

THE DAILY GRIND

How Workers Navigate the
Employment Relationship



 MARQUITA R. WALKER

The Daily Grind How Workers Navigate The Employment Relationship

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The Daily Grind Marquita R. Walker, 2014-10-27 The Daily Grind How Workers Navigate the Employment Relationship introduces students to the tensions between labor and management within the U S employment relationship and explores how workers operating in a socially and culturally structured system of capitalism are influenced and manipulated by economic institutions and polity which exploit devalue and dehumanize workers in the name of corporate profit The text covers how the American work ethic of the early nineteenth century helped shape the current perspective on the labor management relationship and how over time the Protestant and patriarchal influences of that period have countered the collective actions of workers in profound ways The text further explores the effect of societal cultural and economic structures both global and local which limit workers ability to achieve the American Dream and result in depressed economic conditions and discouraged workers The text s focus on the current economic inequality and lack of social mobility challenges the current neoliberal ideology that capitalism is the best economic system The overarching framework for The Daily Grind How Workers Navigate the Employment Relationship is situated in Labor Process Theory LPT which explores the control and resistance dichotomy between labor and management the systematic deskilling of the workforce in order to increase production and increase owners profits and examines conflict over control of the labor process An extension of Marxist theory about the organization of work LPT explores the employment relationship the control of work the payment of work the skills necessary for work and the facilitation of work

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Protecting

the Workforce Marquita R. Walker, 2019-02-14 This book showcases the inequalities experienced between the Global North and the Global South by exploring the production and distribution model of goods and services worldwide through an analysis of why the structure framework and interconnectedness of global supply chains increases the persistence of worker rights violations The narrative explains the power relationships between multinational corporations their subcontractors governments non governmental organizations labor unions and workers The text focuses primarily on competition between workers in the Global South and the Global North who are compelled to work in global supply chains for their survival and takes a macro look at how global supply chains operate how they are governed who invests and why and who wins and who loses From the workers perspective the text highlights the millions of low wage workers who suffer exploitation and abuse at the hands of greedy multi national corporations who are able to distance themselves from any liability for workers welfare through an institutional system created by national state governments trade agreements and tax and investment strategies which protect property rights over workers rights The fragile plight of workers crescendos through examples of exploitation and abuse in the fishing mining apparel electronic and manufacturing industries focusing events of workplace disasters and slave like working conditions then climaxes by providing strategies to help strengthen workers through legislative and policy initiatives collective action and social and public pressure

The Geopolitics of Postdigital Educational Development

Michael A. Peters, Benjamin J. Green, Olivera Kamenarac, Petar Jandrić, Tina Besley, 2025-11-03 This volume examines the evolving role of education in contemporary geopolitical landscapes where technological innovation global networks and national interests redefine its purpose Moving beyond territorial geopolitics it explores education as a critical asset in postdigital societies embedded in techno nationalist agendas and global power structures In AI genomics nanotechnology and quantum technologies education serves dual functions shaping epistemic authority and underpinning knowledge economies These developments challenge paradigms of truth consciousness and equitable knowledge access The chapters engage with discourses on digital sovereignty postdigital privilege democracy and resistance illustrating how education restructures global power relations Synthesizing perspectives from geopolitics digital transformation and postdigital educational development it underscores understanding education as a contested terrain where global equity inclusion and ethical technological governance are negotiated This book is particularly suited for researchers of postdigital education The Geopolitics of Postdigital Educational Development is complemented by Postdigital Education for Development also edited by Michael A Peters Olivera Kamenarac Ben Green Petar Jandri and Tina Besley

Addressing Gaps and Advancing Scholarship in the Study of Psychological Contracts Sarah Bankins, Yannick Griep, Samantha D. Hansen, 2024-08-09 This book acknowledges the significant changes in the context and contours of the traditional employee employer relationship over the last several decades and highlights the emergence of exciting new directions for the study of psychological contracts PC New technologies and emergent forms of work are extending the temporal and spatial boundaries of employment such as through

the rise of the shared economy and gig workers uptake of virtual work and flexible work arrangements and the use of off site co working spaces Technology use now permeates many aspects of jobs supported by artificial intelligence and machine learning technology Factors that motivate work are also changing as new generations of employees embrace their callings and organizations increasingly recognize their responsibilities to society and to employee wellbeing These changes are altering the traditional employer employee relationship and are key motivators of this volume The chapters in this volume chart new directions for PC research over the next decade by widening the theoretical and methodological lenses used to explore PC processes This book will be valuable to advanced students researchers and practitioners in organizational psychology organization studies workplace training and human resource management as well as those interested in improved performance of people and organizations The chapters in this book were originally published as a special issue of the European Journal of Work and Organizational Psychology

Monologue Transcripts Serame Molusi-Bolao,2024-12-13

Monologue Transcripts Misconceptions of a Digital Self explores the intersection of identity spirituality and emotional growth in a digital age The manuscript delves into themes of self discovery faith and humanity offering a roadmap for navigating modern challenges while embracing personal authenticity and divine purpose The author embarks on a transformative journey confronting societal norms inherited beliefs and personal traumas

Personnel Management Abstracts ,1992

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Journal of Gas Lighting and Water Supply ,1913 **The Northwestern Reporter** ,1941 **The Mining Journal,**

Railway and Commercial Gazette ,1884 **The Engineer** ,1917 *Sales and Idea Book* ,1947 **EM** ,2000 **On the Job** David, editor Neumark,2000-11-16

In recent years a flurry of reports on downsizing outsourcing and flexible staffing have created the impression that stable long term jobs are a thing of the past According to conventional wisdom workers can no longer count on building a career with a single employer and job security is a rare prize While there is no shortage of striking anecdotes to fuel these popular beliefs reliable evidence is harder to come by Researchers have yet to determine whether we are witnessing a sustained economy wide decline in the stability of American jobs or merely a momentary rupture confined to a few industries and a few classes of workers

On the Job launches a concerted effort to reconcile the conflicting evidence about job stability and security The book examines the labor force as a whole not merely the ousted middle managers who have attracted the most publicity It looks at the situation of women as well as men young workers as well as old and workers on part time non standard or temporary work schedules The evidence suggests that long serving managers and professionals suffered an unaccustomed loss of job security in the 1990s but there is less evidence of change for younger newer recruits The authors bring our knowledge of the labor market up to date connecting current conditions in the labor market with longer term trends that have evolved over the past two decades They find that layoffs in the early 1990s disrupted the implicit contract between employers and staff but it is too soon to declare a permanent revolution in the

employment relationship Having identified the trends the authors seek to explain them and to examine their possible consequences If the bonds between employee and employer are weakening who stands to benefit Frequent job switching can be a sign of success for a worker if each job provides a stepping stone to something better but research in this book shows that workers gained less from changing jobs in the 1980s and 1990s than in earlier decades The authors also evaluate the third party intermediaries such as temporary help agencies which profit from the new flexibility in the matching of workers and employers Besides opening up new angles on the evidence the authors mark out common ground and pin point those areas where gaps in our knowledge remain and popular belief runs ahead of reliable evidence On the Job provides an authoritative basis for spotting the trends and interpreting the fall out as U S employers and employees rethink the terms of their relationship

Work in Challenging and Uncertain Times Patricia Leighton,Tui McKeown,2020-07-12 This book was written as the Coronavirus COVID 19 pandemic began to have a devastating effect on employment across the globe The crisis has served to highlight many deepseated often longstanding challenges to employment relationships These include uncertainties and fears about the impact of technological advances concerns about safety and wellbeing and controversies around emerging business and employment models It is difficult to avoid the fear that the combination of these and other practices will lead to a race to the bottom The book calls for a radical rethink and reassessment of the core values underlying employment relationships In Work in Challenging and Uncertain Times the authors take a refreshingly realistic view of how contemporary work relationships are managed and look to how they will need to change in the future Some key questions are posed such as who is the employer in complex skills supply chains how do we ensure a skilled workforce in a context of fragmentation and increasing individualization in a context of AI robots etc what does it mean to be human and how do we achieve change and improvement Based on extensive research presented in an accessible and engaging style the book provides insights valuable to students of employment relationships HRM and employment law as well as to practitioners and policy makers It draws on a range of academic disciplines and thoughts from interviews with key practitioners and commentators on workplace as well as students

Work and Employment Relations in the High Performance Workplace Gregor Murray,2002 There is a general consensus that deep seated changes are reshaping the way production and work are organized the way employees employers and their representatives deal with each other and the way governments seek to shape society In this work a group of leading scholars take stock of the evidence and implications of the new workplace Drawing on examples from a variety of national contexts they seek to characterize the nature of contemporary workplace change and assess its implications for the organization of work for workers for employment relations and for public policy

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