

EMPLOYMENT, THE SMALL FIRM AND THE LABOUR MARKET

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Small Firm And Labour Market

D. J. Storey



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Employment, the Small Firm and the Labour Market John Atkinson, David J. Storey, 2016-07-15 This volume provides a rigorous examination of key issues relating to employment in small businesses These include an analysis of the true extent of job creation provided by small firms the relative quality of jobs in small firms the growth of self employment during the 1980s and the way in which the small firm interacts with its local labour markets These issues are examined in an international context with comparative examples from the USA the UK and Europe

Industrial Relations in Small Firms Al Rainnie, 2016-07-15 Originally published in 1989 this book analyses the economic and political position of the small firm in the 1980s and in particular the relationship between small and large firms in an advanced capitalist economy Focusing on the printing and clothing industries it examines the industrial relation practices in these two contrasting sectors and shows that apparent industrial relations harmony for example the lack of strikes should be put down to the powerlessness of the workforce rather than to contentment

Managerial Labour Markets in Small and Medium-Sized Enterprises Pooran Wynarczyk, Robert Watson, David J. Storey, Helen Short, Kevin Keasey, 2016-07-22 Focussing on the relatively few small firms which grew rapidly this book originally published in 1993 uses face to face interviews as well as published records to identify and analyse the managerial factors most closely associated with successful small firms The volume concentrates on the following key managerial issues In what respects do the managerial backgrounds and aspirations of the founders of fast growth small firms differ from those of non fast growth small firms How is the process of growth managed What incentives remuneration packages and communication systems are instituted How do these characteristics and experiences differ in fast growth small firms from both the traditional small firm and large firm sector To what extent is it possible to explain the relative economic performance of small firms in terms of differences in their ownership organizational and management structures

Regulating Work in Small Firms Ida Regalia, 2019-10-18 Exploring the diversity of small firms this contributed volume focuses on the crucial topic of work and the ways in which it is regulated and offers reflections on the future of labour more generally Traditionally managed through informal and adaptive processes small firms allow us to understand the challenges and opportunities facing larger companies within an increasingly fragmented global production system Analysing the case of Italy a country characterised by a high number and wide variety of small firms the authors draw on the results of a survey involving over 2 300 firms and face to face interviews with owner managers working in 60 small and micro firms across several different sectors Providing detailed analysis which will be useful for scholars of human resource management and small business as well as managers practitioners and policy makers the book enables a better understanding of the world of work in a globalised economy

Employers Large and Small James L. Medoff, Charles Brown, James Hamilton, 2010 Examines the role that small firms play in the American labor market The authors seek to dispel two commonly held misconceptions that small businesses generate the vast majority of jobs and that small business owners face limited political

influence Empirical data from the U S Small Business Administration the Bureau of Labor Statistics and the Census Bureau for the mid 1980s as well as privately collected data are reviewed to determine the differences between large and small firms as employers The share of new jobs created by small firms the percentage of the workforce employed by small firms and the longevity of jobs created by small firms reveal that while these firms are responsible for a disproportionate share of new jobs small firm employment share has largely remained constant This results from the fact that new firms and the new jobs they produce tend to be small small firms do not often produce new long lived jobs Compensation and working conditions are reviewed Although small firm wages tend to be lower the traditional explanations more favorable working conditions at small firms union avoidance and discouragement of shirking are shown to have minimal explanatory power Rather lowered non labor input prices for large firms enables those firms to pay higher wages Quit rates and applicants per vacancy reveal that intangibles such as job satisfaction fail to explain the compensation differential Unionization rates and union desirability among employees reveals that small firms could be prime targets for organizing drives Lastly the political influence of small businesses and the wisdom of governmental aid to small businesses and statutory exemptions or lax enforcement are critically assessed CAR Asian Migrants and European Labour Markets Ernst Spaan,Felicitas Hillmann,Ton van

Naerssen,2007-04-11 In an era of globalization and demographic transition international migration has become an important issue for European governments The past decades have seen an increasing and diversifying flow of migrants from different parts of the world including many from South Southeast and East Asia It has become apparent that in several European countries the demand for workers in certain sectors of the labour market is increasing and that Asia has become the source for these workers This collection explores the phenomenon of Asian immigration in Europe particularly focusing on the ways in which Asian immigrants gain access to local labour markets The book includes studies of several countries including Germany France and the United Kingdom shedding light on the labour market positions of different ethnic groups within Europe Asian Migrants and European Labour Markets will interest scholars in the field of labour economics population and migration studies and international business **Managerial Labour Markets in Small and Medium-Sized Enterprises**

Pooran Wyncarczyk,Robert Watson,David J. Storey,Helen Short,Kevin Keasey,2016-07-22 Focussing on the relatively few small firms which grew rapidly this book originally published in 1993 uses face to face interviews as well as published records to identify and analyse the managerial factors most closely associated with successful small firms The volume concentrates on the following key managerial issues In what respects do the managerial backgrounds and aspirations of the founders of fast growth small firms differ from those of non fast growth small firms How is the process of growth managed What incentives remuneration packages and communication systems are instituted How do these characteristics and experiences differ in fast growth small firms from both the traditional small firm and large firm sector To what extent is it possible to explain the relative economic performance of small firms in terms of differences in their ownership organizational and management

structures **Labour Markets in Low-income Countries** David Lam,Ahmed Elsayed,2021-12-09 Labour Markets in Low Income Countries provides lessons about what kinds of labour market programmes and policies can improve prospects for growth and development in low income countries **Managing Labour in Small Firms** Susan Marlow,Dean Patton,Monder Ram,2004-08-02 The majority of employees currently working in the private sector are now employed in small firms yet little is known about their working conditions This collection of essays addresses this gap Based on theoretical analysis supported by contemporary empirical evidence the book explores key areas of the employment relationship adding a new perspective to our understanding of contemporary work Barriers to Growth in Small Firms John Barber,Stan Metcalfe,Mike Porteous,2016-07-15 This book originally published in 1989 studies both the growth and the barriers to growth of small firms It examines market and industrial structures also the role of investment institutions and their handling of small business accounts There are chapters on management attitudes and ability considered as a potential barrier to development and other problems such as lack of finance and of a suitably qualified workforce The book stresses the importance of communicating the latest advances in technology to small firms and urges the need to re think government tax and procurement policies Small Business D. J. Storey,2000 **Management Under Differing Labour Market and Employment Systems** Günter Dlugos,Wolfgang Dorow,Klaus Weiermair,Frank C. Danesy,2019-07-22 No detailed description available for Management Under Differing Labour Market and Employment Systems **Small Business** David J. Storey,2016-07-22 This book originally published in 1982 review the resurrection of the small firm partly by a multi disciplined examination of the existing literature on small and new firms and partly by reporting the results of a study of firms new in the early 1980s to the North East of England Part 1 deals with the role of small firms as sources of potential or actual competition and their role in research and innovation In Part 2 the theoretical foundations for the study of entrepreneurs and their new firms are laid using concepts from a cross section of the social sciences Part 3 tests some of the theories outlined in Part 2 and reviews the problems which the entrepreneurs faced in starting and developing their business and the impact which such businesses had upon the local economy Part 4 reviews the lessons of the preceding parts in the context of the regional and national economy of the UK *Small Business and Society (Routledge Revivals)* David Goss,2015-06-11 When this book was first published in 1991 political ideology had thrust small firm issues to the forefront of attempts to revitalize the British economy In the Thatcher years the emphasis had been on individual enterprise and initiative with the number of small firms increasing rapidly This was reflected in the growth in the number of specialist studies analysis small firm revivalism Small Business and Society clarifies the issues and debates that surround the small business and its place in society In particular the complex nature of its social role is examined on the one hand the entrepreneur can be seen as the innovator exploiting free market capitalism to strengthen the economy on the other employment conditions and industrial relations are said to suffer Moreover the growing importance of green issues now brings into question the

extent to which the small firm benefits the environment This book will be of interest to students of business and sociology

Labour Market Adjustments in Europe Julian Messina, Claudio Michelacci, Jarkko Turunen, Gylfi Zoega, 2006-01-01 the book is an interesting contribution to the literature on labour market practices in Europe The important statistics and analysis conducted by the authors in the book have important implications for scholars in the international entrepreneurship field wanting to know more about the diverse labour practices in Europe Vanessa Ratten Journal of International Entrepreneurship It is now widely accepted that expansionary fiscal or monetary policies alone are unlikely to help Europe's ailing economies Solving Europe's economic problems requires reform of the economic institutions that influence economic activity and the way the economy responds to macroeconomic shocks This volume employs novel approaches to the study of some of these institutions The group of contributors in this book come from academia and international organizations in Europe and the USA They focus on trade unions which affect real wage flexibility and the provision of training to workers They also concentrate on employment protection legislation which discourages firms from firing old workers and also from hiring new ones The structure of housing market imperfections that can greatly affect regional mobility is also discussed Labour economists and scholars of European studies as well as economic policymakers will read Labour Market Adjustments in Europe with great interest

The Dynamics of Asian Labour Markets John Benson, Ying Zhu, 2011-03-02 Asia has undergone rapid economic transformation over the past two decades Despite its constant economic growth the 1997-98 Asian financial crisis and the resulting surge in unemployment highlighted the vulnerability of national systems that base development solely on economic growth This book fills a major research gap by exploring the nature dynamics and functioning of Asian labour markets in eight major Asian economies including Japan South Korea Hong Kong Singapore China Vietnam India and Malaysia It examines the type of labour markets that exist in Asia how they have responded to globalisation and how flexible they are to changing social and economic conditions The book analyses how the current transformation has impacted on the key parties such as employers employees trade unions governments organisations and society as a whole and considers the likely future trends and developments in Asian labour markets

Entrepreneurship and Small Business Development in Post-Socialist Economies David Smallbone, Friederike Welter, 2008-07-25 Pt 1

Setting the scene pt 2 Entrepreneurship and small business development in former Soviet republics pt 3 Entrepreneurship and small business development in Central and Eastern Europe pt 4 The way forward

Enterprise, Entrepreneurship and Small Business Simon Down, 2010-03-18 A thoughtful and reflective account of enterprise offering meaningful and contextualized knowledge to students at all levels written in a style that is as engaging as it is informative and peppered with

unobtrusive dry wit Professor Sara Carter OBE Hunter Centre for Entrepreneurship University of Strathclyde Enterprise Entrepreneurship and Small Business is an exciting new text for all students of business Broad and inquisitive in its intellectual outlook this provocative but accessible textbook covers core themes and topics in the study of enterprise as well

as looking at subjects that are often ignored from criminal entrepreneurs and the demise of Enron to entertainment and ethnic and indigenous entrepreneurship Along the way the reader will find an interactive exploration not only of the processes of entrepreneuring of managing small enterprises or of the implications of working in an entrepreneurial corporation he or she will also be challenged to consider enterprise in its social economic political and moral contexts This textbook moves beyond the narrow prescriptive focus on the how employed by other textbooks and places equal emphasis on the why all the time considering the role of enterprise entrepreneurship and small business in the world we live in Supported by lively case studies real life examples and a concept guide of key terms this text is ideal for undergraduate and postgraduate students on any course with an emphasis on enterprise and entrepreneurship *Small Business* Cyril Levicki,2020-10-07 This book originally published in 1984 examines the role of small firms in Britain Germany France and Italy and critically appraises government policies towards them It reassesses economic theories concerned with concentration and competition theories which need some re thinking to accommodate the growing importance of small business **Deciphering the Enterprise Culture (Routledge Revivals)** Roger Burrows,2015-07-24 The idea of the enterprise culture has been much vaunted over the last few decades the growth of self employment and small business ownership has been an important feature of the restructuring of the British economy Because it is a concept that is difficult to evaluate controversial and politically sensitive social scientists were slow to analyse it Consequently it had been caricatured and many questions about its impact on society and the economy had been left unanswered This collection which was first published in 1991 presents a critical analysis of the various manifestations of the enterprise culture Drawing upon a range of research it deals with a number of related topics The result is a powerful analysis of the material and ideological role of the petty bourgeoisie in contemporary capitalism Its multidisciplinary approach which contributions from leading scholars in the field makes this book of interest to anyone wanting to make sense of the socio economic restructuring of Britain

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