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WORKLOAD, ASPIRATION, AND FUN: PROBLEMS OF BALANCING SELF-EXPLOITATION AND SELF-EXPLORATION IN WORK LIFE

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Sommario/riassunto

Organizations are under constant pressure to be ambidextrous. They must both be able to exploit existing processes, routines and systems at the same time as they must engage in exploration through playfulness, relaxed control and experimentation. The dilemma for organizations is a familiar one. But we know little about the human costs and challenges of ambidexterity. In this volume we explore the impact of ambidextrous organizations on individuals' working lives. An international group of students of organizations and management analyze how employees are required to follow routines at the same

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