

Social Production Of Technical Work

Gerald I. Susman

Social Production Of Technical Work:

The Social Production of Technical Work Peter Whalley, 1986-01-01 Engineers appear in recent social science as central though somewhat elusive figures They play a particularly critical role in the various attempts to understand the impact of science based industry on the class structure of advanced capitalist societies In this book Peter Whalley brings these engineers into sharper focus He argues that engineers should not be seen as members of a glamorous new class of professionalized knowledge workers nor as a radicalized new working class or partially de skilled technical proletariat Rather they should be viewed as trusted employees selected socialized trained and rewarded to perform the discretionary tasks necessarily delegated by employers in the complex organizations of advanced capitalism. The book draws extensively on observations and interviews to compare engineers work and understanding in the high and low tech settings of two British companies Computergraph an advanced electronics firm and Metalco a traditional British engineering giant Whalley compares the technical work structure of Britain with those of France and the United States He argues that the impact of technological change on class structure is critically mediated by nationally specific modes of organizing technical work and producing trusted workers The book goes beyond cultural explanations of these national variations to examine how they are created and reproduced in the organization of work and the structuring of occupations Doing Engineering Toyce Tang, 1999 The first to systematically compare Caucasians African Americans and Asian Americans in engineering this study of the career attainment and mobility of engineers in the United States tells how these three groups fare in the American engineering labor market and what they can look forward to in the future The numbers of black and Asian engineers recently have grown at a much faster rate than the number of Caucasian engineers With a projected steady increase in engineering jobs and demographic shifts this trend should continue Yet recent writings on the engineering profession have said little about career mobility beyond graduation This book identifies and explores key issues determining whether minorities in the US will attain occupational equality with their Caucasian counterparts Highlighting implications for theory policy making and the future of the profession Doing Engineering offers important insights into labor race and ethnicity that will be of interest to anyone studying stratification in a wide range of professional occupations **Integrating Design and Manufacturing** for Competitive Advantage Gerald I. Susman, 1992 With more emphasis being placed on the cost and quality of new products and on reducing the lead time to develop them attention is turning to the increasingly important topic of design for manufacturing DFM This involves the collaboration among research and development manufacturing and other company functions and is aimed at accelerating the new product development process from product conception to market introduction A company can create a competitive advantage for itself by managing the process and its related organizational dynamics effectively This collection of essays focuses on the development of strategic capabilities through use of DFM tools and practices the role of DFM in specific product development phases and the social political and cultural context within which

DFM is introduced Organization Theory and Class Analysis Stewart R. Clegg, 2017-11-07 No detailed description available for Organization Theory and Class Analysis HRM, Technical Workers and the Multinational Corporation Patrick McGovern, 2012-10-12 This book is the first major in depth study of the impact of contemporary management practices on a rapidly expanding set of white collar occupations namely technical workers It investigates whether HRM schemes such as employee appraisals and performance related pay have transformed technical work to such an extent that it can no longer be described as a service contract The book contains detailed examination of the nature of managerial control over employees who by virtue of their committment present their employers with problems that are often ignored by prescriptive models of HRM The empirical evidence features case studies of matched pairs of hi tech firms in the Irish Republic The author examines recent debates about the nature of employment and the role of the multinational corporations within the so called Celtic Tiger Irish economy Putting Work in Its Place Peter Meiksins, Peter Whalley, 2002 Using interviews with technical professionals from a wide range of employment settings examines the difficult path traversed by people who choose to work less than the standard forty hour week and refutes the popular myth of the customized work schedule as a return to traditionalism among women Shows that most of these workers male and female young and old remain strongly committed to their jobs but wish to combine work with other activities they value just as highly Argues that these professionals are challenging the accepted view of time requirements for careers in organizations and they are also helping to shape a new agenda for the future of the workplace to transform their individual successes into a normal practice of customized work time America at Work Edward E. Lawler, James O'Toole, 2008-05-13 This wide ranging volume brings together the commissioned papers that are the basis of James O Toole and Edward E Lawler's The New American Workplace their follow up to the groundbreaking 1973 Work in America report Here leading scholars in the fields of business management and human resources offer new research and insightful analyses of existing studies providing a definitive assessment of the state of the workplace today Covering wage trends worker health education and the workforce the effects of outsourcing careers human resources management and a variety of other vital issues this illuminating collection will prove indispensable for scholars professionals and policymakers **Gender And Career In Science And Engineering Julia** Evetts,1996-02-23 What happens to women and men who become professional engineers and scientists and work for British industrial organizations This book explores this question by focusing on real case studies The gender differences in how such careers are developed digitalSTS Janet Vertesi, David Ribes, 2019-05-07 New perspectives on digital scholarship that speak to today s computational realities Scholars across the humanities social sciences and information sciences are grappling with how best to study virtual environments use computational tools in their research and engage audiences with their results Classic work in science and technology studies STS has played a central role in how these fields analyze digital technologies but many of its key examples do not speak to today s computational realities This groundbreaking collection

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