

Revised Edition

Employing Bureaucracy

**Managers, Unions, and the
Transformation of Work in the 20th Century**

Sanford M. Jacoby

Employing Bureaucracy Managers Unions And The Transformation Of Work In The Twentieth Century

**Francis Goodall, Terry Gourvish, Steven
Tolliday**



Employing Bureaucracy Managers Unions And The Transformation Of Work In The Twentieth Century:

Employing Bureaucracy Sanford M. Jacoby, 2004-04-12 Deftly blending social and business history with economic analysis *Employing Bureaucracy* shows how the American workplace shifted from a market oriented system to a bureaucratic one over the course of the 20th century Jacoby explains how an unstable haphazard employment relationship evolved into one that was more enduring equitable and career oriented This revised edition presents a new analysis of recent efforts to re establish a market orientation in the workplace This book is a definitive history of the human resource management profession in the United States showing its diverse roots in engineering welfare work and vocational guidance It explores the recurring tension between the new professional order and traditional line management Using a variety of sources Jacoby analyzes the complex relations between personnel managers labor unions and government from the late 19th century to the present *Employing Bureaucracy* analyzes the origins of the modern employment relationship s distinctive features combines a variety of disciplinary perspectives from business and labor history to economics sociology and management shows the transformation of the American workplace over the course of the 20th century from market oriented to bureaucratic to recent efforts to move back to a market orientation and provides the single best and most sophisticated history of the origins and development of the modern HR profession For historians social scientists and practitioners this book is a readable and rewarding study With the future of work currently under debate it is critical that the historical process that produced the modern American workplace is understood Read the Workforce Management Magazine review about *Employing Bureaucracy* at www.eriabaum.com

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that produced the modern American workplace is understood Read the Workforce Management Magazine review about Employing Bureaucracy at www.eri.baum.com **Managing the Human Factor** Bruce E. Kaufman, 2019-06-30 Human resource departments are key components in the people management system of nearly every medium to large organization in the industrial world They provide a wide range of essential services relating to employees including recruitment compensation benefits training and labor relations A century ago however before the concept of human resource management had been invented the supervision and care of employees at even the largest companies were conducted without written policies or formal planning and often in harsh arbitrary and counterproductive ways How did companies such as United States Steel manage a workforce of 160 000 employees at dozens of plants without a specialized personnel or industrial relations department What led some of these organizations to introduce human resources practices at the end of the nineteenth century How were the earliest personnel departments structured and what were their responsibilities And how did the theory and implementation of human resources management evolve both within industry and as an academic field of research and teaching In **Managing the Human Factor** Bruce E Kaufman chronicles the origins and early development of human resource management HRM in the United States from the 1870s when the Labor Problem emerged as the nation's primary domestic policy concern to 1933 and the start of the New Deal Through new archival research an extensive review and synthesis of the historical and contemporary literatures and case studies illustrating best and worst practices during this period Kaufman identifies the fourteen ideas events and movements that led to the creation of specialized HRM departments in the late 1910s as well as their further growth and development into strategic business units in the welfare capitalism period of the 1920s The research presented in this book not only uncovers many new aspects of the early development of personnel and industrial relations but also challenges central parts of the contemporary interpretation of the concept and evolution of HRM Rich with insights on both the present and past of human resource management **Managing the Human Factor** will be widely regarded as the definitive account of the early history of employee management in American companies and a must read for all those interested in the indispensable function of managing people in organizations **Masters to Managers** Sanford M. Jacoby, 1991-01-23 **Masters to Managers** **Getting Work** Walter Licht, 2000-02-14 An engagingly written thorough examination of the day to day working of the labor market *Journal of Economic History* **Behind the Search Box** ShinJoung Yeo, 2023-04-18 Once seen as a harbinger of a new enlightened capitalism Google has become a model of robber baron rapaciousness thanks to its ruthless monetizing of private data obsession with monopoly and pervasive systems of labor discrimination and exploitation Using the company as a jumping off point ShinJoung Yeo explores the political economy of the search engine industry against the backdrop of the relationship between information and capitalism's developmental processes Yeo's critical analysis draws on in depth discussions of essential issues like how the search engine evolved into a ubiquitous commercial service its place in a global information business that is restructuring the information

industry and our very social lives who exactly designs and uses search technology what kinds of workers labor behind the scenes and the influence of geopolitics An incisive look at a pervasive presence in our lives Behind the Search Box places the search engine industry's rise and ongoing success within an original political economy of digital capitalism **The Palgrave**

Handbook of Workers' Participation at Plant Level Stefan Berger, Ludger Pries, Manfred Wannöffel, 2019-01-21

Comprising the study documentation and comparison of plant level workers participation around the world this volume meets the challenge of offering a global perspective on workers participation representation and models of social partnership Value chains economic life inter cultural exchange and knowledge as well as the mobility of persons and ideas increasingly cross the borders of nation states In the knowledge age the active participation of workers in organizations is crucially important for sustainable and long term growth and innovation This handbook offers lessons from historical global accounts of workers participation at plant level even as it looks forward to predict forthcoming trends in participation **"We are All Leaders"**

Staughton Lynd, 1996 We Are All Leaders describes a kind of union qualitatively different from the bureaucratic business unions that make up the AFL CIO today From African American nutpickers in St Louis chemical and rubber workers in Akron textile workers in the South and bootleg miners in Pennsylvania to tenant farmers in the Mississippi Delta packinghouse and garment workers in Minnesota seamen in San Francisco and labor party campaigns throughout the country workers in the 1930s were experimenting with community based unionism Contributors to this volume draw on interviews with participants in the events described first person narratives trade union documents and other primary sources to tell what workers of the 1930s did The alternative unionism of the 1930s was democratic deeply rooted in mutual aid among workers in different crafts and work sites and politically independent The key to it was a value system based on egalitarianism The cry We are all leaders resonated among rank and file activists Their struggle often ignored by historians has much to teach us today about union organizing CONTRIBUTORS Rosemary Feurer Peter Rachleff Janet Irons Mark D Naison Eric Leif Davin Elizabeth Faue Michael Kozura John Borsos Stan Weir A volume in the series The Working Class in American History edited by David Brody Alice Kessler Harris David Montgomery and Sean Wilentz **The Rise and Fall of Corporate Social Responsibility**

Douglas M. Eicher, 2017-05-25 Corporate social responsibility was one of the most consequential business trends of the twentieth century Having spent decades burnishing reputations as both great places to work and generous philanthropists large corporations suddenly abandoned their commitment to their communities and employees during the 1980s and 1990s indicated by declining job security health insurance and corporate giving Douglas M Eicher argues that for most of the twentieth century the benevolence of large corporations functioned to stave off government regulations and unions as corporations voluntarily adopted more progressive workplace practices or made philanthropic contributions Eicher contends that as governmental and union threats to managerial prerogatives withered toward the century's end so did corporate social responsibility Today with shareholder value as their beacon large corporations have shredded their social contract with their

employees decimated unions avoided taxes and engaged in all manner of risky practices and corrupt politics This book is the first to cover the entire history of twentieth century corporate social responsibility It provides a valuable perspective from which to revisit the debate concerning the public purpose of large corporations It also offers new ideas that may transform the public debate about regulating larger corporations **The Corporate Eye** Elspeth H. Brown, 2008-03 Winner Association of American Publishers Professional and Scholarly Publishing Award in Business Management and Accounting In the late nineteenth century corporate managers began to rely on photography for everything from motion studies to employee selection to advertising This practice gave rise to many features of modern industry familiar to us today consulting scientific approaches to business practice illustrated advertising and the use of applied psychology In this imaginative study Elspeth H Brown examines the intersection of photography as a mass technology with corporate concerns about efficiency in the Progressive period Discussing among others the work of Frederick W Taylor Eadweard Muybridge Frank Gilbreth and Lewis Hine Brown explores this intersection through a variety of examples including racial discrimination in hiring the problem of photographic realism and the gendered assumptions at work in the origins of modern marketing She concludes that the goal uniting the various forms and applications of photographic production in that era was the increased rationalization of the modern economy through a set of interlocking managerial innovations technologies that sought to redesign not only industrial production but the modern subject as well **Securing the Fruits of Labor** James L. Huston, 2015-05-11 James Huston has undertaken a unique and Herculean labor in examining American beliefs about wealth distribution over one and a half centuries His findings have led him to a startling conclusion Americans earliest economic attitudes were formed during the Revolutionary period and remained virtually unchanged until the close of the nineteenth century Why those attitudes existed and persisted how they informed public debate and what caused their ultimate demise are among the channels explored in *Securing the Fruits of Labor* a grand excursion into waters of economic history only glimpsed by previous works

Rethinking Misbehavior and Resistance in Organizations Lucy Taksa, Alison Barnes, 2012-12-05 This volume challenges understandings of organizational misbehavior looking beyond traditional conceptions of the nexus between misbehavior and resistance in the workplace The volume includes a contribution from Stephen Ackroyd and adds to the emerging body of evidence that disturbs assumptions of consensus and conformity in organizations **Managerial Control of American Workers** Mel van Elteren, 2017-03-13 Today surveillance and regulation of employees are pervasive at all levels except the highest in a wide variety of American workplaces Digital information systems have become important tools of managerial control The constraints built into these systems by so called business process reengineering are a continuation of scientific management principles developed during the late 19th century Additional means of control have included employment based welfare capitalism and human relations and corporate culture approaches This book provides fresh insight into various practices of managerial control from the 1880s to the present and their effects on work organization and

quality and worker skill requirements The author highlights current developments including those focused on highly skilled knowledge workers accounting for enhanced automation offshoring and related changes in the production and distribution of goods and services

Handbook of Life Course Occupational Health Morten Wahrendorf,Tarani Chandola,Alexis Descatha,2023-08-18 This handbook provides a comprehensive overview of recent developments in research on the relationship between occupational trajectories over the life course and health It uncovers the impact of far reaching changes of work and employment as evidenced by increased flexibility discontinuity and technological innovation and offers insights into recent theoretical and methodological developments addressing this challenge In its main parts it presents the best evidence to readers about the following topics early life influences on un healthy work chronic exposure to occupational risks nonstandard employment and poor health work continuation with chronic disease occupational determinants of healthy aging In its final part it discusses policy implications of current knowledge and points to the need of developing new solutions in research and practice not least in times of climate crisis and the new pandemic The important handbook has been prepared by a distinguished editorial team with chapters written by prominent international experts Despite its continuous reference to scientific knowledge it addresses its content to a broader non specialized readership

Historical Dictionary of the Progressive Era Catherine Cocks,Peter C. Holloran,Alan Lessoff,2009-03-13 The Progressive Era the period in the United States between 1898 and 1917 was a time of great social political and industrial change Following the Spanish American War of 1898 an event that signaled the emergence of the United States as a great power the country soon was involved in its first overseas guerrilla war in the Philippines Vast changes in communications and transportation immigration and migration patterns social mores gender roles family structure class structure work patterns business methods education intellectual life religion the professions technology science medicine and much else were transforming the scope and feel of people s lives and relationships In many ways what happened in this era set the agenda for the rest of the 20th century The Historical Dictionary of the Progressive Era is the most comprehensive and coherent reference work on the Progressive Era Through its chronology introductory essay bibliography appendixes and hundreds of cross referenced dictionary entries on the key events people organizations and ideas of the period this resource is a lively complete and accessible overview of this significant era

Capitalists against Markets Peter A. Swenson,2002-09-26 Conventional wisdom argues that welfare state builders in the US and Sweden in the 1930s took their cues from labor and labor movements Swenson makes the startling argument that pragmatic social reformers looked for support not only from below but also from above taking into account capitalist interests and preferences Juxtaposing two widely recognized extremes of welfare the US and Sweden Swenson shows that employer interests played a role in welfare state development in both countries

International Bibliography of Business History Francis Goodall,Terry Gourvish,Steven Tolliday,2013-12-16 The field of business history has changed and grown dramatically over the last few years There is less interest in the traditional company centred approach and more concern

about the wider business context With the growth of multi national corporations in the 1980s international and inter firm comparisons have gained in importance In addition there has been a move towards improving links with mainstream economic financial and social history through techniques and outlook The International Bibliography of Business History brings all of the strands together and provides the user with a comprehensive guide to the literature in the field The Bibliography is a unique volume which covers the depth and breadth of research in business history This exhaustive volume has been compiled by a team of subject specialists from around the world under the editorship of three prestigious business historians

Relational Wealth Carrie R. Leana, Denise M. Rousseau, 2000 The underlying theme of this book is that organisations possess a kind of wealth that is not quantified on the balance sheet but that provides them with a powerful competitiveness

The Bosses' Union Vilja Hulden, 2023-01-13 At the opening of the twentieth century labor strife repeatedly racked the nation Union organization and collective bargaining briefly looked like a promising avenue to stability But both employers and many middle class observers remained wary of unions exercising independent power Vilja Hulden reveals how this tension provided the opening for pro business organizations to shift public attention from concerns about inequality and dangerous working conditions to a belief that unions trampled on an individual's right to work Inventing the term closed shop employers mounted what they called an open shop campaign to undermine union demands that workers at unionized workplaces join the union Employer organizations lobbied Congress to resist labor's proposals as tyrannical brought court cases to taint labor's tactics as illegal and influenced newspaper coverage of unions While employers were not a monolith nor all powerful they generally agreed that unions were a nuisance Employers successfully leveraged money and connections to create perceptions of organized labor that still echo in our discussions of worker rights

In Search of the Working Class Leon Fink, 1994 These nine essays by a prominent scholar in American labor history self consciously evoke the tensions between the worker as historical subject and the historian as outside observer Encompassing studies of labor culture strategy and movement building from the late nineteenth century to the present *In Search of the Working Class* also connects the trials of the early labor economists to the conceptual challenges facing today's academic practitioners Fink places American labor history in the broader context of American political historiography better than any other historian I can think of James R Barrett author of *Work and Community in the Jungle Chicago's Packinghouse Workers 1894-1922*

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