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Temps The Many Faces Of The Changing Workplace

Jackie Krasas Rogers



Temps The Many Faces Of The Changing Workplace:

Temps Jackie Krasas Rogers,2000 **Temps** Jackie Krasas Rogers,2000 Now firmly established as fixtures of the American workplace temporary employees constitute a much discussed but still poorly understood segment of the labor force In this consciousness raising book Jackie Krasas Rogers explores the realities of temporary work from the points of view of workers agencies and clients focusing especially on issues of race gender power and identity Rogers investigates the situations of two very different kinds of temporary worker lawyers and those in clerical settings and finds contrasts and similarities between the two groups reasons for seeking temporary work the type of tasks performed and the value attached to that labor The goals of temporary workers can be at odds with the interests of the agency and the client the other players in the power triad of temping Where clerical workers often see temporary employment as a stepping stone to a permanent job many find upward mobility more illusory than real Because temporary workers can be called in and let go at will or whim and they have no established social relations in the workplace they often work harder than permanent workers Rogers one of the authoritative scholars of temporary work in the United States uses extensive archival and field data including notes from her own work as an office temporary to put a face on America s temporary workforce **Crossing the Great Divide** Vicki Smith,2018-05-31 The 1990s were years of turmoil and transformation in American work experiences and employment relationships Trends including the growth of contingent labor the erosion of the stable employment contract the restructuring of jobs and companies and the emergence of opportunity enhancing employee participation programs reconfigured occupations career paths and labor market opportunities Vicki Smith analyzes this shift asking how workers navigated their way across the divide between bad jobs and good jobs between jobs organized hierarchically and jobs requiring greater worker involvement and between temporary and stable work *Crossing the Great Divide* uses original case study data from four diverse organizational settings around the country Smith compares the situations of nonunionized white collar workers at a photocopy service firm unionized blue collar workers in a wood products processing factory temporary assemblers and clerical workers in a high tech firm and unemployed managers technical workers and professionals participating in a job search club The very different experiences revealed in *Crossing the Great Divide* highlight the way diverse new relationships between companies and their employees play out in workplaces where new forms of work organization simultaneously create opportunity instability and risk for workers Smith s goal is to construct a new framework of employment that accommodates the unpredictability and turbulence of the 21st century but that is also characterized at its core by attachment reward protection commitment and dignity **The Hungry Cowboy** Karla A. Erickson,2010-07-07 At a Tex Mex restaurant in a Minneapolis suburb customers send Christmas and Hanukkah cards to the restaurant bring in home baked treats for the staff and attend the annual employee party One customer even posts in the entryway a sign commemorating the life of his dog Diners and servers alike use the Hungry Cowboy as a place to gather celebrate relax and

even mourn Moments such as these fascinate Karla A Erickson who worked for the restaurant and they make up her new book *The Hungry Cowboy* Weaving together narratives from servers customers and managers Erickson explores a type of service work that is deeply embedded in personal relationships and community Feelings play and emotions are inseparable from the market transactions within the restaurant Based on extensive interviews and two years of working as a waitress Erickson provides insights into the ways that people make contact in our society and how they build on the fleeting connections in the service exchange to form more intimate relationships Written for readers scholars and students interested in American culture consumerism and community *The Hungry Cowboy* offers a case study in how consumers and producers in the marketplace perform and how dignity meaning and community can all be built at work *Freelancing Expertise* Debra Osnowitz, 2010-10-15 Contract work is more important than ever for better or for worse depending on one's perspective The security once implied by a full time job with a stable employer is becoming rarer thereby erasing one of the major distinctions between freelance work and a steady gig Why hang on to a regular job for the sake of security if security can no longer be assumed Instead contractors hired temporarily for specific knowledge and skills market their expertise as they move from project to project Even though their employment is precarious a great many consider freelancing preferable to holding a regular job the control they feel over their time and careers is well worth the risks that come with relatively uncertain cash flow *Freelancing Expertise* is a qualitative study of decision making work practices and occupational processes among writers and editors who work in print and Web communications and programmers and engineers who work in software and systems development Debra Osnowitz conducted sixty eight extended interviews with representatives of both groups and twelve interviews with managers and recruiters observed four different work settings in which contractors work alongside employees and monitored blogs and online discussions among contractors As a result she provides a unique and sensitive assessment of a cultural shift in occupations and organizations Osnowitz calls for a reconfiguration of the employer employee relationship that accepts more variation and flexibility just as freelancing has over time taken on many traits considered characteristic of traditional career paths so might regular jobs make themselves more appealing to today's workforce by mimicking some of the positive aspects of transactions between clients and contract workers **The Academy of Management Annals** James P. Walsh, Arthur P. Brief, 2007 Follows one guiding principle the advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field This series includes reviews which are useful for ensuring the timeliness of advanced courses for designing investigative approaches *Monthly Labor Review* United States. Bureau of Labor Statistics, 2006 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Nursing against the Odds* Suzanne Gordon, 2012-05-15 In the United States and throughout the industrialized world just as the population of older and sicker patients is about to explode we have a major shortage of nurses Why are so many RNs dropping out of health care's largest

profession How will the lack of skilled experienced caregivers affect patients These are some of the questions addressed by Suzanne Gordon s definitive account of the world s nursing crisis In *Nursing against the Odds* one of North America s leading health care journalists draws on in depth interviews research studies and extensive firsthand reporting to help readers better understand the myriad causes of and possible solutions to the current crisis Gordon examines how health care cost cutting and hospital restructuring undermine the working conditions necessary for quality care She shows how the historically troubled workplace relationships between RNs and physicians become even more dysfunctional in modern hospitals In Gordon s view the public image of nurses continues to suffer from negative media stereotyping in medical shows on television and from shoddy press coverage of the important role RNs play in the delivery of health care Gordon also identifies the class and status divisions within the profession that hinder a much needed defense of bedside nursing She explains why some policy panaceas hiring more temporary workers importing RNs from less developed countries fail to address the forces that drive nurses out of their workplaces To promote better care Gordon calls for a broad agenda that includes safer staffing improved scheduling and other policy changes that would give nurses a greater voice at work She explores how doctors and nurses can collaborate more effectively and what medical and nursing education must do to foster such cooperation Finally Gordon outlines ways in which RNs can successfully take their case to the public while campaigning for health care system reform that actually funds necessary nursing care

Managing the Margins Leah F. Vosko, 2011-03-03 This book explores the precarious margins of contemporary labour markets Over the last few decades there has been much discussion of a shift from full time permanent jobs to higher levels of part time and temporary employment and self employment Despite such attention regulatory approaches have not adapted accordingly Instead in the absence of genuine alternatives old regulatory models are applied to new labour market realities leaving the most precarious forms of employment intact The book places this disjuncture in historical context and focuses on its implications for workers most likely to be at the margins particularly women and migrants using illustrations from Australia the United States and Canada as well as member states of the European Union *Managing the Margins* provides a rigorous analysis of national and international regulatory approaches drawing on original and extensive qualitative and quantitative material It innovates by analyzing the historical and contemporary interplay of employment norms gender relations and citizenship boundaries

Framing and Managing Lean Organizations in the New Economy Darina Lepadatu, Thomas Janoski, 2020-02-18 This book examines the dominance and significance of lean organizing in the international economy Scholars from each discipline see lean production as positive or negative the book blends theory with practice by sorting out these different academic views and revealing how lean is implemented in different ways The first part synthesizes academic research from a range of disciplines including engineering sociology and management to present the reader with an integrated understanding of the benefits and drawbacks of lean management The second part links this theory to practice with a set of case studies from companies like Apple Google Nike

Toyota and Walmart that demonstrate how lean is implemented in a variety of settings The book concludes with three models explaining how Toyotism Nikefication with offshoring and Waltonism provide full or less complete models of lean production It clearly presents the positive and negative aspects of lean and insights into the culture of lean organizations With its rich interdisciplinary approach *Framing and Managing Lean Organizations in the New Economy* will benefit researchers and students across a range of classes from management sociology and public policy to engineering *Taking the High Road* David B Reynolds,2016-09-16 This book presents a vision for farreaching economic change in America connected to practical grassroots steps It points to an economic system in which corporate success merges with the long term welfare of the workers and the general population The author examines the continued reality of social democracy in Europe and what lessons can be learned for the U S He demonstrates how progressive economic change is already being fought for by labor and community groups throughout America in such efforts as the Living Wage Movement and the emerging battle against sprawl And he provides a wealth of concrete examples tools and ideas that everyone can use to organize for economic and social justice in their own communities **Cheaper by the Hour** Robert A. Brooks,2011-03-04 How attorneys work is deprofessionalized downgraded and controlled through part time and temporary assignments **The Employment Relationship: Key Challenges for HR** Paul Sparrow,Cary L. Cooper,2012-05-04 Challenges Facing the Employment Relationship in Future Organizations addresses the issues of change within employee relationships resulting from the impact of factors such as international competitive pressures technological change changing individual expectations and behaviours The new employment contract is analysed from inside and outside organizations and the issues are addressed from both a human resource management and work psychology perspective This book Reviews the phenomenon of globalization outlining the current impacts on the employment relationship and summarizing the assumed impacts on future work Looks at the employment relationship from a labour market perspective and reviews the evidence on an increasing individualization of the employment relationship Reviews work by psychologists on the changing psychological contract Provides an overview of new forms of work organization drawing attention to research on virtual organization and implications of e enablement Outlines the challenges to the employment relation on a global scale *Interrogating the New Economy* Norene Pupo,Mark Preston Thomas,2010-01-01 This collection challenges outdated notions of a universal worker offering a glimpse of work organization management and worker militancy It will be of value to academics and activists alike Pam Sugiman Ryerson University *Condensed Capitalism* Daniel Sidorick,2017-02-15 Corporations often move factories to areas where production costs notably labor taxes and regulations are sharply lower than in the original company hometowns Not every company however followed this trend One of America s most iconic firms the Campbell Soup Company was one such exception it found ways to achieve low cost production while staying in its original location Camden New Jersey until 1990 The first in depth history of the Campbell Soup Company and its workers *Condensed Capitalism* is also a broader exploration of strategies that

companies have used to keep costs down besides relocating to cheap labor havens lean production flexible labor sourcing and uncompromising antiunionism Daniel Sidorick's study of a classic firm that used these methods for over a century has therefore special relevance in current debates about capital mobility and the shifting powers of capital and labor Sidorick focuses on the engine of the Campbell empire the soup plants in Camden where millions of cans of food products rolled off the production line daily It was here that management undertook massive efforts to drive down costs so that the marketing and distribution functions of the company could rely on a limitless supply of products to sell at rock bottom prices It was also here that thousands of soup makers struggled to gain some control over their working lives and livelihoods countering company power with their own strong union local Campbell's low cost strategies and the remarkable responses these elicited from its workers tell a story vital to understanding today's global economy Condensed Capitalism reveals these strategies and their consequences through a narrative that shows the mark of great economic and social forces on the very human stories of the people who spent their lives filling those familiar red and white cans Justice on the Job Richard N. Block, 2006 Examines the current state of workers freedom to form unions and bargain collectively and looks at the obstacles facing America's workers who seek to organize into unions in the 21st century *Urban Lawyers* John P. Heinz, 2005-07-05 Over the past several decades the number of lawyers in large cities has doubled women have entered the bar at an unprecedented rate and the scale of firms has greatly expanded This immense growth has transformed the nature and social structure of the legal profession In the most comprehensive analysis of the urban bar to date *Urban Lawyers* presents a compelling portrait of how these changes continue to shape the field of law today Drawing on extensive interviews with Chicago lawyers the authors demonstrate how developments in the profession have affected virtually every aspect of the work and careers of urban lawyers their relationships with clients job tenure and satisfaction income social and political values networks of professional connections and patterns of participation in the broader community Yet despite the dramatic changes much remains the same Stratification of income and power based on gender race and religious background for instance still maintains inequality within the bar The authors of *Urban Lawyers* conclude that organizational priorities will likely determine the future direction of the legal profession And with this landmark study as their guide readers will be able to make their own informed predictions *The American South in a Global World* James L. Peacock, Harry L. Watson, Carrie R. Matthews, 2006-03-13 Looking beyond broad theories of globalization this volume examines the specific effects of globalizing forces on the southern United States Eighteen essays approach globalization from a variety of perspectives addressing such topics as relations between global and local communities immigration particularly of Latinos and Asians local industry in a time of globalization power and confrontation between rural and urban worlds race ethnicity and organizing for social justice and the assimilation of foreign born professionals From portraits of the political and economic positions of Latinos in Miami and Houston to the effects of mountaintop removal on West Virginia communities these

snapshots of globalization across a broad southern ground help redirect the study of the South in response to how the South itself is being reshaped by globalization in the twenty first century Contributors Catherine Brooks Morristown New Jersey David H Ciscel University of Memphis Thaddeus Countway Guldbrandsen University of New Hampshire Carla Jones University of Colorado Boulder Sawa Kurotani University of Redlands Redlands Cal Paul A Levengood Virginia Historical Society Carrie R Matthews University of North Carolina at Chapel Hill Bryan McNeil University of North Carolina at Chapel Hill Marcela Mendoza University of Memphis Donald M Nonini University of Toronto James L Peacock University of North Carolina at Chapel Hill Barbara Ellen Smith University of Memphis Jennie M Smith Berry College Mount Berry Ga Sandy Smith Nonini University of Toronto Ellen Griffith Spears Emory University Gregory Stephens University of West Indies Mona Steve Striffler University of Arkansas Ajantha Subramanian Harvard University Meenu Tewari University of North Carolina at Chapel Hill Lucila Vargas University of North Carolina at Chapel Hill Harry L Watson University of North Carolina at Chapel Hill Rachel A Willis University of North Carolina at Chapel Hill

Class Acts Rachel Sherman, 2007-01-17 In this lively study Rachel Sherman goes behind the scenes in two urban luxury hotels to give a nuanced picture of the workers who care for and cater to wealthy guests by providing seemingly unlimited personal attention Drawing on in depth interviews and extended ethnographic research in a range of hotel jobs including concierge bellperson and housekeeper Sherman gives an insightful analysis of what exactly luxury service consists of how managers organize its production and how workers and guests negotiate the inequality between them She finds that workers employ a variety of practices to assert a powerful sense of self including playing games comparing themselves to other workers and guests and forming meaningful and reciprocal relations with guests Through their contact with hotel staff guests learn how to behave in the luxury environment and come to see themselves as deserving of luxury consumption These practices Sherman argues help make class inequality seem normal something to be taken for granted Throughout *Class Acts* sheds new light on the complex relationship between class and service work an increasingly relevant topic in light of the growing economic inequality in the United States that underlies luxury consumption

The Sage Handbook of Data and Society Tommaso Venturini, Amelia Acker, Jean-Christophe Plantin, Tone Walford, 2024-12-04 The Sage Handbook of Data and Society provides a comprehensive exploration of the impact of data on society Addressing urgent research questions in this rapidly evolving field and offering a balanced mix of introductory insights and advanced analyses this resource offers a nuanced understanding of critical data studies and their relevance to contemporary society Through detailed examinations of specific issues cases concepts and methodologies the handbook fosters a critical proximity to the entanglement of social dynamics and their data doubles Organized into seven sections the handbook covers a diverse range of topics including data infrastructures digital labor power dynamics environmental challenges bodily experiences scientific methodologies and disciplinary intersections Each section offers a broad examination of critical issues highlighting interdisciplinary scholarship and presenting fresh perspectives on the

intricate relationship between data and societal structures Featuring contributions from scholars representing various disciplines and global perspectives The Sage Handbook of Data and Society is an invaluable resource for scholars researchers students and practitioners By encouraging critical engagement with the profound impacts of datafication this handbook equips readers with the necessary tools to navigate the complexities of the digital age and comprehend its implications for contemporary society Section 1 Infrastructures of Data Section 2 Labor of Data Section 3 Power and Struggles of Data Section 4 Data and Crises of Nature Section 5 Data and Bodies Section 6 The Sciences of Data Section 7 Disciplines of Data

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