

Worktime Corporate

Sinziana Dorobantu,Ruth V. Aguilera,Jiao Luo,Frances J. Milliken

Finding Time Leslie A. Perlow,1997 For nine months, Perlow studied the work practices of a product development team of software engineers at a Fortune 500 corporation. She reports her findings in detailed stories about individual employees and in more analytic chapters. Perlow first describes the individual heroics necessary to succeed in the existing work culture. She then explains how the system of rewards perpetuates crises and continuous interruptions, while discouraging cooperation. Finally, she shows how the resulting work practices damage both organizational productivity and the quality of individuals' lives outside of work.

Decent Working Time International Labour Office,2006 Including international comparative analysis alongside national case studies, this volume offers a wealth of information on the new trends which have emerged over the past decades - all of which were discussed at the recent 9th International Symposium on Working Time, Paris (2004). It looks at the increasing use of results-based employment relationships for managers and professionals, and the increasing fragmentation of time to more closely tailor staffing needs to customer requirements (e.g., short-hours, part-time work). Moreover, as operating/opening hours rapidly expand toward a 24-hour and 7-day economy, the book considers how this has resulted in a growing diversification, decentralization, and individualization of working hours, as well as an increasing tension between enterprises' business requirements and workers' needs and preferences regarding their hours. This new reality has raised some other challenging issues as well and the volume addresses those such as increasing employment insecurity and instability, time-related social inequalities, particularly in relation to gender, workers' ability to balance their paid work with their personal lives, and even the synchronization of working hours with social times, such as community activities.

Corporate Time Theft Grace Chandy,Zen Tharani,2012-04 Few people are watching or checking, and few businesses do anything about time theft in their organizations—even though everyone knows it is both wrong and ubiquitous. The truth is you may be losing hundreds of thousands—if not millions—of dollars because of time theft. The typical employee steals about two hours of time each day, which means you're losing five hundred hours of work over fifty weeks. If an employee earns \$20 per hour, that means he or she could be stealing \$10,000 from you every year. Start hitting your projections, and keep your employees on task with this profit-building guidebook. You can learn how to reduce and even eliminate improper Internet usage, texting at work, and the transaction of personal business on company time. Time is money, and stealing it is no different than taking products or cash. Recognize the problem, and use simple and proven strategies to prevent and control Corporate Time Theft.

CORPORATE CONFLICT MANAGEMENT EIRENE LEELA ROUT,NELSON OMIKO,2007-08-07 The classic view on conflict has always been that conflict in any form is harmful and should be avoided at all cost. However, modern scholars and the corporate world at large are fast realizing that conflict is not as lethal as considered to be and if maintained within certain parameters, it can actually boost a company's growth. This text tells exactly how and when a conflict can be translated into a successful process and when it should be checked before it spells trouble for the company. The book covers cases from all the essential areas of conflict and analytically discusses every aspect while striking a clear balance between theory, concept and application. This book is an attempt to expose readers to varied perspectives, to challenge their individual positions and ideologies, and to inspire, inform and train them in the field. The volume is designed for the postgraduate students of management as well as those pursuing similar professional courses. Besides, professionals and anyone keen on learning the various aspects of conflict and its management will find this book immensely useful. KEY FEATURES □ Cartoons and illustrations throughout the text to make it an interesting read □ Focus on both skill development and practical usage □ Chapter summary and review questions at the end of each chapter for better conceptual understanding

Law, Corporate Governance and Partnerships at Work ,2011 This book examines how businesses manage their labour systems, and particularly how they manage the complex interaction of various factors which give rise to instances of 'partnership' style relations between capital and labour within businesses. In pursuing this task, the book draws upon a new and extensive set of empirical data constructed by the authors, which examines the activities of business corporations in Australia, their outlooks and relationships with stakeholders, and relates these to two new and evolving theoretical frameworks based in political economy and law.

Law, Corporate Governance and Partnerships at Work Richard Mitchell,Anthony O'Donnell,Shelley Marshall,Ian Ramsay,Meredith Jones,2016-04-22 This book examines how businesses manage their labour systems, and particularly how they manage the complex interaction of factors which give rise to instances of 'partnership' style relations between businesses and their employees. The book draws from the literature concerning 'Varieties of Capitalism' (VoC) and the different institutional and regulatory designs inherent in different types of political economy. The book is informed by a new and extensive set of empirical data from Australia that examines the activities of national and multinational business corporations, their outlooks and relationships with stakeholders, and relates these to new and evolving theoretical frameworks based in political economy and law. The book places the Australian regulatory model within this international debate, and assesses the extent to which the system does or does not fit into the general categorisation created in the VoC literature.

Work Time Cynthia Negrey,2012-05-14 An engaging sociological overview of the complex web of relations that shapes our experience of work and life

The Part-time Paradox Cynthia Fuchs Epstein,Carroll Seron,Bonnie Oglensky,Robert Sauté,2014-04-04 Today's professionals, especially women, are caught in a time paradox: can they build a career and a family at the same time? The Part-time Paradox explores the conflict and tension between the time demands of career and family life, and the choice of part-time work as a solution. The changing demographics of the family and the work place make it increasingly difficult for both men and women to meet the escalating time pressures facing a doctor, lawyer or manager. This book examines the social problems associated with demanding work schedules and choices, and also illustrates successful alternatives to full-time employment. It draws on interviews with attorneys in large law firms, in-house corporate counsels, and government service in order to explore the multiple dimensions of the part-time work solution. Although attitudes are beginning to change, one of the greatest impediments to part-time work is the stigma attached to it in many organizations, and the consequences for the careers of individuals who take it. Professionals define themselves, in part, by their commitment to overtime. The authors reveal how cultural perspectives of the true professional, part-time work, and stereotypes about gender roles can influence both an individual's decision making process and office policy. They show that in an environment where professionals perceive part-time work as deviant, it may require not just perseverance, but also a trade-off between time flexibility and professional status. The authors consider issues ranging from job security and the consequences of new technology, to the economics of part-time work and the division of labor in the family. The Part-time Paradox provides a timely overview of a growing crisis, as part-time and flex-time work arrangements increase.

Gender Divisions and Working Time in the New Economy Diane Perrons,2007-01-01 Contemporary societies are characterised by new and more flexible working patterns, new family structures and widening social divisions. This book explores how these macro-level changes affect the micro organisation of daily life, with reference to working patterns and gender divisions in Northern and Western Europe and the United States.

The Managerial Sources of Corporate Social Responsibility Christian R. Thauer,2014-10-23 Why and under which conditions do companies voluntarily adopt high social and environmental standards? Christian Thauer looks inside the firm to illustrate the internal drivers of the social conduct of business. He argues that corporate social responsibility (CSR) assists decision-makers to resolve managerial dilemmas. Drawing on transaction cost economics, he asks why and which dilemmas bring CSR to the fore. In this context he describes a managerial dilemma as a situation where the execution of management's decisions transforms the mode of cooperation within the organization from a hierarchy to one in which managers become dependent on, and vulnerable to, the behavior of subordinates. Thauer provides empirical illustration of his theory by examining automotive and textile factories in South Africa and China. Thauer demonstrates that CSR is often driven by internal management problems rather than by the external pressures that corporations confront.

Working Mother ,2002-10 The magazine that helps career moms balance their personal and professional lives.

Sustainability, Stakeholder Governance, and Corporate Social Responsibility Sinziana Dorobantu,Ruth V. Aguilera,Jiao Luo,Frances J. Milliken,2018-08-10 The chapters in this volume cover a wide range of theoretical perspectives grounded in strategy, economics and sociology,

employ various methodological approaches, and offer new arguments on the connections that exist between firms’ decisions relating to sustainability, CSR, and the governance of their stakeholder relations.

Corporate Success Through People Nikolai Rogovsky,Emily Sims,2006-03 In today's global economy, corporate managers are in the front-line when it comes to transforming management principles from an abstract vision into reality. This practical volume reveals how International Labour Standards (ILS) can be effective and powerful tools around which managers can build their corporate policies and practices --particularly during this era of rapid economic change. Increasing competition, changing customer demands and new structures of production and work have all altered the dynamics of the business environment. This book examines these issues and explores how incorporating ILS can help enterprises meet the challenges. It looks at the interrelationship between good management practices and ILS through numerous case studies and examples from both large and small companies from all over the world and demonstrates how implementing ILS in any company makes sound business sense.

Business Ethics and Corporate Governance (Principles and Practices) Khanka S.S.,2014 (For the Students of MBA, PGDBM, M.COM. And Other Management Courses)

Business Ethics and Rational Corporate Policies Konstantinos Mantzaris,2020-10-02 This book is about providing a comprehensive framework for understanding business ethics and corporate governance. As internal doubts persist on whether an individual adheres to business ethics and corporate policies, readers need to utilize this book in order to develop moral reasoning by demonstrating the moral entity consideration principle. This is vital in terms of coping with an internationalized business environment where human resources must adhere to multidimensional and demanding policies, while attempting to develop their mindset capacity of ethical thinking. This book is about providing a comprehensive framework for understanding business ethics and corporate governance, by analyzing the moral aspects of a plethora of challenges regarding human resources management, policy making, corporate responsibility, code of conduct, agency theory, workforce planning, information systems, and employment relationship.

Corporate Governance in India - Challenges Ram K Narayan,2021-06-11 Foreword note for the book is by Mr. Shailesh Haribhakti, Chartered Accountant - the only Indian to receive the Global Competent Board’s Certification declaring him as ESG ready. He is also a winner of several corporate governance awards including the best Independent Director. He is a fellow of IOD. Unique feature of the book lies in the elaboration of the role of IDs and committees of board; templates for mandatory codes, policies, and reports – both incorporating requirements under SEBI Regulations/Act. Despite India having the best Corporate Governance framework the corporate frauds that keep surfacing underlines that the IDs and Auditors are yet to become independent in letter and spirit. Case of a listed PSU which failed to discharge fiduciary responsibilities leading to end of a good project and loss of huge public funds is also covered in the book.

Globalization and Time Luchien Karsten,2013-05-07 The process of globalization has brought about countless changes in societies, communities, regions and economies across the globe. It has been analyzed from many perspectives as a result and much has been written to muddy the waters of our understanding of this important concept. In going back to the real origins of the global economy, this book demonstrates that understanding this phenomenon as a, 'battle against time' will bring a new clarity to the subject. The process of globalization was accompanied by the mastering of ‘social time’, thereby producing a progressive increase in the speed of business transactions, both in manufacturing and in services. The context is the development of international trade in western societies and the creation of business institutions to drive forward growth. The account takes a ‘long view’, beginning with early European exploration in the B.C. period, and ending with the establishment of multinational enterprises in the 20th century. Using an impressive range of sources this unique book will be valuable reading for students and academics involved with the study of international business, economic history, business history and politics, among other disciplines.

Working Mother ,2000-03 The magazine that helps career moms balance their personal and professional lives.

The Time Bind Arlie Russell Hochschild,1997-05-15 Hochschild's groundbreaking study exposes our crunch-time world and reveals how, after the first shift at work and the second at home, comes the third, and hardest, shift of repairing the damage created by the first two.

The Politics of Working Life Judy Wajcman,2005-09-08 How does the politics of working life shape modern organizations? Is our desire for meaningful, secure work increasingly at odds with corporate behaviour in a globalized economy? Does the rise of performance management culture represent an intensification of work, or create opportunities for the freewheeling individual career? This timely and engaging book, by leading authorities in the field, adopts the standpoint of the 'questioning observer'. It is for those who need an informed account of work that is accessible without being superficial. The book is unique in its multi-dimensional approach, weaving together analysis of individual work experience, political processes in organizations, and the wider context of the social structuring of markets. The book identifies central questions about working experience and answers them in a direct and lively manner. It has a strong analytical foundation based on a political economy framework, giving particular weight to the contradictory character of organizations. These contradictions turn on the competing demands placed on organizations and the different political projects of groups within them. This perspective integrates the chapters, and permits numerous scholarly debates to be addressed - including those on identity projects, gender and work, power and participation, escalation in decision-making, and the meaning of corporate social responsibility. This book is suitable for undergraduate and graduate classes in Organizational Behaviour, Business Strategy and the Sociology of Work and Employment. It will also appeal to the general reader interested in grappling with the complexity of the changing environment of work.

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