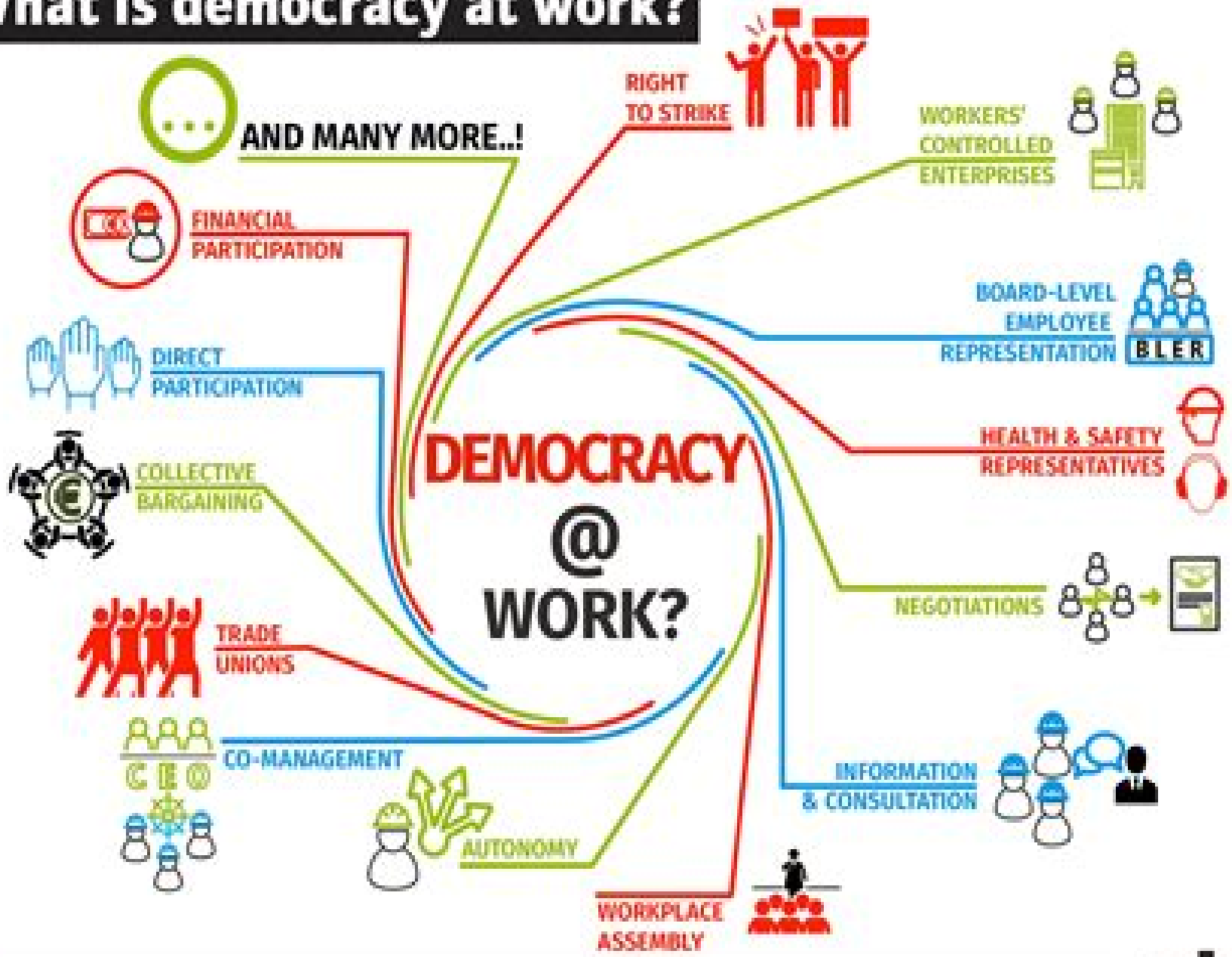


What is democracy at work?



Democracy And The Work Place

Clemens Wendtner



Democracy And The Work Place:

Workplace Democracy Edward S. Greenberg, 1988-08 **Workplace Democracy** Chris Mathieu, 2026-01-01 Workplace democracy has a long history in scholarship and in practice taking a wide variety of forms in different settings It is inspired by the organisations that actually practice democratic governance the social movements that promote it and the models arguments and empirical findings developed across several academic disciplines Based on new empirical studies and theoretical analyses this contributed volume seeks to discern the conditions under which and mechanisms by which workplace democracy initiatives have and can flourish as well as what has led to the limited spread and development of workplace democracy The various chapters authored by an interdisciplinary and geographically diverse group of leading academics offer a range of cases and perspectives through which to explore the factors conducive or detrimental to workplace democracy as well as the future prospects for workplace democracy in relation to contemporary societal and technological changes It will be of great interest to scholars and students of work and employment strategic management HRM employee participation and social sustainability in the workplace and the democratic transformation of society

When Workers Decide Len Krimerman, Leonard Isaiah Krimerman, Frank Lindenfeld, 1992 **Disintegrating Democracy at Work** Virginia Doellgast, 2012-02-15 The shift from manufacturing to service based economies has often been accompanied by the expansion of low wage and insecure employment Many consider the effects of this shift inevitable In *Disintegrating Democracy at Work* Virginia Doellgast contends that high pay and good working conditions are possible even for marginal service jobs This outcome however depends on strong unions and encompassing collective bargaining institutions which are necessary to give workers a voice in the decisions that affect the design of their jobs and the distribution of productivity gains Doellgast's conclusions are based on a comparative study of the changes that occurred in the organization of call center jobs in the United States and Germany following the liberalization of telecommunications markets Based on survey data and interviews with workers managers and union representatives she found that German managers more often took the high road than those in the United States investing in skills and giving employees more control over their work Doellgast traces the difference to stronger institutional supports for workplace democracy in Germany However these democratic structures were increasingly precarious as managers in both countries used outsourcing strategies to move jobs to workplaces with lower pay and weaker or no union representation Doellgast's comparative findings show the importance of policy choices in closing off these escape routes promoting broad access to good jobs in expanding service industries

Workplace Democracy Daniel Zwerdling, 1980 Monograph on comparison of workers participation workers self management and workers stock ownership experiments in enterprises in the USA UK Spain and Yugoslavia covers team work semiautonomous work groups shopfloor participation production cooperatives works councils etc And includes a guide to information sources Bibliography pp 183 to 186 and photographs [Meaningful Work and Workplace](#)

Democracy R. Yeoman,2014-09-29 This book is a timely revival of the social and political importance of meaningful work which explores a philosophy of work based upon the value of meaningfulness and argues for the institution of a new politics of meaningfulness

Participatory and Workplace Democracy Ronald M. Mason,1982 Study on relationships between workers participation and political democracy with particular reference to the USA examines related political theories finds that democratization of the workplace has a positive impact on workers political participation and job satisfaction includes a literature survey

References

Civilizing the Economy Marvin T. Brown,2010-04-01 When a handful of people thrive while whole industries implode and millions suffer it is clear that something is wrong with our economy The wealth of the few is disconnected from the misery of the many In Civilizing the Economy Marvin Brown traces the origin of this economics of dissociation to early capitalism showing how this is illustrated in Adam Smith s denial of the central role of slavery in wealth creation In place of the Smithian economics of property Brown proposes that we turn to the original meaning of economics as household management He presents a new framework for the global economy that reframes its purpose as the making of provisions instead of the accumulation of property This bold new vision establishes the civic sphere as the platform for organizing an inclusive economy and as a way to move toward a more just and sustainable world

Democracy in the Workplace and at Home Randall Ray Booze,2014-10-16 This book takes a unique look at democracy and how foundational concepts of democracy like freedom liberty and justice play an important role in everyday lives and work and home environments More importantly the book looks at how lived environments that lack these concepts can negatively impact health and well being The book identifies opportunities for improvement in work and home environments through the introduction of the foundational concepts of democracy and how these concepts can improve humans everyday lives through various laws that have been established to protect democratic rights within these lived environments The book also provides an analysis of research participants views related to having various democracy conditions within work and home environments and demonstrates how various technologies can be used to improve humans ability to create more democratic healthy and productive work and home environments

Working Together Cynthia Estlund,2003-10-02 The typical workplace is a hotbed of human relationships of friendships conflicts feuds alliances partnerships coexistence and cooperation Here problems are solved progress is made and rifts are mended because they need to be because the work has to get done And it has to get done among increasingly diverse groups of co workers At a time when communal ties in American society are increasingly frayed and segregation persists the workplace is more than ever the site where Americans from different ethnic religious and racial backgrounds meet and forge serviceable and sometimes lasting bonds What do these highly structured workplace relationships mean for a society still divided by gender and race Structure and rules are in fact central to the answer Workplace interactions are constrained by economic power and necessity and often by legal regulation They exist far from the civic ideal of free and equal citizens voluntarily associating for shared ends Yet it is the

very involuntariness of these interactions that helps to make the often troubled project of racial integration comparatively successful at work. People can be forced to get along not without friction but often with surprising success. This highly original exploration of the paradoxical nature and the paramount importance of workplace bonds concludes with concrete suggestions for how law can further realize the democratic possibilities of working together. In linking workplace integration and connectedness beyond work, Estlund suggests a novel and promising strategy for addressing the most profound challenges facing American society.

Social Dialogue and Democracy in the Workplace Erdem Cam, 2018-07-06. This book focuses on the experience of social dialogue in Turkey, which is a European Union candidate country. It argues that social dialogue constitutes one of the fundamental pillars of the European social model and therefore should be analysed not only at the supranational level but also at the national, sectoral, and workplace levels. The book critically examines social dialogue processes and mechanisms in Turkey at various levels, with focus on the workplace because it is shaped by socio-cultural elements which contain many variables. The book also identifies the shortcomings and structural impediments of social dialogue and provides an empirically grounded theoretical explanation of social dialogue in Turkey. In the process, the book explains and clarifies key concepts to help readers grasp important points relevant to social dialogue and contains interviews with social partners to take into consideration their views and recommendations on social dialogue. These in-depth interviews also provide a rare insight into the dynamics of social dialogue on the ground. By looking at social dialogue at various levels, the book offers a balanced view of its strengths and weaknesses in Turkey. This book is a valuable tool for students, academics, and researchers interested in understanding the complex dynamics of social dialogue and workplace relations in Turkey.

Workplace Democracy for the 21st Century, 2016. This balance is put in relation to democracy and the rights of the worker in the following paragraph: To understand the workings of the employment relationship and to create policies and practices that will promote broadly shared prosperity and long-lasting democratic freedoms, the pluralist paradigm argues that the employment relationship should be modeled as a complex bargaining problem between three actors: the worker, the employer, and the state. This invokes a third and final related observation about the nature of the employment relationship, namely that in the absence of a trade union movement, some actor other than a union—either the state or management or third-party activists—will eventually step in and fulfil the role as equity provider, and the cost to employers will be the same or even greater. Barbash (1987: 168–173). Part of the answer, as we shall see in section 2.3, resides in the conjuncture of a number of relevant historical events, but another element was the problematic nature of the relationship between the particular form that industrial democracy took in North America and to some extent in Britain too, namely the decentralized workplace Wagner model of union representation and its acquiescence at the end to the more critical Marxian observers: the postwar golden age was just a brief respite in the clash of rights between exploited workers and the interest and ultimate power of capital and high ground. For more on the racialized dimension of the economic gap in Canada, see Galabuzi (2006) and Block and Galabuzi (2011). There is no sense of consensus from our

reading of the labour process literature on the causes and consequences of capitalist work reorganization but some such as Harry Braverman have followed Marx in emphasizing changing technology and systems of production in the determination of the reorganization of work while others such as David Montgomery have analyzed the evolution of the relation

The SAGE Encyclopedia of Leadership Studies George R. Goethals, Scott T. Allison, Georgia J. Sorenson, 2023-02-20 Leadership Studies is a multi disciplinary academic exploration of the various aspects of how people get along and how together they get things done The fields that contribute to leadership studies include history political science psychology anthropology sociology philosophy literature and behavioral economics Leadership Studies is also about the ethical dimensions of human behavior The discipline considers what leadership has been in the past the historical view what leadership actually looks like in the present principally from the perspectives of the behavioral sciences and political science and what leadership should be the ethical perspective The SAGE Encyclopedia of Leadership Studies will present both key concepts and research illuminating leadership and many of the most important events in human history that reveal the nuances of leadership good and bad Entries will include topics such as power charisma identity persuasion personality social intelligence gender justice unconscious conceptions of leadership leader follower relationships and moral transformation

Workplace Democracy Donald V. Nightingale, 1982-12-15 This book begins with a historical review of how authority in the Canadian workplace has changed over the past century It proceeds to outline a theory of organization which provides a broad conceptual framework for the empirical analysis which follows This theory is based on five concepts the values of organizational members the administrative structure of the organization the interpersonal and intergroup processes the reactions and adjustments of organization members the social political economic and cultural environments of the organization A sample of 20 industrial organizations was selected to examine the effects of significant employee participation and to test the theory They are matched pairs ten permit some form of participation and ten similar in size location industry union non union status and work technology follow conventional hierarchical design The resulting data demonstrate that greater productivity results from employee participation in decisions relating to their work in productivity bonuses and in profit sharing and employee share ownership plans

Dignity and the Organization Monika Kostera, Michael Pirson, 2016-10-31 This important book focuses on the role of human dignity its protection and promotion in the context of organization and Humanistic Management The recent phenomenon of humanism in management already has a rich body of literature and takes up many themes both theoretically and from a practitioner perspective Dignity and the Organization is the first book to explicitly deal with the topic of human dignity and management The chapters address various aspects and problems from a humanistically oriented perspective taking up issues relevant for the contemporary management theorists and practitioners and are concerned with organization management and the social and cultural context The book develops the notion of human dignity in conceptual and theoretical terms in its practical application within the context of organizations

Democracy at Work Lowell

Turner, 2018-09-05 West Germany from 1949 to 1990 was a story of virtually unparalleled political and economic success. This economic miracle incorporated a well-functioning political democracy expanded to include a social partnership system of economic representation. Then the Wall came down. Economic crisis in the East, industrial collapse, massive layoffs, a demoralized workforce triggered gloomy predictions. Was this the beginning of the end for the widely admired German model? Lowell Turner has extensively researched the German transformation in the 1990s. Indeed, in 1993 he was at the factory gates at Siemens in Rostock for the first major strike in post-Cold War eastern Germany. In that strike and in a series of other incisively analyzed workplace and job developments in eastern Germany, he shows the remarkable resilience and flexibility of the German social partnership and the contribution of its institutions to unification. His controversial and to some radical findings will stimulate debate at home and abroad. Moving from world markets to the shop floor, this book is an ambitious and comprehensive analysis of the fate of contemporary unions in industrial societies. The international results of intensified competition and technological advance have stimulated much policy debate, but Lowell Turner is interested in clarifying a phenomenon that is far less widely understood: the political effects of new work organization on labor and management. Noting that the same cluster of production innovation and technological change has produced widely contrasting cross-national industrial relations outcomes, Turner provides a detailed systematic study of the politics of new work organization at selected auto plants in the United States and Germany. He then examines in a more schematic fashion the telecommunications and apparel industries of those countries as well as developments elsewhere. Exploring diverse patterns of union-management relations, he demonstrates the importance of existing national institutions and patterns of labor-management state bargaining as sources of variation in work reorganization and in the collective representation of workers' interests. Particular national institutions of worker interest representation, he argues, shape managerial decisions and hence national industry responses to intensified competition in world markets. His industry-by-industry comparison explains why the American labor movement has declined in influence over the last decade while the labor movements in Germany and several other countries have not. Further observations on the situation in Britain, Italy, Sweden, and Japan give depth and specificity to the terms of his argument. Most important, perhaps, Turner's analysis shows the conditions necessary for stable industrial relations settlements and a resurgence of union influence in the contemporary world economy. As interest grows in international business and comparative industrial relations, *Democracy at Work* will attract the attention of political scientists, economists, sociologists, and industrial and labor relations specialists as well as representatives of labor, business, and government.

Human Choice and Digital by Default: Autonomy vs Digital Determination David Kreps, Robert Davison, Taro Komukai, Kaori Ishii, 2022-08-30 This book constitutes the refereed proceedings of the 15th IFIP TC 9 International Conference on Human Choice and Computers HCC15 2022 in Tokyo, Japan, in September 2022. The 17 full papers presented were carefully reviewed and selected from 32 submissions. Summaries of 2 keynote presentations are also

included The papers deal with the constantly evolving intimate relationship between humans and technology Democracy, Social Justice and the Role of Trade Unions Caroline Kelly, Joo-Cheong Tham, 2021-09-07 Trade unions worldwide face a powerful paradox at this critical juncture collective organisations for workers are urgently needed and yet there are serious pressures undercutting the legitimate role of trade unions The aim of this book is to examine how trade unions can effectively navigate this deeply contradictory challenge It is underpinned by the conviction that trade unions are and should be vital institutions for democracy and social justice Written by leading scholars in industrial relations and labour law as well as those in political philosophy and political science the collection tackles a range of pressing topics for trade unions including the climate crisis the COVID 19 pandemic economic democracy democracy within trade unions precarious work and election campaigns **Democracy in the Workplace** Mike Zonta, 2013-01 Democracy in the Workplace is the author s attempt to integrate many different ideas about group dynamics and how to make spiritual truth an effective force for ordered freedom and common good **Advances in Industrial and Labor Relations** David Lewin, Paul J. Gollan, 2021-03-29 Volume 26 of Advances in Industrial and Labor Relations AILR contains six new peer reviewed papers highlighting key aspects of employment relations a variety of disciplinary perspectives

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