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# The Degradation of Work? Skill, Deskilling and the Labour Process

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"...For example, advanced manufacturing technologies such as computer-aided design can increase job variety, autonomy and interdependence, and improve work design (Wall, Corbett, Clew, Paul & Martin, 1993). Ultimately, therefore, it is rarely the technology per se that determines the nature of work design within organizations (Liker, Haddad & Karim, 1999; Wood, 1982) ..."

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"...For example, case studies show that, when managers perceive operational uncertainty to be low, technology is often implemented in a way that standardizes tasks, deskills work and reduces job

# The Degradation Of Work Skill Deskillling And The Labour Process

**Stephen Edgell, Edward Granter**



## **The Degradation Of Work Skill Deskilling And The Labour Process:**

**The Degradation of Work?** Stephen Wood,1982     [The Degradation of Work? Skill, Deskilling and the Labour Process](#) Stephen Wood,1982     [The Degradation of Work?](#) Stephen Wood,2024-09-02 Originally published in 1982 and now reissued with a new Preface by Stephen Wood the contributors of this book discuss the issues surrounding the organization of labour They use insights from industrial sociology historical research and Marxist Feminist debates In particular they stress that work organization cannot be seen simply as a reflection of the strategy of an omniscient management any examination of it must involve product and labour markets technology trade unionism and above all the way in which production systems are jointly created out of the interrelationship between management and workforces The Degradation of Work asks if there has been a general de skilling and routinization of jobs and if skilled jobs are really any different from semi skilled or unskilled ones     **New Technology and the Labour Process** David Knights,Hugh Willmott,1988-06-01 The papers in this volume examine the conditions and consequences of micro electronic technology within one or more of various spheres of the labour process     [The SAGE Handbook of the Sociology of Work and Employment](#) Stephen Edgell,Heidi Gottfried,Edward Granter,2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies     **The Sociology of Work** Stephen Edgell,Edward Granter,2019-10-28 Definitive critical and engaging this is a superb introduction to the sociology of work Leo McCann Now in a fully updated third edition The Sociology of Work draws on the work of classic and contemporary theorists to provide readers with a thorough exploration of all aspects of work and employment including paid and unpaid work standard and non standard employment and unemployment The new edition includes Two new chapters on Work Skill and the Labour Process and Managing Culture at Work Expanded coverage of the rise and decline of trade unions emotional labour misbehaviour and resistance at work Further discussion of the gig economy and precarious work automation and the end of work globalization and human rights For Sociology and Business students taking modules in work employment and society     **Clearcutting the Pacific Rain Forest** Richard A. Rajala,2011-11-01 This book integrates class environmental and political analysis to

uncover the history of clearcutting in the Douglas fir forests of B C Washington and Oregon between 1880 and 1965 Part I focuses on the mode of production analyzing the technological and managerial structures of worker and resource exploitation from the perspective of current trends in labour process research Rajala argues that operators sought to neutralize the variable forest environment by emulating the factory model of work organization The introduction of steam powered overhead logging methods provided industry with a rudimentary factory regime by 1930 accompanied by productivity gains and diminished workplace autonomy for loggers After a Depression inspired turn to selective logging with caterpillar tractors timber capital continued its refinement of clearcutting technologies in the post war period achieving complete mechanization of yarding with the automatic grapple Driving this process of innovation was a concept of industrial efficiency that responded to changing environmental conditions product and labour markets but sought to advance operators class interests by routinizing production The managerial component of the factory regime took shape in accordance with the principles of the early 20th century scientific management movement Requiring expertise in the organization of an expanded technologically sophisticated exploitation process operators presided over the establishment of logging engineering programs in the region s universities Graduates introduced rational planning procedures to coastal logging contributing to a rate of deforestation that generated a corporate call for technical forestry expertise after 1930 Industrial foresters then emerged from the universities to provide firms with data needed for long range investment decisions in land acquisition and management Part II constitutes an environmental and political history of clearcutting This reconstructs the process of scientific research concerning the factory regime s impact on the ecology of the Douglas fir forest assessing how knowledge was utilized in the regulation of cutting practices Analysis of business government relations in British Columbia Washington and Oregon suggests that the reliance of those client states on revenues generated by timber capital encouraged a pattern of regulation that served corporate rather than social and ecological ends Just a Temp Kevin Daniel Henson,1996 Based on the author s participant observation research undertaken between 1988 and 1991 and on interviews with 35 others involved in temporary employment *Women's Employment and the Capitalist Family* Ben Fine,2002-01-31 First published in 2002 Routledge is an imprint of Taylor Francis an informa company **Skills in the Age of Over-Qualification** Caroline Lloyd,Jonathan Payne,2016-11-10 Across the developed world most of us who work now earn our living in the service sector However the issue of what kind of service economy is sustainable and desirable both in economic and social terms is rarely debated This book argues that this needs to change National governments have emphasised the role of skills in achieving international competitiveness higher living standards and social inclusion However even prior to the 2008 financial crisis problems of over qualification skills wastage and poor job quality were becoming difficult to ignore This raises important questions about what kind of service sector jobs will be on offer to meet the aspirations of an increasingly qualified workforce and what role can governments play in raising the skills required in jobs and the quality of jobs and services Work

organisation and job design are key factors shaping the skill content of work and the opportunities workers have to deploy their skills and capabilities Through cross national comparative research this book examines whether and why service sector jobs vary across countries Drawing upon detailed empirical research the jobs of vocational teacher fitness instructor and café worker in the UK Norway and France are compared allowing an exploration of the role of national institutions sectors and organisations in shaping work organisation and job quality The findings contribute to the comparative study of work organisation the relationship between skills and performance the role and purpose of education and the prospects for better jobs in the age of over qualification

**Kitchen Secrets** Frances Short,2006-08-07 This book explores the thoughts values and opinions of home cooks their practices and experiences and the skills and knowledge they use to prepare and provide food It provides new and challenging ways of thinking about cooking examining and often contesting commonly held beliefs and theories about the role of practical cookery lessons dinner parties as showcases for culinary flair and the negative effect of convenience foods on home cooking and kitchen skills

**Soviet Workers and De-Stalinization** Donald Filtzer,2002-08-08 In this 1992 book Dr Filtzer demonstrates how labour policy under Khrushchev was limited to superficial gestures of liberalization and tinkering with incentive schemes Rather than achieving any lasting effects the Khrushchev period saw the consolidation of a long term decline into economic stagnation

**Between Craft and Class** Jeffrey Haydu,2023-11-15 Between Craft and Class provides an incisive new look at workers responses to the momentous economic changes surrounding them in the early years of the twentieth century In this work Haydu focuses on the reaction of skilled metal workers to new production methods that threatened time honored craft traditions He finds that the workers responses to industrial change varied some defended the status quo while others agreed to trade customary rules for economic rewards Under some conditions class protest arose as workers of diverse skills and trades joined to demand a greater voice in the management of industry Between Craft and Class explores how broadly based movements for workers control developed during this critical period and why they ultimately failed Comparing workers in the United States and Britain Haydu s scholarship is distinguished by extensive primary source research and provocative theoretical insights In its scope and depth this book will revise current notions of craft politics and working class radicalism during this period Between Craft and Class provides an incisive new look at workers responses to the momentous economic changes surrounding them in the early years of the twentieth century In this work Haydu focuses on the reaction of skilled metal workers to new product

**Managing Technological Change** Carol Joyce Haddad,2002-05-24 This book is essential reading for those practicing or studying technology management It goes beyond rational technical introductions to technology management to include the social human and political world of organizational life Organizations need to understand and address these dimensions if they are to succeed in improving their innovation processes and also create a humane workplace Richard J Badham University of Wollongong Managing Technological Change is the first volume that addresses the importance of including workers and their

unions in the strategy management of technological change It also contributes to the literature on this subject by moving beyond manufacturing and into the service and education sectors This book should be of interest to scholars students and practitioners alike Ulrich Juergens Science Center Berlin for Social Research Management of technology MOT is a field of study dedicated to the planning and ongoing assessment of technology in organizations incorporating the innovation development and engineering processes into one discipline Managing Technological Change A Strategic Partnership Approach fills a critical void by presenting an integrative strategic and participative approach to technology management from a multi industry perspective Key Features Defines the concept of strategic partnership and presents a rationale for its use Identifies the steps involved in successful technology planning acquisition development implementation and assessment Presents an integrative framework that links aspects of systems theory engineering design theory and industrial relations theory to each of the aforementioned steps Discusses the barriers to rational innovation processes using illustrative examples from service public and manufacturing sector industries Offers illustrative examples of best practice from multiple industries and cross national perspectives especially those involving strategic partnerships About the Author Dr Carol Haddad is a professor in the Department of Interdisciplinary Technology at Eastern Michigan University where she teaches graduate courses and conducts research on workplace technology and training partnerships She holds a Ph D from the University of Michigan and an M S degree from the University of Massachusetts at Amherst

**Introducing Sociology for AS Level** Ken Browne, 2006-10-06 The second edition of Ken Browne s highly successful Introducing Sociology for AS level provides in depth and up to date coverage of the complete specification for AQA AS level sociology The first edition of this book was widely praised for its comprehensive coverage and student friendly style In this second edition all of the chapters have been revised to include new studies reports and statistics Key sociological terms are now systematically highlighted all the way through the book and included in a comprehensive glossary with fresh questions and activities added to develop and test students understanding further Fuller consideration of issues of identity has been given throughout the text More detailed advice has been provided on coursework including a top mark example to show students exactly what they have to do to achieve the highest grades What s more two authentic exam questions are now included on every topic Pitched at exactly the right level for AS sociology the book provides all the tools necessary to help students achieve top grades and a sound basis for progression to A2 A host of cartoons photographs graphs tables and spider diagrams help to enliven the text as well as reinforcing key issues Web sites and web based activities are included throughout encouraging students to engage with the most recent social changes and developments in sociology Although it assumes no previous knowledge of sociology its dedicated and in depth coverage of all the AQA s AS topics provides a useful reference tool for the synoptic elements at A2 The second edition of Introducing Sociology for AS Level combines sociological rigour and accessibility in a way unrivalled by any other book at this level It will be an invaluable resource to anyone following the AQA specifications Comparative

Employment Relations in the Global Economy Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today s work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy

The International Migration of Health Workers John Connell, 2008-02-11 This volume provides the first detailed overview of the growing phenomenon of the international migration of skilled health workers The contributors focus on who migrates why they migrate what the outcomes are for them and their extended families what their experiences in the workforce are and ultimately the extent to which this expanding migration flow has a relationship to development issues It therefore provides new interdisciplinary reflections on such core issues as brain drain gender roles remittances and sustainable development at a time when there has never been greater interest in the migration of health workers

Managing the Adoption of New Technology David Preece, 2018-03-29 Originally published in 1989 this book gives an overview of the empirical work on new technology objectives together with an analysis of management strategies for adoption at the corporate technological and people levels It also reviews previous work on the extent to which staff at different levels and from different specialism are involved in decision making as well as the adoption process more generally The book looks at different approaches to analysing organizational contexts and provides a framework for studying the stages of the adoption process The book includes case studies two in financial services and two in engineering contexts

Social Policy Gillian Pascall, 2002-09-11 No one can hope to understand the workings of the welfare state without first appreciating women s part in it In the past decade the significance of the gendering of welfare states has become widely accepted extensively charted in research and more systematically theorized Building on her earlier work in Social Policy A New Feminist Analysis Gillian Pascall confronts the challenges and outlines the developments that have taken place during the eleven years since its first publication This new edition also reflects extensive social changes in women s participation at work educational achievement security in marriage and policy changes aimed at producing a mixed economy of welfare increasing family responsibility in health community care housing education and income security It examines the changing pattern of welfare provision with increasing reliance on women s unpaid work the gendered nature of

UK welfare structures the continuing dependence of women on men's incomes and on welfare benefits the public-private divide women's non-citizenship as carers for young and old and the changing political climate of the 1980s and 1990s Social Policy A New Feminist Analysis covers traditional policy areas which makes it ideal reading for students of health housing social security and education as well as courses about women

*The Political Ecology of Bananas* Lawrence S. Grossman, 2000-11-09 This study of banana contract farming in the Eastern Caribbean explores the forces that shape contract farming enterprises everywhere capital the state and the environment Employing the increasingly popular framework of political ecology which highlights the dynamic linkages between political economic forces and human environment relationships Lawrence Grossman provides a new perspective on the history and contemporary trajectory of the Windward Islands banana industry He reveals in rich detail the myriad impacts of banana production on the peasant laborers of St Vincent and the Grenadines Grossman challenges the conventional wisdom on three interrelated issues central to contract farming and political ecology First he analyzes the process of deskilling and the associated significance of control by capital and the state over peasant labor Second he investigates the impacts of contract farming for export on domestic food production and food import dependency And third he examines the often misunderstood problem of pesticide misuse Grossman's findings lead to a reconsideration of broader debates concerning the relevance of research on industrial restructuring and globalization for the analysis of agrarian change Most important his work emphasizes that we must pay greater attention to the fundamental significance of the environmental rootedness of agriculture in studies of political ecology and contract farming



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