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Selection, and Retention Processes; Idiosyncratic Jobs can Persist as Part of the Ecologies of Jobs; Idiosyncratic Jobs can be Perceived as Part of the Regular Workings of a Department

Idiosyncratic Jobs can Play a Role in Changing Organizational GoalsSummary of Macro-Organizational Impact of Idiosyncratic Jobs; Micro-Organizational Impact of Idiosyncratic Jobs; Impact on Internal Career Mobility; Idiosyncratic Jobs can Shape Interorganizational Career Mobility; Discussion; Employee Agency in Job Design: Related Constructs of Idiosyncratic Jobs, Job Crafting, I-Deals, and Negotiated Joining; Job Crafting; I-Deals; Negotiated Joining; Job System Ecologies and Demographics; Sample Research Frontier: Idiosyncratic Jobs and Conceptualizations of Job Design and Their Impact

Sample Research Frontier: Normative Theory and Implications for PracticeJobs Should Not Be Designed around Individuals; Jobs Can Usefully Be Crafted around Individuals; Conclusion; Acknowledgments; References; The Ideology of Silence at the Harvard Business School: Structuring Faculty's Teaching Tasks for Moral Relativism; Introduction; Setting: The Work of the Harvard Business School Faculty; Data and Methods; Faculty Members' Scripted Teaching Tasks; High-Stakes (But Unspecified) Battles; Upholding Moral Relativism via Silence; From Teaching Tasks to Business Morals; Notes; Acknowledgments References

Sommario/riassunto

This volume is the product of an interdisciplinary gathering of scholars convened with generous support of the Canadian Social Science and Humanities Research Council. It presents new theoretical and empirical papers that examine aspects of the changing nature of jobs and work in organizations from multiple perspectives and methodologies.
