

The Tyranny Of Work Alienation And The Labour Process

Work Alienation The Tyranny of Work Work Alienation and the Dynamics of Intrinsic Fulfillment Worker Alienation Policy Alienation and the Power of Professionals Work Appropriation and Social Inequality The Effects of Work Alienation on Organizational Commitment, Work Effort and Work-to-Family Enrichment Alienation, Community, and Work Encyclopedia of Case Study Research Disparities in Mental Health Alienation and Ideology Alienation and Charisma Alienation and Freedom Alienation and Freedom Alienation: Concept, Term, and Meanings journal of vocational behavior Alienation, Meaning, and Identity in the Work and Nonwork Lives of Ten Women Community Developers The Development of Rating Scales to Measure Behaviors Associated with Work Alienation and Their Perceived Causes Alcohol and Work A Structural Model of Teacher Alienation Rabindra Kanungo James W. Rinehart Jeffrey Steven Kane Loren Meltzer Lars Tummers Antonia Kupfer Lars Tummers Andrew Oldenquist Albert J. Mills Farnam Mohebi Stefanos Tsekos Benjamin David Zablocki Bob Blauner Robert Blauner Frank A. Johnson Lily Bloom Domingo Michael Anthony Hopp Ken Pidd Carol M. Kulpa

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the major objectives of the book are fourfold first the book attempts to provide a critical assessment of the state of the art and theory concerning work alienation second objective is to provide a new approach to the study of alienation third objective is to provide ways of measuring the phenomena of alienation and involvement final objective is to provide information on the criterion related validity of the new formulation for the study of the phenomena of alienation and involvement

“tummers” book resurfaces alienation as an established and useful concept but also as a forgotten and ignored reality shifts in policies affect the meaning of these policies and reforms affect power balances the analyses in this book are crucial to help understand why policies fail and why there is resistance to change tummers coins “policy alienation” as an increasingly indispensable concept reforms would have been different if tummers’ analysis on powerlessness and meaninglessness was more taken into account” — geert bouckaert katholieke universiteit leuven belgium and former president of the european group for public administration — lars tummers has written a must read book while systemic changes ushered in by market oriented reforms have received attention little is known about the plight of the individual in modern bureaucracies tummers presents a masterful and authoritative account of policy alienation that public service professionals experience the breadth and depth of tummers’s scholarship is impressive this book has something of value for everyone from the casual reader to public management scholar” — sanjay k pandey the state university of new jersey us “why do public sector professionals resist change tummers offers a compelling account of the alienation of professionals following new public management reforms this timely and methodologically innovative book shows public managers how to implement organisational change and provides scholars with a set of new measurement scales policy alienation and the power of professionals is a must read for anyone who wants to understand how professional organisations operate and why professionals resist some changes while embracing others” — steven van de walle erasmus university rotterdam the netherlands professionals often have problems with governmental policies they have to implement this ranges from israeli teachers striking against school reforms via british civil servants quitting their jobs as they have problems with new public management reforms focused on cost cutting to us healthcare professionals feeling overwhelmed by a constant flow of policy changes resulting in tensions conflicts and burn outs this eloquent book by lars tummers develops a framework to understand these important issues with policy implementation using the innovative concept of “policy alienation” policies in healthcare social security and education are analyzed the conclusions challenge the common assertions regarding the reasons why professionals resist policies for instance the impact of professional influence often viewed as an end in itself is nuanced lars tummers reveals that it is far more important for professionals that a policy is meaningful for society and for their clients than they have an influence in its shaping policy alienation and the power of professionals is essential for public administration scholars policymakers change managers and professionals to improve its academic and practical significance a “policy alienation” questionnaire is developed to measure the degree of policy alienation felt by implementers this instrument can be used to first understand and then improve policy performance in various settings

this volume is a collection of subject oriented studies on paid work each chapter refers to the social structures that form conditions for peoples working contexts and interprets workers and employees narrations on work work appropriation a process of formation of subjectivity in which workers and employees relate to the social status of their occupations and the use value of their work in actively dealing with the work’s content and conditions serves as a comprehensive concept for each varying subject oriented approach in the volume work appropriation and social inequality focuses on social inequality understood as the distribution of life chances that privilege some and discriminate others and reveals the unequal conditions for and outcomes of work appropriation by analyzing work appropriation it uses a broader concept than that of meaning of work or meaningful work as it includes the practice and processes of working the volume’s subject oriented approach to work differs from the stream subjectivation in going beyond individuals

desires for self realization in work and to companies requirements of accessing emotional and personal dimensions of their workforce the volume contains three parts the first lays out basic approaches to work appropriation and social inequality the second analyses current threats to work appropriation in the uk and germany and the third consists of a philosophical outlook on work in the anthropocene the book s impact lies in pushing forward the debate on how work appropriations are linked to unequal social structures it will therefore appeal to social scientists interested in social inequality sociology of work and organization as well as students and teachers at the undergraduate and graduate level in the areas of social sciences

aim the aim of this study was to analyze the effects of work alienation on organizational commitment work effort and work to family enrichment background there is substantial research on the effects of work alienation on passive job performance such as organizational commitment however studies analyzing work alienation on active performance such as work effort and outside work such as work to family enrichment are scarce method two dimensions of work alienation are considered powerlessness and meaninglessness hypotheses are tested using surveys collected among a national sample of midwives in the netherlands respondents 790 response rate 61 results findings indicate that work alienation powerlessness and meaninglessness influence organizational commitment work effort and to a lesser extent work to family enrichment high work meaninglessness in particular has negative effects on these outcomes conclusion when people feel that they have no influence in their work hence when they feel powerless and especially when the feel that their work is not worthwhile when they feel meaningless this has substantial negative effects implications for nursing management managers should increase the meaningfulness people attach to their work thereby maintaining a high quality workforce possible strategies include 1 improving person job fit 2 developing high quality relationships 3 better communicating the results people help deliver

in recent years there has been a resurgence of interest in alienation by writers throughout the world at least in the economically advanced nations one reason for the rediscovery of alienation is the need for a term to denote the relatively new phenomenon of dissatisfaction in the midst of material prosperity and political freedom the contributors to this volume collectively seek a concept of alienation that will be a useful tool in social diagnosis a key to identifying causes of undesirable social conditions the result is a collection of essays in policy oriented social theory keyed to problems of modern life at the end of the twentieth century and written from richly diverse cultural political and philosophical backgrounds the linchpin of the volume is the essay by melvin seeman which discusses and connects two distinct approaches to alienation theory one that emphasizes subjective feelings and one that emphasizes social structures as definitive of alienation the other essays range from theoretical critiques of marxist and durkheimian explanations to the role of alienation in political systems in east and west to empirical studies in swedish factories and among israeli kibbutzim in all the essays the idea of alienation as a loss of the sense of belonging to community plays a role some of the essays are critical of a communitarian approach some deal with it obliquely and others overtly espouse it all are policy oriented suggesting explicitly or indirectly work and community dealiation strategies for modern industrial societies this book is useful as a supplementary text in social and political philosophy courses and sociology and social psychology courses dealing with urban problems

this is the authoritative reference work in the field an interdisciplinary set it investigates the extensive history design and methods of case study research

health inequity not only has tremendous economic burden but also impairs the foundations of social justice in any society the current state of scientific knowledge supports the existence of significant inequities and disparities between different social groups a significant part of our understanding of the health inequities lies in the realm of physical diseases though mental health s nature makes it more vulnerable to disparities mental health issues are sensitive matters that require additional trust cultural appropriateness acceptance and support from healthcare providers and healthcare systems as a result not only mental health patients are at risk of disparities that exist in physical diseases but they also face other challenges such as social stigma language barriers and fear of treatment that could result in disparities considering all these we need to understand where the inequities are in the realm of mental health and who is being affected the most we also need to know the existing policies and their effectiveness and efficiency and with all these then we could plan how to decrease mental health disparities and provide welfare to all

1 introduction 2 alcohol and workplace culture 3 prevalence and patterns of alcohol use in the workplace 4 alcohol and workplace safety 5 assessment of other data sources 6 workplace interventions 7 implications references

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