empower public relations professionals to transform organizations into ethical authentic and transparent actors in the public sphere It is essential reading for scholars educators and enquiring professionals working in public relations corporate communication sustainability and corporate social responsibility

Handbook of the Politics of Labour, Work and Employment Gregor Gall,2019 Providing a thorough overview of the political nature and dynamics of the world of work labour and employment this timely Handbook draws together an interdisciplinary range of top contributors to explore the interdependent relationship between politics and labour work and employment The Handbook explores the purpose roles rights and powers of employers and management workers and unions states and governments in the age of globalised neo liberalism

Handbook of Research on Employee Voice Adrian Wilkinson,Jimmy Donaghey,Tony Dundon,Richard B. Freeman,2020-06-26 This thoroughly revised second edition presents up to date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives Exploring the previously under represented paradigm of the organizational behaviour approach new chapters take account of a broader conceptualization of employee voice Written by expert contributors this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining individual processes mutual gains task based voice and grievance procedures

Handbook on the Economics of Retailing and Distribution Emek Basker,2016-01-29 This Handbook explores and critically examines current research in economics and marketing science on key issues in retailing and distribution Providing a rich perspective for the discussion of public policy contributions from several disciplines and continents range from the history of chains and the impact of multinational retailers on international trade patterns to US merger policy in the retail context the rise of the Internet and consumer to consumer sales The chapters address methodological issues such as the structural estimation of entry games between retailers productivity measurement when both inputs and output are not fully observable and demand estimation with variable assortment Policy issues explored include mergers zoning and the regulation of buyer power while other chapters address some of the recent exciting developments in technology retail formats and data availability The book goes on to study the changes in online retailing and big data and to examine competition in specific retail sectors including gasoline stations automobile dealerships supermarkets and big box retail This state of the art Handbook is an essential reference for students and academics of economics and marketing science and offers an outsider s perspective to specialists in operations research data analytics geography and sociology

On the Job Heather Akou,2024-02-22 Through a variety of archival documents artefacts illustrations and references to primary and secondary literature On the Job explores the changing styles business practices and lived experiences of the people who make sell and wear service industry uniforms in the United States It highlights how the uniform business is distinct from the fashion business including how manufacturing developed outside of the typical

fashion hubs such as New York City and gives attention to the ways that various types of employers small business corporate government and others differ in their ambitions and regulations surrounding uniforms On the Job sheds new light on an understudied yet important field of dress and clothing within everyday life and is an essential addition to any fashion historian s library appealing to all those interested in material culture the service industry heritage and history

Handbook of Research on Contemporary Consumerism Kaufmann, Hans Ruediger,Panni, Mohammad Fateh Ali Khan,2019-09-20 Societal marketing has gained widespread recognition in the marketing discipline both in academia and the professional industry The Handbook of Research on Contemporary Consumerism is an essential reference source that provides an in depth understanding on the various aspects and issues of consumerism and reveals the critical success factors and conceptual and theoretical frameworks of these concepts from recent contexts and perspectives Additionally it examines the impact of identity on marketing and branding from the consumerist perspective discusses consumerism as a source of innovation and product development and provides insights on consumerism and profitability Featuring research on topics such as circular economy digital marketing and social media this book is ideally designed for practitioners managers marketers academic researchers and students

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