

1. Record Nr.	UNINA9910780220003321
Autore	Jacoby Sanford M. <1953->
Titolo	Employing bureaucracy [[electronic resource]] : managers, unions, and the transformation of work in the 20th century // Sanford M. Jacoby
Pubbl/distr/stampa	Mahwah, N.J., : Lawrence Erlbaum, 2004
ISBN	1-4106-1014-4
Edizione	[Rev. ed.]
Descrizione fisica	1 online resource (330 p.)
Collana	LEA's organization and management series
Disciplina	331/.0973/0904
Soggetti	Personnel management - United States - History - 20th century Working class - United States - History - 20th century Bureaucracy - United States - History - 20th century Labor unions - United States - History - 20th century
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Previous ed. has subtitle: Managers, unions, and the transformation of work in American industry, 1900-1945.
Nota di bibliografia	Includes bibliographical references (p. 225-298) and index.
Nota di contenuto	Book Cover; Title; Copyright; Dedication; Contents; Series Foreword; Acknowledgments; Employing Bureaucracy; Introduction to Revised Edition; 1 The Way It Was: Factory Labor Before 1915; 2 Systematic Management and Welfare Work; 3 Vocational Guidance; 4 Problems, Problem-Solvers, and a New Profession; 5 Crisis and Change During World War I; 6 A Different Decade: Moderation in the 1920's; 7 The Response to Depression; 8 Another Great Transformation, 1936-1945; 9 From the 1950's to the Present; End notes; Index
Sommario/riassunto	Deftly blending social and business history with economic analysis, <i>Employing Bureaucracy</i> shows how the American workplace shifted from a market-oriented system to a bureaucratic one over the course of the 20th century. Jacoby explains how an unstable, haphazard employment relationship evolved into one that was more enduring, equitable, and career-oriented. This revised edition presents a new analysis of recent efforts to re-establish a market orientation in the workplace. This book is a definitive history of the human resource management profession in the United States, showing