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Review of Demanding Work: The Paradox of Job Quality in the Affluent Economy, by Francis Green. Industrial & Labor Relations Review, Vol. 61, No. 2.

Demanding Work: The Paradox of Job Quality in the Affluent ...

Books reviewed: Demanding Work — The Paradox of Job Quality in the Affluent Economy by Francis Green. Princeton University Press, Princeton, 2006, xiii + 225 pp., ISBN 0 6911 17128, £26.95.

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and other energetically demanding traits evolved. Comparisons with energy expenditure in great apes suggest that the human metabolic engine has evolved to get more work done to support our costly features. The Exercise Paradox Studies of how the human engine burns calories help to explain why physical activity does little to control

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The Paradox of Choice – Why More Is

Less is a 2004 book by American

psychologist Barry Schwartz. In the

book, Schwartz argues that

eliminating consumer choices can

greatly reduce anxiety for shoppers.

Autonomy and Freedom of choice are

critical to our well being, and choice is

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The Paradox of Choice - Wikipedia
The paradox of privilege. As we enter 2021 and contemplate what our long-term strategy looks like, it is probably a good time to summarize how salaries, reputation and privilege works. When the concept of remote work first made its way into the workplace, there was much debate on how the pay structure should be designed; should it be lower than those expected to turn up to the office given they do not need to spend on travel or should it be higher because of lower organizational ...

Blog: The paradox of privilege —
People Matters
Paradox, apparently self-
contradictory statement, the

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underlying meaning of which is revealed only by careful scrutiny. The purpose of a paradox is to arrest attention and provoke fresh thought. The statement “ Less is more ” is an example.

paradox | Definition & Examples |
Britannica

This paradox blurs the line between freedom and restriction and questions the limits of both. Many regard law as a violation of freedom as its process is restriction and enforcement.

The Paradox of Freedom – The
Forward

The Creativity Paradox urges researchers to identify key factors that drive someone ’ s decision to move past grave personal risk and

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The Paradox Of Creativity, New Study
The paradox of 'listen to the science'
... Their work is a form of service to a
public good whose definition is
determined not by science but by
democratic deliberation, debate and
persuasion. ...

Since the early 1980s, a vast number
of jobs have been created in the
affluent economies of the
industrialized world. Many workers
are doing more skilled and fulfilling
jobs, and getting paid more for their
trouble. Yet it is often alleged that the
quality of work life has deteriorated,
with a substantial and rising

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In *The Affluent Economy*, a proportion of jobs providing low wages and little security, or requiring unusually hard and stressful effort. In this unique and authoritative formal account of changing job quality, economist Francis Green highlights contrasting trends, using quantitative indicators drawn from public opinion surveys and administrative data. In most affluent countries average pay levels have risen along with economic growth, a major exception being the United States. Skill requirements have increased, potentially meaning a more fulfilling time at work. Set against these beneficial trends, however, are increases in inequality, a strong intensification of work effort, diminished job satisfaction, and less employee influence over daily work tasks. Using an interdisciplinary approach, *Demanding Work* shows

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how aspects of job quality are related, and how changes in the quality of work life stem from technological change and transformations in the politico-economic environment. The book concludes by discussing what individuals, firms, unions, and governments can do to counter declining job quality.

This book examines the importance of work in human well-being, addressing several related philosophical questions about work and arguing on the whole that meaningful work is central in human flourishing. Work impacts flourishing not only in developing and exercising human capabilities but also in instilling and reflecting virtues such as honor, pride, dignity, self-discipline and self-respect. Work also attaches

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to a sense of purposefulness and personal identity, and meaningful work can promote both personal autonomy and a sense of personal satisfaction that issues from making oneself useful. Further still, work bears a formative influence on character and intelligence and provides a primary avenue for exercising complex skills and garnering esteem and recognition from others. The author defends a pluralistic account of meaningful work, arguing that work can be meaningful in virtue of developing capabilities, supporting virtues, providing a purpose, or integrating elements of a worker's life. In light of the impact of meaningful work on living well, the author argues that well-ordered societies provide opportunities for meaningful work,

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that individuals would be well advised to pursue these opportunities, and that the philosophical view of value pluralism, which casts work as having no special significance in an individual's life, is false. The book also addresses oppressive work that undermines human flourishing, examining potential solutions to mitigate the impact of bad work on those who perform it. Finally, a guiding argument of the book is that promoting meaningful work is a matter of ethics, more so than a matter of politics. Prioritizing people over profit, treating workers with respect, respecting the intelligence of working people, and creating opportunities for people to contribute developed skills are basic ethical principles for employing

Get Free Demanding Work The Paradox Of Job Quality In The Affluent Economy for organizations and for communities at large.

An historical context of the development of global outsourcing with case study analysis in four countries where the industry is large or growing. It provides policy advice from employers to policy makers on how the growth of good quality jobs can be ensured as this industry grows and matures around the world.

This cutting-edge book charts the latest ideas and concepts in employment relations research. Mapping out the intellectual boundaries of the field, *The Future of Work and Employment* outlines the key research and policy outcomes for work and employment in the age of digitisation and artificial intelligence.

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This book looks at the history of work and the meanings that are attached to it over time. Taking as its basis a number of international surveys and interviews conducted in Europe, the authors consider the significance of work for Europeans today. Over the years the meaning of work has changed. It has become more highly diversified, and it is today invested with high expectations that conflict with organisational developments and the changing nature of the labour market. The authors use a generational perspective to explore whether it is possible to reconcile the contemporary “ethos” of work, especially with regards to women and young people, with organisations that are increasingly under pressure to be profitable and productive.

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Reinventing Work in Europe will be of interest to scholars and students in the areas of sociology of work, employment and organizations, labour studies, digital economy, and political economy.

A critical, in-depth, analytical analysis offering a distinctive perspective, this well respected, rigorous and authoritative text has been updated to include the latest international research and practice. The 4th edition includes new material on contemporary topics such as; performance management, emotional and aesthetic labour, resistance and misbehaviour at work, new developments in corporate structures and labour markets, and work life balance. There is a new chapter on knowledge and improved

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pedagogy, making it more student friendly, we have also developed a companion website to support both the student and lecturer.

Incorporating a wealth of empirical research this unique approach puts organisations in a socio-economic context, and covers psychological material, as well as broader issues, and provides students with a thorough understanding of the nature of work and organisations.

How tech giants are reshaping spirituality to serve their religion of peak productivity Silicon Valley is known for its lavish perks, intense work culture, and spiritual gurus. Work Pray Code explores how tech companies are bringing religion into the workplace in ways that are replacing traditional places of

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workship, blurring the line between work and religion and transforming the very nature of spiritual experience in modern life. Over the past forty years, highly skilled workers have been devoting more time and energy to their jobs than ever before. They are also leaving churches, synagogues, and temples in droves—but they have not abandoned religion. Carolyn Chen spent more than five years in Silicon Valley, conducting a wealth of in-depth interviews and gaining unprecedented access to the best and brightest of the tech world. The result is a penetrating account of how work now satisfies workers' needs for belonging, identity, purpose, and transcendence that religion once met. Chen argues that tech firms are offering spiritual care such as

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Buddhist-inspired mindfulness practices to make their employees more productive, but that our religious traditions, communities, and public sphere are paying the price. We all want our jobs to be meaningful and fulfilling. Work Pray Code reveals what can happen when work becomes religion, and when the workplace becomes the institution that shapes our souls.

This book analyses the current state-of-the-art research on families, working hours and well-being in Europe, addressing both paid and non-paid work from a family perspective, and introducing emerging issues related to working hours and family life. Further, it discusses the implications of these issues for the well-being of

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Individuals and families. Examining topics such as the division of paid and non-paid work within families, flexibility patterns, the 24/7 society, intensification of work, and the implication of mobile technology for work–family relations, it illustrates how the experiences of working families differ depending on their socio-economic status

Regulating for Decent Work is a response to the dominant deregulatory approaches that have shaped labour market regulation in recent years. The inter-disciplinary and international approach invigorates current debates through the identification of new challenges, subjects and perspectives.

Work hours has become a 'hot topic'.

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This volume examines the effects of work hours on individual, family and organizational health. It considers why some people work long hours and the potential costs and benefits of this investment. Some work long hours out of necessity, others willingly. Interestingly, most people, however, want to work fewer hours than they now do. One's motives for working long hours (the why) and one's attitudes and behaviours while working (the how) emerge as critical factors in the link between work hours and well-being. Contributions from experts from six countries address workaholism, the distinction between passion and addiction to work, 'loving one's job', the role of technology as an enabler of long work hours, consequences of fatigue from over-work, strategies for short-

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term recovery from long hours, and initiatives for enriching one's quality of life. Coming to grips with work hours requires difficult choices by individuals, families, organizations and society at large. This collection will be of value to managers and professionals concerned about people, and academics, students, researchers and policy makers interested in ways work can be meaningful, decent rather than debilitating.

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