

The Tyranny Of Work Alienation And The Labour Process

Work AlienationThe Tyranny of WorkWork Alienation and the Dynamics of Intrinsic FulfillmentPolicy Alienation and the Power of ProfessionalsWork Appropriation and Social InequalityDisparities in Mental HealthThe Effects of Work Alienation on Organizational Commitment, Work Effort and Work-to-Family EnrichmentEncyclopedia of Case Study ResearchAlienation and IdeologyWorker AlienationAlienation and CharismaAlienation: Concept, Term, and MeaningsAlienation and FreedomThe Development of Rating Scales to Measure Behaviors Associated with Work Alienation and Their Perceived CausesAlienation, Community, and WorkWork Alienation and Involvementjournal of vocational behaviorAn Exploratory Study of the Interrelationships Between Worker Characteristics, Organizational Structure, Management Process and Worker Alienation from ClientsSeeing Nature Through GenderRegional Imbalances and Working-class Consciousness Rabindra Kanungo James W. Rinehart Jeffrey Steven Kane Lars Tummers Antonia Kupfer Farnam Mohebi Lars Tummers Albert J. Mills Stefanos Tsekos Loren Meltzer Benjamin David Zablocki Frank A. Johnson Robert Blauner Michael Anthony Hopp Andrew Oldenquist Association internationale de psychologie appliquée Katherine Louise Armstrong Virginia Scharff Erik Allardt

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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

Lars Tjebk's 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 Tjebk coins 'policy alienation' as an increasingly indispensable concept reforms would have been different if Tjebk's 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 Tjebk 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 Tjebk presents a masterful and authoritative account of policy alienation that public service professionals experience the breadth and depth of Tjebk'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

Why do public sector professionals resist change Tjebk 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 Tjebk 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 Tjebk 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 people's 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

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

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 they 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

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

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

environmental history has traditionally told the story of man and nature scholars have too frequently overlooked the ways in which their predominantly male subjects have themselves been shaped by gender seeing nature through gender here reintroduces gender as a meaningful category of analysis for environmental history showing how women s actions desires and choices have shaped the world and seeing men as gendered actors as well in thirteen essays that show how gendered ideas have shaped the ways in which people have represented experienced and consumed their world virginia scharff and her coauthors explore interactions between gender and environment in history ranging from colonial borderlands to transnational boundaries from mountaintop to marketplace they focus on historical representations of humans and nature on questions about consumption on environmental politics and on the complex reciprocal relations among human bodies and changing landscapes they also challenge the

ecofeminist position by challenging the notion that men and women are essentially different creatures with biologically different destinies each article shows how a person or group of people in history have understood nature in gendered terms and acted accordingly often with dire consequences for other people and organisms here are considerations of the ways we study sexuality among birds of william byrd s masking sexual encounters in his account of an eighteenth century expedition of how the ecology of fire in a changing built environment has reshaped firefighters own gendered identities some are playful as in a piece on the evolution of snow bunnies to shred betties others are dead serious as in a chilling portrait of how endocrine disrupters are reinventing humans animals and water systems from the cellular level out aiding and adding significantly to the enterprise of environmental history seeing nature through gender bridges gender history and environmental history in unexpected ways to show us how the natural world can remake the gendered patterns we ve engraved on ourselves and on the planet

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