

1. Record Nr.	UNINA9910172211303321
Autore	Anteby Michel <1970->
Titolo	Moral gray zones : side productions, identity, and regulation in an aeronautic plant / / Michel Anteby
Pubbl/distr/stampa	Princeton, N.J., : Princeton University Press, c2008
ISBN	1-282-15799-X 9786612157998 1-4008-2888-0
Edizione	[Course Book]
Descrizione fisica	1 online resource (244 p.)
Disciplina	174/.4
Soggetti	Industrial relations - Moral and ethical aspects Organizational behavior - Moral and ethical aspects Homers (Manufactures) Psychology, Industrial Group identity Aircraft industry - France
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Based on a field study of a French aeronautic plant, Pierreville (pseudonym), which manufactures airplane engines.
Nota di bibliografia	Includes bibliographical references (p. [213]-226) and index.
Nota di contenuto	The persistence of organizational gray zones -- The motivations and the setting -- Revisiting social systems in organizations -- The side production of homers in factories -- The Pierreville plant: setting and status divides -- The findings -- Retirement homers: an entry into the community -- Homers gone wrong: delimiting the gray zone -- Shades of homer meanings: occupational variations -- The rise and fall of craftsmanship -- Trading in hidden identity incentives -- The implications -- Organizational gray zones as identity distillers -- Identities, control, and moralities -- Appendix A: Data and methods -- Appendix B: Position in the field.
Sommario/riassunto	Anyone who has been employed by an organization knows not every official workplace regulation must be followed. When management consistently overlooks such breaches, spaces emerge in which both workers and supervisors engage in officially prohibited, yet tolerated practices--gray zones. When discovered, these transgressions often

provoke disapproval; when company materials are diverted in the process, these breaches are quickly labeled theft. Yet, why do gray zones persist and why are they unlikely to disappear? In *Moral Gray Zones*, Michel Anteby shows how these spaces function as regulating mechanisms within workplaces, fashioning workers' identity and self-esteem while allowing management to maintain control. The book provides a unique window into gray zones through its in-depth look at the manufacture and exchange of illegal goods called homers, tolerated in a French aeronautic plant. Homers such as toys for kids, cutlery for the kitchen, or lamps for homes, are made on company time with company materials for a worker's own purpose and use. Anteby relies on observations at retirees' homes, archival data, interviews, and surveys to understand how plant workers and managers make sense of this tacit practice. He argues that when patrolled, gray zones like the production of homers offer workplaces balanced opportunities for supervision as well as expression. Cautioning against the hasty judgment that gray zone practices are simply wrong, *Moral Gray Zones* contributes to a deeper understanding of the culture, group dynamics, and deviance found in organizations.
