

Items on the national study of the changing workforce		1992	2002
Access to elder care resources (or referral)		11%	24%
Flex time			
Able to set start and quit times periodically		29%	43%
Able to change start and quit times daily		18%	23%
Control over work hours			
Little control		44%	39%
Some control		27%	25%
Complete control		30%	36%
Supervisor support			
Supervisor is fair and does not show favoritism in responding to employees' personal and family needs.		78.5%	82%
Employees feel comfortable bring up personal and family issues.		65%	73%
There is an unwritten rule at my workplace that employees could not take care of family needs on company time.		36%	32%

Reported high levels of:	Level of flexibility access		
	Low	Mid	High
<i>Job satisfaction</i>	30%	49%	65%
<i>Commitment to employer</i>	24%	27%	39%
<i>Retention</i>	54%	62%	73%
Supervisor support			
	Low	Mid	High
<i>Job satisfaction</i>	19%	48%	70%
<i>Commitment to employer</i>	13%	26%	47%
<i>Retention</i>	42%	65%	75%
Supportive work-life culture			
	Low	Mid	High
<i>Job satisfaction</i>	23%	45%	70%
<i>Commitment to employer</i>	18%	27%	42%
<i>Retention</i>	41%	63%	77%

# The 1997 National Study Of The Changing Workforce

**M Carnoy**



## **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 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 **It's about Time** Phyllis Moen,2018-08-06 How do two career couples manage in a one career world It s about Time examines this mismatch between outdated scripts and the experiences of dual earner couples It broadens our understanding of occupational and family career strategies couples use in light of the widening gap between their real lives and the outdated work hour and career path roles rules and regulations they confront It s about Time draws on the data from the Cornell Couples and Careers Study to demonstrate that Regardless of income time is a scarce commodity in dual earner households With two jobs two commutes often long work hours high job demands business travel several cars children ailing relatives and or pets time is always an issue Time is built into jobs and career paths in ways that make continuous full time 40 or typically more hours a week paid work a fact of life in American society The multiple strands of life career family and personal unfold over time Spouses move through their life courses in tandem with early choices to have children or not to work long hours or not to switch jobs or not to relocate for his or her career or not all having long term consequences for life quality and for gender inequality The evidence from this book suggests that it is about time for the United States to confront the realities and needs of contemporary working couples and indeed all members of the new workforce To do so requires more than Band Aid short term and often short sighted policy remedies It s about Time argues that it is essential to re imagine and reconfigure work hours workweeks and occupational career paths in ways that address the widening gaps between the time needs and goals of workers and their families at all ages and stages of the life course 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      **Work and Family in America** Leslie

Stebbins,2001-08-13 Surveying current research findings social trends and public controversies Work and Family in America examines the changing cultures of the workplace family and home Once viewed as a women and day care problem work family now encompasses a vast and complex set of issues Eldercare Fatherhood Telecommuting Pay equity Employee productivity and retention Feminism Child care and childcare development Youth violence Welfare Nontraditional families and family values This extensive overview of this burgeoning field includes everything from a detailed history and statistics comparing trends in the United States and abroad to key legislation and legal cases It gives biographical sketches of well known activists like Betty Friedan Arle Hothschild and Rosabeth Moss Kanter Lesser known advocates like James A Levine director of the Fatherhood Project at the Family and Work Institute and MIT professor Lotte Bailyn who believes work should be organized around tasks not time are also included      Handbook of Families and Work D. Russell Crane,Jeffrey E.

Hill,2009-07-16 This handbook is designed to illuminate issues involved in the intersection of family life and paid employment from a broad range of disciplines These contributions by leading national and international work family scholars represent state of the art summaries of research Topics include emerging work family topics such as work family facilitation and families and work in a global context Special importance is given to differentiating the influence of workplace flexibility in making the relationship of work to family more positive Other articles examine the role of gender and generation in understanding the family work interface This volume examines an often overlooked topic in work family literature fathers and the influence of their work environment on the job to family relationships at home New perspectives related to maternal employment are also presented Whether you are a researcher teacher business professional or student Handbook of Families and Work Interdisciplinary Perspectives is essential if you want the latest in work family research      **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 Integration of Employee Assistance, Work/Life, and Wellness Services** Mark Attridge, Patricia A. Herlihy, R Paul Maiden, 2006-02-01 From their roots in the occupational alcohol programs in the 1940s human services programs within organizations have grown exponentially However the seamless integration of each facet of those expanding programs into a cohesive whole has proven to be a major challenge This book presents a comprehensive cross section of experienced professionals

**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 decades of historical psychological and social research to answer that question by tracking the evolution of American character and culture over three centuries He explodes myths such as that contemporary Americans are more mobile and less religious than their ancestors or that they are more focused on money and consumption and reveals instead how greater security and wealth have only reinforced the independence egalitarianism and commitment to community that characterized our people from the earliest years Skillfully drawing on personal stories of representative Americans Fischer shows that affluence and social progress have allowed more people to participate fully in cultural and political life thus broadening the

category of American yet at the same time what it means to be an American has retained surprising continuity with much earlier notions of American character. Firmly in the vein of such classics as *The Lonely Crowd* and *Habits of the Heart* yet challenging many of their conclusions, *Made in America* takes readers beyond the simplicity of headlines and the actions of elites to show us the lives, aspirations, and emotions of ordinary Americans from the settling of the colonies to the settling of the suburbs.

**The Leadership Challenge** James M. Kouzes, Barry Z. Posner, 2006-03-06 When it was initially written in 1987 few could have predicted that *The Leadership Challenge* would become one of the best selling leadership books of all time. Now faced with the new challenges of our unpredictable global business environment, Jim Kouzes and Barry Posner, two of the country's premier leadership experts, have completely revised and updated their classic book. Building on the knowledge base of their previous books, the third edition of *The Leadership Challenge* is grounded in extensive research and based on interviews with all kinds of leaders at all levels in public and private organizations from around the world. In this edition, the authors emphasize that the fundamentals of leadership are the same today as they were in the 1980s and as they've probably been for centuries. In that sense, nothing's new. Leadership is not a fad. While the content of leadership has not changed, the context has, and in some cases, changed dramatically.

**Working Families** Rosanna Hertz, Nancy L. Marshall, 2001-09-30 *Working Families* is a pioneering study by scholars of great capability and insight. This book is a gold mine of observations and information about new approaches to the study of work and family. Arlene Daniels, co-editor of *The Most Difficult Revolution*, Hertz and Marshall have pulled together an impressive collection. The range of well-known authors provides a broad perspective by looking at both women and men across class, work site, and race. *Working Families* provides cutting edge and original contributions that go well beyond previous research on work and families. Naomi Gerstel, author of *Families and Work*, The information age is transforming family life and the relationships between families, the workplace, and larger society. *Working Families* moves the discussion of work and family beyond the simplistic notion of balancing by examining the complexity and diversity of everyday family life as well as the wider economic and political contexts of our current dilemmas. Arlene Skolnick, author of *Embattled Paradise: The American Family in an Age of Uncertainty*, The worlds of work and family in which we live our lives are ever more complex. This important volume sheds lights on the issues faced by working families at home, at work, and in their community. Kathleen Christensen, Director, Program on Working Families, Alfred P. Sloan Foundation.

**Healthy People 2010 Objectives**, 1998 **I Can't Believe She Did That!** Nan Mooney, 2025-06-25 *I CAN'T BELIEVE SHE DID THAT* offers a new and compelling perspective on conflict and competition among women in the workplace. Nan Mooney explores how and why some women hurt each other on the job and what we can do to begin cleaning up the mess. Based on real stories from real women, *I CAN'T BELIEVE SHE DID THAT* provides a provocative social and cultural exploration of the often troubled and painful dynamics that unfold among female coworkers. The massive influx of women into the workplace in the past thirty years means a whole new category of problems has arisen.

Suddenly women are working over under and alongside other women Their professional relationships are subject to the pressures and conflicts of organizational culture not to mention society at large Women on the job have grown more comfortable with ambition competition management and success but that hasn't negated the value they place on communication and relationships on being liked and being nice Striking a balance between these two selves is a delicate undertaking and many women are uncertain how to interact in a workplace where such lines are regularly being blurred Working together women have fostered a breathtaking degree of positive change But there is another side to the story If women are to continue moving forward the time has come to examine honestly and unequivocally our very human impulse to compete with hurt and even destroy one another to get what we want In *I CAN'T BELIEVE SHE DID THAT* Nan Mooney provides vivid insights on the emotional toll competition can take on women in business and charts a path towards more productive and fulfilling relationships for professional women everywhere

**Family Leave Policy: The Political Economy of Work and Family in America** Steven K. Wisensale, 2015-05-15 Written in an accessible case study format this groundbreaking work explores the formulation implementation and evaluation of family leave policy in the United States from its beginnings at the state level in the early 1980s through the adoption of the federal Family and Medical Leave Act of 1993 and beyond to the present day With a political economy perspective the book identifies the major economic and social forces affecting both the family and the workplace And drawing on original primary research it examines how the political system has responded to this evolving issue with various policy initiatives

**Shifting Trajectories in Globalization, Labor, and the Transformation of Work** Jonathan Westover, 2018-10-01 In today's shifting global economy and the emergence of technology and service oriented knowledge organization requiring enhanced levels of organizational flexibility and innovation how do we maximize the human capital potential of workers to enhance their ability to perform and add value in a hyper intensive competitive global marketplace What are the methods and strategies for effectively motivating employees and increasing the job satisfaction of workers What are the important drivers of worker satisfaction What are the important individual organizational and social outcomes of various job satisfaction levels What are the individual organizational and societal differences in job satisfaction levels and its determinants These are just some of the pressing questions facing the organizations of today which this volume discusses

*Bowling Alone: Revised and Updated* Robert D. Putnam, 2020-10-13 The basis for the documentary *Join or Die* now streaming on Netflix Updated to include a new chapter about the influence of social media and the Internet the 20th anniversary edition of *Bowling Alone* remains a seminal work of social analysis and its examination of what happened to our sense of community remains more relevant than ever in today's fractured America Twenty years ago Robert D Putnam made a seemingly simple observation once we bowled in leagues usually after work but no longer This seemingly small phenomenon symbolized a significant social change that became the basis of the acclaimed bestseller *Bowling Alone* which *The Washington Post* called a very important book and Putnam the de



Tocqueville of our generation Bowling Alone surveyed in detail Americans changing behavior over the decades showing how we had become increasingly disconnected from family friends neighbors and social structures whether it s with the PTA church clubs political parties or bowling leagues In the revised edition of his classic work Putnam shows how our shrinking access to the social capital that is the reward of communal activity and community sharing still poses a serious threat to our civic and personal health and how these consequences have a new resonance for our divided country today He includes critical new material on the pervasive influence of social media and the internet which has introduced previously unthinkable opportunities for social connection as well as unprecedented levels of alienation and isolation At the time of its publication Putnam s then groundbreaking work showed how social bonds are the most powerful predictor of life satisfaction and how the loss of social capital is felt in critical ways acting as a strong predictor of crime rates and other measures of neighborhood quality of life and affecting our health in other ways While the ways in which we connect or become disconnected have changed over the decades his central argument remains as powerful and urgent as ever mending our frayed social capital is key to preserving the very fabric of our society

**Work and Life Integration** Ellen Ernst Kossek, Susan J. Lambert, 2004-12-13 Work family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life Work and Life Integration addresses the intersect between work life and family in new and interesting ways It discusses current challenges in dealing with work life integration issues and sets the stage for future research agendas The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from psychologists sociologists and economists who have not shied away from asserting the policy implications of their findings This text appeals to both practitioners and academics interested in seeking ways to create meaningful lives

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