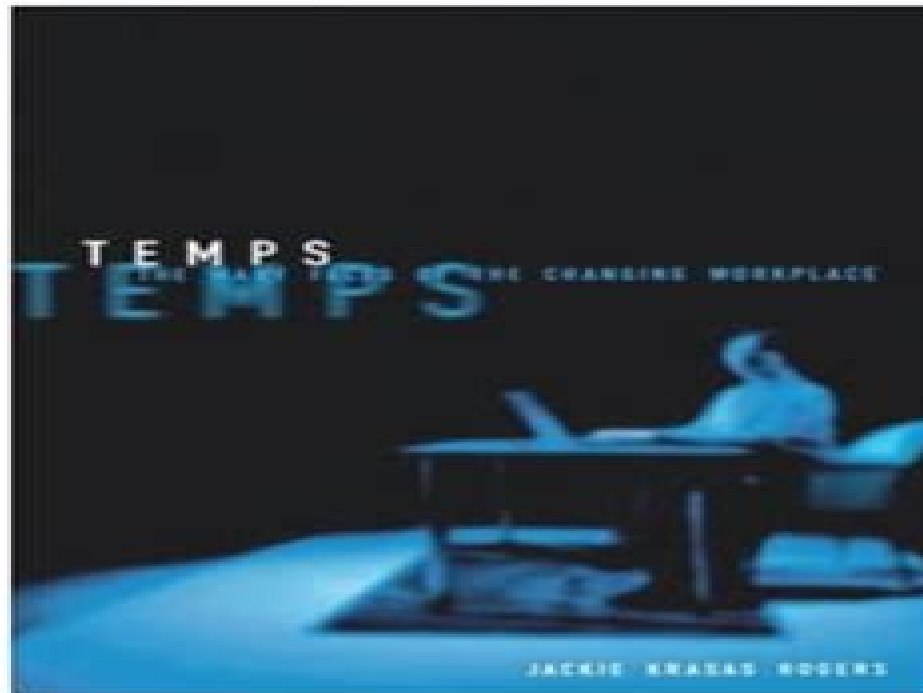


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Temps The Many Faces Of The Changing Workplace

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 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 **What Have We Learned?** Charmine E. J. Härtel,Neal M. Ashkanasy,Wilfred J. Zerbe,2011-07-29 The theme of this volume What Have We Learned Ten Years On provides a wonderful tour of the ways in which emotions research has advanced the way in which we conceive of work and its possibilities for adding value to life **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

Anthropologies of Unemployment Jong Bum Kwon, Carrie M. Lane, 2016-09-09 Anthropologies of Unemployment offers accessible theoretically innovative and ethnographically rich examinations of unemployment in rural and urban regions across North and South America Europe Africa and Asia The diversity of case studies demonstrates that unemployment is a pressing global phenomenon that sheds light on the uneven consequences of free market ideologies and policies Economic social and cultural marginalization is common in the lives of the unemployed but their experience and interpretation are shaped by local and national cultural particularities In exploring those differences the contributors to this volume employ recent theoretical innovations and engage with some of the more salient topics in contemporary anthropology such as globalization migration youth cultures bureaucracy class gender and race Taken together the chapters reveal that there is something new about unemployment today It is not a temporary occurrence but a chronic condition In adjusting to persistent longstanding unemployment people and groups create new understandings of unemployment as well as of work and employment they improvise new forms of sociality morality and personhood Ethnographic studies such as those found in Anthropologies of Unemployment are crucial if we are to understand the broader forms meanings and significance of pervasive economic insecurity and discover the emergence of new social and cultural possibilities

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