

## Demanding Work The Paradox Of Job Quality In The Affluent Economy

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Using an interdisciplinary approach, *Demanding Work* shows how aspects of job quality are related, and how changes in the quality of work life stem from technological change and transformations in the politico-economic environment. The book concludes by discussing what individuals, firms, unions, and governments can do to counter declining job ...

### **Demanding Work: The Paradox of Job Quality in the Affluent ...**

*Demanding Work The Paradox of Job Quality in the Affluent Economy* Chapter One ASSESSING JOB QUALITY IN THE AFFLUENT ECONOMY . The Paradox of Job Quality at the Millennium. Work is no mere passing show for a contemplative community of social scientists. Almost everyone gets to do it. Work itself is a major and defining part of most people's lives.

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Get this from a library! Demanding Work : the Paradox of Job Quality in the Affluent Economy. [Francis Green] -- Since the early 1980s, a vast number of jobs have been created in the affluent economies of the industrialized world. Many workers are doing more skilled and fulfilling jobs, and getting paid more ...

## **Demanding Work : the Paradox of Job Quality in the ...**

Review of Demanding Work: The Paradox of Job Quality in the Affluent Economy, by Francis Green. Industrial & Labor Relations Review, Vol. 61, No. 2.

## **Demanding Work: The Paradox of Job Quality in the Affluent ...**

Books reviewed: Demanding Work — The Paradox of Job Quality in the Affluent Economy by Francis Green. Princeton University Press, Princeton, 2006, xiii + 225 pp., ISBN 0 6911 17128, £26.95.

## **Demanding Work — The Paradox of Job Quality in the ...**

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and other energetically demanding traits evolved. Comparisons with energy expenditure in great apes suggest that the human metabolic engine has evolved to get more work done to support our costly features. The Exercise Paradox Studies of how the human engine burns calories help to explain why physical activity does little to control

## **The Exercise Paradox - UNC EXSS**

While 37% of Asian workers and 29.9% of white workers are able to work remotely, only 19.7% of black workers, and 16.2% of Latinx workers, are able to telework, according to the Bureau of Labor ...

## **The racial justice paradox of our emerging stay-at-home ...**

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## **Demanding Work The Paradox Of Job Quality In The Affluent ...**

The Paradox of Choice – Why More Is Less is a 2004 book by American psychologist Barry Schwartz. In the book, Schwartz argues that eliminating consumer choices can greatly reduce anxiety for shoppers. Autonomy and Freedom of choice are critical to our well being, and choice is critical to freedom and autonomy.

## **The Paradox of Choice - Wikipedia**

The paradox of privilege. As we enter 2021 and contemplate what our long-term strategy looks like, it is probably a good time to summarize how salaries, reputation and privilege works. When the concept of remote work first made its way into the workplace, there was much debate on how the pay structure should be designed; should it be lower than those expected to turn up to the office given they do not need to spend on travel or should it be higher because of lower organizational ...

## **Blog: The paradox of privilege — People Matters**

Paradox, apparently self-contradictory statement, the underlying meaning of which is revealed only by careful scrutiny. The purpose of a paradox is to arrest attention and provoke fresh thought. The statement “Less is more” is an example.

## **paradox | Definition & Examples | Britannica**

This paradox blurs the line between freedom and restriction and questions the limits of both. Many regard law as a violation of freedom as its process is restriction and enforcement.

## **The Paradox of Freedom – The Forward**

The Creativity Paradox urges researchers to identify key factors that drive someone’s decision to move past grave personal risk and exercise

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deviant, rule-breaking creativity.

## **The Paradox Of Creativity, New Study**

The paradox of 'listen to the science' ... Their work is a form of service to a public good whose definition is determined not by science but by democratic deliberation, debate and persuasion. ...

Since the early 1980s, a vast number of jobs have been created in the affluent economies of the industrialized world. Many workers are doing more skilled and fulfilling jobs, and getting paid more for their trouble. Yet it is often alleged that the quality of work life has deteriorated, with a substantial and rising proportion of jobs providing low wages and little security, or requiring unusually hard and stressful effort. In this unique and authoritative formal account of changing job quality, economist Francis Green highlights contrasting trends, using quantitative indicators drawn from public opinion surveys and administrative data. In most affluent countries average pay levels have risen along with economic growth, a major exception being the United States. Skill requirements have increased, potentially meaning a more fulfilling time at work. Set against these beneficial trends, however, are increases in inequality, a strong intensification of work effort, diminished job satisfaction, and less employee influence over daily work tasks. Using an interdisciplinary approach, *Demanding Work* shows how aspects of job quality are related, and how changes in the quality of work life stem from technological change and transformations in the politico-economic environment. The book concludes by discussing what individuals, firms, unions, and governments can do to counter declining job quality.

This book examines the importance of work in human well-being, addressing several related philosophical questions about work and arguing on the whole that meaningful work is central in human flourishing. Work impacts flourishing not only in developing and exercising human capabilities but also in instilling and reflecting virtues such as honor, pride, dignity, self-discipline and self-respect. Work also attaches to a sense of purposefulness and personal identity, and meaningful work can promote both personal autonomy and a sense of personal satisfaction that issues from making oneself useful. Further still, work bears a formative influence on character and intelligence and provides a primary avenue for exercising complex skills and garnering esteem and recognition from others. The author defends a pluralistic account of meaningful work, arguing that work can be meaningful in virtue of developing capabilities, supporting virtues, providing a purpose, or integrating elements of a worker's life. In light of the impact of meaningful work on living well, the author argues that well-ordered societies provide opportunities for meaningful work, that individuals would be well advised to pursue these opportunities, and that the philosophical view of value pluralism, which casts work as having no special significance in an individual's life, is false. The book also addresses oppressive work that undermines human flourishing, examining potential solutions to mitigate the impact of bad work on those who perform it. Finally, a guiding argument of the book is that promoting meaningful work is a matter of ethics, more so than a matter of politics. Prioritizing people over profit, treating workers with respect, respecting the intelligence of working people, and creating opportunities for people to contribute developed skills are basic ethical principles for employing organizations and for communities at large.

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This multidisciplinary book develops an original framework for understanding skills, skilled work, and surrounding policies. It establishes the concept and measurement of skill, sets out a theoretical framework for skills analyses, and investigates the roles of employers, workers, and other social actors.

Skills are frequently in the news and in the public eye in every country. Stories highlight concerns about education and literacy standards, grades, learning by rote, and university students being unprepared for work, as well as debates surrounding internships and apprenticeships, and social exclusion through skills policy. The recent financial crisis has forced education and training to take a back seat, and has caused an increase in youth unemployment. Skill and skilled work are widely considered important for promoting both prosperity and social justice. But how do we define skill? *Skills and Skilled Work* brings together multiple perspectives- economics, sociology, management, psychology, and political science- to present an original framework for understanding skills, skilled work, and surrounding policies. Focussing on common themes across countries, it establishes the concept and measurement of skill, and investigates the role of employers, workers, and other social actors. It considers a variety of skill problems and how a social response from the government can be understood. Based on the findings of economics, management science, and theories of social determination, it develops a rationale for social intervention beyond market failure. This book weighs up both the prospects and the limitations of what can be achieved for societies with a better emphasis on skills and skilled work, and it promotes the study of skill in modern economies as a distinct sub-field.

The growing diversity of contemporary paid work has provoked increased interest in understanding and evaluating the quality of working lives. This Handbook provides critical reflections on recent research in the field, including examining the inextricable links between working life and well-being.

A discussion of patterns of work in primary care. It shows how to monitor, understand and plan everyday services offered by practices. There is data describing what happens on a daily basis in general practice to give a better understanding of the factors affecting consultation patterns.

The book makes a major new contribution to the sociology of employment by comparing the quality of working life in European societies with very different institutional systems--France, Germany, Great Britain, Spain, and Sweden. It focuses in particular on skills and skill development, opportunities for training, the scope for initiative in work, the difficulty of combining work and family life, and the security of employment. Drawing on a range of nationally representative surveys, it reveals striking differences in the quality of work in different European countries. It also provides for the first time rigorous comparative evidence on the experiences of different types of employee and an assessment of whether there has been a trend over time to greater polarization between a core workforce of relatively privileged employees and a peripheral workforce suffering from cumulative disadvantage. It explores the relevance of three influential theoretical perspectives, focussing respectively on the common dynamics of capitalist societies, differences in production regimes between capitalist societies, and differences in the institutional systems of employment regulation. It argues that it is the third of these--an 'employment regime' perspective--that provides the most convincing account of the factors that affect the quality of work in capitalist societies. The findings

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underline the importance of differences in national policies for people's experiences of work and point to the need for a renewal at European level of initiatives for improving the quality of work.

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.

A critical, in-depth, analytical analysis offering a distinctive perspective, this well respected, rigorous and authoritative text has been updated to include the latest international research and practice. The 4th edition includes new material on contemporary topics such as; performance management, emotional and aesthetic labour, resistance and misbehaviour at work, new developments in corporate structures and labour markets, and work life balance. There is a new chapter on knowledge and improved pedagogy, making it more student friendly, we have also developed a companion website to support both the student and lecturer. Incorporating a wealth of empirical research this unique approach puts organisations in a socio-economic context, and covers psychological material, as well as broader issues, and provides students with a thorough understanding of the nature of work and organisations.

This book analyses the current state-of-the-art research on families, working hours and well-being in Europe, addressing both paid and non-paid work from a family perspective, and introducing emerging issues related to working hours and family life. Further, it discusses the implications of these issues for the well-being of individuals and families. Examining topics such as the division of paid and non-paid work within families, flexibility patterns, the 24/7 society, intensification of work, and the implication of mobile technology for work–family relations, it illustrates how the experiences of working families differ depending on their socio-economic status

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