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The 1997 National Study of the Changing Workforce

Ellen Galinsky

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The 1997 National Study Of The Changing Workforce

Christine Avery, Diane Zabel



The 1997 National Study Of The Changing Workforce:

The 1997 National Study of the Changing Workforce James T. Bond, Ellen Galinsky, Jennifer E. Swanberg, 1998 The 1997 National Study of the Changing Workforce NSCW surveyed 2 877 employees regarding the relationship between workers lives on and off the job and changes in the nature of work The report also provides a historical perspective by comparing data from 1997 with data from the 1992 NSCW and from the U S Department of Labor s 1977 Quality of Employment Survey Guiding the study was a model hypothesizing causal pathways connecting characteristics of employees jobs and workplaces characteristics of their lives off the job and aspects of personal well being Among the key findings are the following Over the past 20 years the U S workforce has become more balanced with respect to gender older on average better educated more racially and ethnically diverse and more concentrated in managerial and professional occupations Work has become substantially more demanding The number of employees with employed spouses partners has increased Employed married women spend more time on chores than employed married men Over half of employed parents with employed spouses rely on relative child care Nearly 25 percent of employees have experienced stress often in the past 3 months Over 60 percent say that their chances for job advancement are poor The majority of employees have access to traditional benefits with a minority having access to dependent care benefits Employee satisfaction commitment performance and retention is associated with high quality jobs in supportive workplaces Emerging issues include employers concerns about Generation X workers the impact of workers elder care responsibilities on the labor force and the potential for work family backlash Based on findings it was concluded that creating a highly supportive workplace is a challenge that is worth the effort Author KB 2002, *1997 and 1992 National Study of the Changing Workforce* ,2004 NSCW gathered survey data about the lives of workers at work and at home every five years In this work 2002 1997 and 1992 NSCW NSCW details the examination of work and familiy issues with nationally representative cross sectional samples of the U S labor force Version 1 0 of the NSCW Public Use Files contains 2002 1997 and 1992 survey data and support materials plus code in SPSS syntax to create a comparison file for the 1997 NSCW and 1977 QES

The Flexible Workplace Christine Avery, Diane Zabel, 2000-10-30 Flextime telecommuting compressed work week job sharing downshifting and hot desking these terms are infiltrating our vocabulary at an increasing rate keeping pace with change in the workplace Although there is a large body of literature on the changing nature of work and workplace flexibility there is no handbook that synthesizes the research on all aspects of this topic Pulling together the vast literature on this subject Avery and Zabel explain the concept of flexible work trace the origin and growth of this workplace trend and review the research on a range of flexible work arrangements Workplace flexibility is international in scope Companies both in the United States and abroad have become increasingly interested in implementing flexible work arrangements The authors include a chapter on companies in North America Western Europe and the United Kingdom that have been leaders in implementing flexible work arrangements They identify

areas ripe for additional research suggest a broad array of resources and discuss strategies for locating additional information including relevant databases Internet resources organizations and search terms This is a valuable handbook for managers researchers and students working or studying in the areas of human resource management industrial organizational psychology and the sociology of work The Shriver Report Maria Shriver, The Center for American Progress, 2014-01-11 Facts figures and essays on women and poverty by Barbara Ehrenreich Kirsten Gillibrand LeBron James and other high profile contributors Fifty years after President Lyndon B Johnson called for a War on Poverty and enlisted Sargent Shriver to oversee it the most important social issue of our day is once again the dire economic straits of millions of Americans One in three live in poverty or teeter on the brink and seventy million are women and the children who depend on them The fragile economic status of millions of American women is the shameful secret of the modern era yet these women are also our greatest hope for change and our nation s greatest undervalued asset The Shriver Report A Woman s Nation Pushes Back from the Brink asks and answers big questions Why are millions of women financially vulnerable when others have made such great progress Why are millions of women struggling to make ends meet even though they are hard at work What is it about our nation government business family and even women themselves that drives women to the financial brink And what is at stake To forge a path forward this book brings together a power packed roster of big thinkers and talented contributors in a volume that combines academic research personal reflections authentic photojournalism groundbreaking poll results and insights from frontline workers political religious and business leaders and major celebrities all focused on a single issue of national importance women and the economy A startling wake up call for policymakers and anyone hoping to survive a culture that siphons wealth upward to a very powerful few Booklist Contributors include Carol Gilligan PhD Barbara Ehrenreich Beyonc Knowles Carter LeBron James Anne Marie Slaughter Kirsten Gillibrand Hillary Rodham Clinton Tory Burch Sister Joan Chittister Arne Duncan Kathleen Sibelius Howard Schultz and more **The Work and Family Handbook** Marcie Pitt-Catsoupes, Ellen Ernst Kossek, Stephen Sweet, 2015-12-03 The Work and Family Handbook is a comprehensive edited volume which reviews a wide range of disciplinary perspectives across the social sciences on the study of work family relationships theory and methods The changing demographics of the labor force has resulted in an expanded awareness and understanding of the intricate relations between work and family dimensions in people s lives For the first time the efforts of scholars working in multiple disciplines are organized together to provide a comprehensive overview of the perspectives and methods that have been applied to the study of work and family In this book the leading work family scholars in the fields of social work psychology sociology organizational behavior human resource management business and other disciplines provide chapters that are both accessible and compelling This book demonstrates how cross disciplinary comparisons of perspective and method reveal new insights on the needs of working families the challenges faced by those who study them and how to formulate policy on their behalf *Transformative Consumer Research for Personal and*

Collective Well-Being David Glen Mick, Simone Pettigrew, Cornelia (Connie) Pechmann, Julie L. Ozanne, 2012-01-26 Daily existence is more connected to consumer behaviors than ever before raising many issues around well being and quality of life Problematic consumer behaviors include unhealthy eating alcohol tobacco pornography and gambling abuse credit card mismanagement marketplace discrimination and ecological deterioration This book explores opportunities for improving well being via consumer behaviors such as empowerment via the Internet product sharing leisure pursuits family consumption and pro environmental activities

The Support Economy Shoshana Zuboff, James Maxmin, 2004-01-27 Today's managerial capitalism has grown hopelessly out of touch with the people it should be serving The Support Economy explores the chasm between people and corporations and reveals a new society of individuals who seek relationships of advocacy and trust that provide support for their complex lives Unlocking the wealth of these new markets can unleash the next great wave of wealth creation but it requires a radically new approach distributed capitalism The Support Economy is a call to action for every citizen who cares about the future

The Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2011 The Second Edition provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations

Handbook of Work-Family Integration Karen Korabik, Donna S. Lero, Denise L. Whitehead, 2011-04-28 In today's industrialized societies the majority of parents work full time while caring for and raising their children and managing household upkeep trying to keep a precarious balance of fulfilling multiple roles as parent worker friend child Increasingly demands of the workplace such as early or late hours travel commute relocation etc conflict with the needs of being a parent At the same time it is through work that people increasingly define their identity and self worth and which provides the opportunity for personal growth interaction with friends and colleagues and which provides the income and benefits on which the family subsists The interface between work and family is an area of increasing research in terms of understanding stress job burn out self esteem gender roles parenting behaviors and how each facet affects the others The research in this area has been widely scattered in journals in psychology family studies business sociology health and economics and presented in diverse conferences e.g. APA SIOP Academy of Management It is difficult for experts in the field to keep up with everything they need to know with the information dispersed This Handbook will fill this gap by synthesizing theory research policy and workplace practice organizational policy issues in one place The book will be useful as a reference for researchers in the area as a guide to practitioners and policy makers and as a resource for teaching in both undergraduate and graduate courses

Made in America Claude S. Fischer, 2010-05-15 Our nation began with the simple phrase We the People But who were and are We Who were we in 1776 in 1865 or 1968 and is there any continuity in character between the we of those years and the nearly 300 million people living in the radically different America of today With *Made in America* Claude S Fischer draws on

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