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Nota di contenuto	Cover; Half title page; Title page; Copyright page; Contents; Dedication; Preface; Introduction: Setting the Scene; Chapter 1 - Early Job Design Principles, Practice, and Research; Early Intellectual Influences; From Strategy to Tactics; The Diffusion of Job Simplification; Early Research; From Research to Practice; Chapter 2 - The Heyday of Job Design Research, 1950 to 1980; The Two-Factor Theory; The Job Characteristics Model; The Sociotechnical Systems Approach; From Theory to Practice; Chapter 3 - A Critique of Existing Theory and Research; Methodological Issues; Broadening the Focus Chapter 4 - Extensions and Complementary Theoretical Approaches Demand-Control Model of Strain; Action Theory and Job Design; An Interdisciplinary Perspective on Work Design; Models of Group Effectiveness; Chapter 5 - Modern Manufacturing and the Work Design Agenda; Modern Manufacturing Initiatives; Work Design Implications; Chapter 6 - Workplace Transformations and a Workforce in Transition; Information Technology and New Forms of Work; Organizational Transformations; The Changing Composition of the Workforce; Chapter 7 - Redesigning Work (Part 1): Wider Organizational

Considerations

Aligning the Wider Organizational Context  
Considering the Implications for Multiple Stakeholders; Chapter 8 - Redesigning Work (Part 2): Managing the Change Process; The Principle of Participation; Phases in Structured Work Redesign; Methods and Tools to Support Work Redesign; An Effective Change Agent; Unanswered Questions; Chapter 9 - Conclusions; References; Author Index; Subject Index; About the Authors

Sommario/riassunto

Examining recent innovations in manufacturing technologies techniques and philosophies and how these affect work design research and practice, 'Job and Work Design' looks at wider trends and describes possible implications for the whole organization.