

1. Record Nr.	UNINA9910779763803321
Titolo	Pathways to freedom : political and economic lessons from democratic transitions / / John Campbell [and nine others] ; edited by Isobel Coleman and Terra Lawson-Remer with Charles Landow
Pubbl/distr/stampa	New York, New York : , : Council on Foreign Relations, , 2013 ©2013
ISBN	0-87609-567-8 0-87609-568-6
Descrizione fisica	1 online resource (264 p.)
Disciplina	321.8091724
Soggetti	Democratization - Developing countries Democratization - Political aspects - Developing countries Democratization - Economic aspects - Developing countries Developing countries Politics and government Case studies Developing countries Economic conditions Case studies
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Contents; Acknowledgments; Political and Economic Lessons From Democratic Transitions; Statistical Evidence; Mexico; Brazil; Poland; South Africa; Indonesia; Thailand; Ukraine; Nigeria; Strategies for Successful Democratization; Further Reading; About the Authors
Sommario/riassunto	"Many developing countries have launched transitions from authoritarianism to democracy over the past twenty-five years. While some have succeeded in building relatively strong democracies with shared prosperity, others have stumbled. As a wave of change continues to unfold across the Middle East, Africa, and Asia, the policy-relevant insights that can be gleaned from recent transitions are more salient than ever. Through case studies on Brazil, Indonesia, Mexico, Nigeria, Poland, South Africa, Thailand, and Ukraine, Pathways to freedom explores the structural factors and policy choices that shaped eight important transitions--some successful, others less so. The case studies focus on six themes: socioeconomic inclusion and exclusion, economic structure and policies, civil society and media, legal system

and rule of law, government structure, and education and demography. Additional chapters examine these themes in light of the quantitative evidence on democratization and highlight concrete policy recommendations from across the case studies. With concise historical analysis and forward-looking prescriptions, *Pathways to freedom* offers an authoritative and accessible look at what countries must do to build durable and prosperous democracies--and what the United States and others can do to help"--Back cover.

2. Record Nr.	UNINA9910298501103321
Titolo	Aging Workers and the Employee-Employer Relationship / / edited by P. Matthijs Bal, Dorien T.A.M. Kooij, Denise M. Rousseau
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2015
ISBN	3-319-08007-5
Edizione	[1st ed. 2015.]
Descrizione fisica	1 online resource (274 p.)
Disciplina	158.7 305 330 658.3
Soggetti	Personnel management Psychology, Industrial Social groups Families Human Resource Management Industrial and Organizational Psychology Sociology of Family, Youth and Aging
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Chapter 1: Introduction to Aging Workers and the Employee-Employer Relationship; P. Matthijs Bal, Dorien T.A.M. Kooij and Denise M. Rousseau -- PART I: THE ROLE OF CONTEXT AND THE ORGANIZATION

-- Chapter 2: Older Workers, Stereotypes, and Discrimination in the Context of the Employment Relationship; Lisa M. Finkelstein -- Chapter 3: Age Diversity and Age Climate in the Workplace; Stephan A. Boehm and Florian Kunze -- Chapter 4: Strategic HRM for Older Workers; Dorien T.A.M. Kooij and Karina van de Voorde -- Chapter 5: The Role of Line Managers in Motivation of Older Workers; Eva Knies, Peter Leisink and Jo Thijssen -- Chapter 6: A Lifespan Perspective on Leadership; Hannes Zacher, Michael Clark, Ellen C. Anderson, and Oluremi B. Ayoko -- PART II: THE ROLE OF THE OLDER WORKER -- Chapter 7: The Psychological Contracts of Older Employees; Tim Vantilborgh, Nicky Dries, Ans de Vos and P. Matthijs Bal -- Chapter 8: Idiosyncratic Deals for Older Workers: Increased Heterogeneity among Older Workers Enhance the Need for I-Deals; P. Matthijs Bal and Paul G. W. Jansen -- Chapter 9: Successful Aging at Work: the Role of Job Crafting; Dorien T.A.M. Kooij, Maria Tims and Ruth Kanfer -- Chapter 10: Aging Workers' Learning and Employability; Isabel Raemdonck, Simon Beausaert, Dominik Fröhlich, Nané Kochian and Caroline Meurant -- PART III: WORKING BEYOND RETIREMENT -- Chapter 11: Intentions to Continue Working and its Predictors; René Schalk and Donatienee Desmette -- Chapter 12: Bridge Employment: Conceptualizations and New Directions for Future Research; Yujie Zhan and Mo Wang -- Chapter 13: Adjustment Processes in Bridge Employment: Where We Are and Where We Need To Go; Cort W. Rudolph, Annet H. De Lange and Beatrice Van der Heijden -- Chapter 14: Aging Entrepreneurs and Volunteers: Transition in Late Career; Susan Ainsworth -- Chapter 15: Conclusion and Future Research; Dorien T.A.M. Kooij, Denise M. Rousseau and P. Matthijs Bal.

Sommario/riassunto

This book focuses on the aging workforce from the employment relationship perspective. This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated, productive, and healthy. In 15 chapters, several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age. In addition, this book discusses the role older workers themselves play in continuing work at higher age. To do this, the authors integrate research from different areas, such as literature on leadership, psychological contracts, and diversity with literature on the aging workforce. Through this integration this book provides innovative ways for organizations and workers to maintain productivity, motivation and health. Aging Workers and the Employee-Employer Relationship summarizes the latest research on how employment relationships change with age and its implications for supporting the well-being, motivation, and productivity of older workers. It identifies ways to improve how both companies and workers solve the problems they face. These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their own job crafting, learning and employability.