

OCCUPATIONAL SUBCULTURES IN THE WORKPLACE

Harrison M. Trice

Occupational Subcultures In The Workplace

Minjie Lin



Occupational Subcultures In The Workplace:

Occupational Subcultures in the Workplace Harrison Miller Trice,1993 In the last decade interest has returned to the study of a cultural rather than bureaucratic model of the organization Trice emeritus Cornell U School of Industrial and Labor Relations argues that essential to this study is recognition of occupations as potent subcultures which adapt and interact within the context of the organization He uses as examples a variety of occupations from pipe welders to concert pianists Paper edition unseen 16 95 Annotation copyright by Book News Inc Portland OR **Monthly Labor Review**,1994-05 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews Alcohol Problem Intervention in the Workplace Paul M. Roman,1990-07-24 Since the 1950s social scientists have devoted serious attention to the relationship between alcohol and the workplace In recent years awareness of the tremendous costs both human and financial associated with alcoholism has led to a dramatic increase in both scholarly and practical interest in the field Although researchers working in this area are relatively few they have sustained a lively interest in the alcohol work nexus and have attracted others to the field through conferences where ideas and research strategies are exchanged The larger part of Alcohol Problem Intervention in the Workplace provides an up to date thorough examination of the problem the research and the possible solutions This volume is directed toward both practitioners and researchers providing a wide range of new data and new ideas that bear upon coping with alcohol problems in the workplace Part I addresses issues regarding the distribution and correlates of alcohol problems and alcohol use among employees Part II is centered on issues associated with Employee Assistance Programs And Part III is a general conclusion and overview offering suggestions and implications for the practitioner in the workplace Because this collection supplies the most current thinking and information on controlling alcohol problems in the workplace it will be of particular interest to human resource management and to employee assistance specialists who are now required to pass a certification examination **An Introduction to the Sociology of Work and Occupations** Rudi Volti,2011-10-11 The Sociology of Work and Occupations Second Edition connects work and occupations to the key subjects of sociological inquiry social and technological change race ethnicity gender social class education social networks and modes of organization In 15 chapters Rudi Volti succinctly but comprehensively covers the changes in the world of work encompassing everything from gathering and hunting to working in today s Information Age This book introduces students to a highly relevant analysis of society today In this new and updated edition globalization and technology are each given their own chapter and discussed in great depth *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM* Torres-Coronas, Teresa,Arias-Oliva, Mario,2008-07-31 Analyzes key critical HR variables and defines previously undiscovered issues in the HR field **Organisational Culture: Concept, Context, And Measurement (In Two Volumes)** Elizabeth Kummerow,Neil Kirby,2013-09-12 In 1989 the prominent organisational culture scholar Stephen Ott lamented what he saw as the failure of

the organisational culture perspective to have the kind of lasting influence whether empirical or in terms of its contribution to practice that had been hoped for In attempting to explain this state of affairs Ott observed that Some of the most important unanswered questions are methodological and without methodological advancement the perspective will not achieve maturity The situation today more than two decades after Ott voiced these concerns is that academics researchers and practitioners alike continue to struggle with the question of how best to decipher and measure an organisation s culture

Organisational Culture Concept Context and Measurement In Two Volumes aims to encourage an agenda for organisational culture research that gives a renewed emphasis to methodological issues In pursuit of this aim consideration is given to both conceptual questions and questions of measurement In Volume I of the book the main focus is on the concept of organisational culture Based on an analysis and critique of existing treatments as well as a comparison of organisational culture with a number of closely related concepts consideration is given to how the concept might usefully be elaborated and further refined In Volume II of the book the focus is on methodological issues Drawing on the findings of a series of empirical studies conducted over a number of years consideration is given to what would be required to develop a measure for organisational culture that is practically useful and also capable of accessing culture at its deepest and arguably most influential yet most elusive level In particular an approach is advocated that seeks to contextualise organisational culture in terms of various time and experience domains and that also promotes the use of attributions analysis as a means whereby to further understand culture at this level A valuable resource for scholars and practitioners alike the book provides readers who are interested in understanding the role and influence of culture in organisations with a comprehensive analysis of the development and application of the organisational culture concept For readers who are interested in conducting research into the measurement and practical application of organisational culture the book provides a methodological approach that can be used to guide their research

Management John R. Schermerhorn, Jr, 2010-10-18 Completely updated and revised this eleventh edition arms managers with the business tools they ll need to succeed The book presents managerial concepts and theory related to the fundamentals of planning leading organizing and controlling with a strong emphasis on application It offers new information on the changing nature of communication through technology Focus is also placed on ethics to reflect the importance of this topic especially with the current economic situation This includes all new ethics boxes throughout the chapters An updated discussion on the numerous legal law changes over the last few years is included as well Managers will be able to think critically and make sound decisions using this book because the concepts are backed by many applications exercises and cases

What is Cultural Sociology? Lyn Spillman, 2020-01-16 Culture cultural difference and cultural conflict always surround us Cultural sociologists aim to understand their role across all aspects of social life by examining processes of meaning making In this crisp and accessible book Lyn Spillman demonstrates many of the conceptual tools cultural sociologists use to explore how people make meaning Drawing on vivid examples she offers a compelling

analytical framework within which to view the entire field of cultural sociology In each chapter she introduces a different angle of vision with distinct but compatible approaches for explaining culture and its role in social life analyzing symbolic forms meaning making in interaction and organized production This book both offers a concise answer to the question of what cultural sociology is and provides an overview of the fundamental approaches in the field **The Laws of Cool** Alan

Liu, 2009-10-27 Knowledge work is now the reigning business paradigm and affects even the world of higher education But what perspective can the knowledge of the humanities and arts contribute to a world of knowledge work whose primary mission is business And what is the role of information technology as both the servant of the knowledge economy and the medium of a new technological cool In *The Laws of Cool* Alan Liu reflects on these questions as he considers the emergence of new information technologies and their profound influence on the forms and practices of knowledge **Encyclopedia of**

Gender and Information Technology Trauth, Eileen M., 2006-06-30 This two volume set includes 213 entries with over 4

700 references to additional works on gender and information technology Provided by publisher *Managing People in*

Commercial Kitchens Charalampos Giousmpasoglou, Evangelia Marinakou, Anastasios Zopiatis, John Cooper, 2022-01-17

Managing People in Commercial Kitchens A Contemporary Approach uses original research to argue that senior managers head chefs should differentiate their people management practices in kitchen brigades from those used in the hospitality industry more generally induction socialisation and performance evaluation due to the group's strong occupational identity and culture The understanding of chefs work from a management perspective is critical for successful hospitality operations but has been historically under researched Chapters provide a detailed account of chefs work in commercial kitchens from an HRM perspective Using occupational identity and culture as a vehicle this book explores the different aspects of managerial work in commercial kitchen settings general management leadership education and training skills and competencies managing deviant behaviour managing stress and managing diversity focused on gender segregation The final chapter looks at future perspectives on this unique working environment and the many challenges arising from the latest developments such as the COVID 19 pandemic Providing both theoretical insights and practical applications with the use of case studies throughout this will be of great interest to upper level students and researchers in hospitality as well as a useful reference for current managers in the field Women, Work and Computerization Ellen Balka, Richard Smith, 2013-11-11

ELLENBALKA Simon Fraser University ebalka Sfu.ca 1 INTRODUCTION In developing the call for papers for the 7th International Federation of Information Processors IFIP Women Work and Computerization Conference we sought to cast our net widely We wanted to encourage presenters to think broadly about women work and computerization Towards this end the programme committee developed a call for papers that in its final form requested paper submissions around four related themes These are 1 Setting the Course Taking Stock of Where We Are and Where We're Going 2 Charting Undiscovered Terrain Creating Models Tools and Theories 3 Navigating the Unknown Sex Time Space and Place and 4 Taking the Helm

Education and Pedagogy Our overall conference theme Charting a Course to the Future was inspired in part by Vancouver's geography which is both coastal and mountainous As such navigation plays an important part in the lives of many as we seek to enjoy our environs In addition as the first Women Work and Computerization conference of the new millennium we hoped to encourage the broad community of scholars that has made past Women Work and Computerization conferences a success to actively engage in imagining and working towards a better future for women in relation to computers The contributions to this volume are both a reflection of the hard work undertaken by many to improve the situation of women in relation to computerization and a testament to how much work is yet to be done

Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

Recent Developments in Alcoholism Marc Galanter, 2013-11-22 Each topic is covered in sufficient depth currency and clarity to be of value to the neophyte and the seasoned researcher clinician American Journal of Psychiatry from a review of a previous volume The current volume addresses a range of issues across this diverse field including the effects on society physiology and biochemistry clinical pathology and trends in treatment

Exploring Management John R. Schermerhorn, Jr, 2009-12-30 Exploring Management Second Edition by John Schermerhorn presents a new and exciting approach in teaching and learning the principles of management This text is organized within a unique learning system tailored to students reading and study styles It offers a clean engaging and innovative approach that motivates students and helps them understand and master management principles

Management Motifs Scott Grills, Robert Prus, 2018-07-24 This book examines management and management related activities as a feature of everyday life Any person or group that attempts to influence or shape the behaviors or experiences of others may be understood as engaging in management activities The study of management involves the study of achieving understanding providing

direction and coordinating activities with others across an endless array of humanly engaged terrains Management Motifs provides a research agenda for an interactionist approach to the study of management activities Moving well beyond more organizationally based understandings of managers and management it examines the pragmatic accomplishment of management activities and the generic social processes that accompany them This work addresses diverse issues related to management such as holding and doing office pursuing cooperation developing policy envisioning and advocating for missions establishing teams and generating team identities sustaining team endeavors and managing self By attending to management related concerns as a generic feature of human group life the authors develop and articulate a research framework for the study of managing and management

The Role of the Hospitality Industry in the Lives of Individuals and Families Pamela R Cummings, Francis A Kwansa, Marvin B Sussman, 2013-10-11 The Role of the Hospitality Industry in the Lives of Individuals and Families explores the evolution of the hospitality industry and the relationships between hospitality providers their families and the guests they serve Focusing on the human aspect of the business this text will give hospitality providers a better understanding of the human relations issues that they or their employees may face and show them how your services affect guests Offering research and insight into customs and traditions that have influenced modern services The Role of the Hospitality Industry in the Lives of Individuals and Families will teach you how to better meet the needs of guests at the national or international level while learning how the industry affects employees and their lives outside of work The Role of the Hospitality Industry in the Lives of Individuals and Families discusses many different themes that relate to the improvement of the profession for both guests and employees such as the spiritual philosophical and historical provisions of hospitality the human resource and work issues of employees in the industry consumer and family demands and marketing strategies for hospitality organizations In addition this text discusses many issues that affect guests and that affect you as an employer or employee such as responding to the needs of travelers for a home away from home dealing with the social and health issues of guests recognizing the changing food habits of Americans and their impact on the hospitality industry examining the frequently negative attitude of Americans toward service hospitality employees balancing a career in the hospitality industry and family life researching the frequency of fast food patronage by older adults and the importance of hotel motel services to older adults to determine if areas of service need improvement protecting employees from overly demanding guests balancing compassion generosity and idealism with the corporate profit maximization mandate The Role of the Hospitality Industry in the Lives of Individuals and Families also examines the cultural relationships fostered by the hospitality industry as a benefit and proof of quality services Complete with ideas for further research this text will help you and your employees evaluate the personal effects of the hospitality industry and help provide better services to guests Anthropologica ,1997 Workforce Readiness and the Future of Work Fred Oswald, Tara S. Behrend, Lori Foster, 2019-02-07 Workforce readiness is an issue that is of great national and societal importance For the

United States and other countries to thrive in a globally interconnected environment of wide ranging opportunities and threats the need to develop and maintain a skilled and adaptable workforce is critical National investments in job training and schools remain essential in stimulating businesses and employment agencies to collaborate productively with educators who provide both training and vocational guidance Workforce Readiness and the Future of Work argues that the large scale multifaceted efforts required to ensure a reliable and strong supply of talent and skill in the U S workforce should be addressed systematically simultaneously and systemically across disciplines of thought and levels of analysis In a four part framework the authors cover the major areas of education in the K 12 vocational postsecondary and STEM arenas economic and labor market considerations employment organizations and the world of work laws policies and budgets at the federal state local and military levels With contributions from leading scholars this volume informs high priority workforce effectiveness issues of current and future concern and concrete research practice and policy directions to generate novel insights of a multilevel and system wide nature **Exploring Professional Communication** Stephanie Schnurr,2013 This book will provide a comprehensive overview of the field of professional communication from an applied linguistics perspective and introduce core concepts and approaches to this key field of academic enquiry

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