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Nota di contenuto	Contents; List of Figures; List of Tables; Part I: A Theory of Employment Systems; 1. The Employment Relationship; Employment Systems; Incompleteness of the Employment Contract; Defining the 'Acceptable Set' of Tasks; Use of Classification Criteria to Assign Tasks to Jobs; The Function of Job Classification Systems; Two Potential Objections to the Argument; Insights from the Historical Rise of the Employment Relationship; Conclusion; 2. The Limits of Managerial Authority; Introduction; Transaction Rules and the Employment Relation; Examples of Each Type of Task Allocation Rule How each Rule Deals with Different Kinds of Opportunism Conclusion; 3. Diffusion and Predominance of Employment Rules; Introduction; Task Allocation Rules as Partial 'Evolutionarily Stable Strategies'; Predominance of Individual Transaction Rules; The Need for Inter-firm Institutions; Conclusion: Evolutionarily Stable Strategies and Labour Institutions; 4. Classification Rules and the Consolidation of Employment Systems; Introduction; A Theory of Job Classification; Some Lessons from Occupational Classifications used in Earnings

Statistics; Labour Market Conventions and Job Classifications  
Some Comparative Evidence on Classifications and their Diffusion  
The Role of Institutions in Diffusing Classification Rules; Employment  
Systems: Integrating Transaction Rules and Inter-firm Institutions; Part  
II: Evidence and Personnel Management Implications; 5. Societal  
Diversity of Employment Systems: Comparative Evidence; Some  
Evidence of Inter-country Differences in Employment Systems;  
Production Versus Training Approach: Key Indicators; Task-oriented  
versus Function-oriented Approach: Key Indicators; Diffusion of Main  
Employment Systems; Conclusion; 6. Performance Management  
Introduction  
The Inherent Difficulties of Performance Measurement;  
Mutual Distrust and Performance Management; Some Conventionally  
Used Performance Criteria; How the Contractual Constraints Shape  
Performance Criteria; Moral Hazard, Transaction Rules and Performance  
Criteria; Conclusion: Societal Influences on Performance Criteria;  
Appendix 1 Some Examples of Criteria Used in Performance Appraisal;  
Appendix 2 Transaction Rules and Performance Standards; 7. Pay and  
Incentives; A Theory of Pay and Classifications; Price as a Rule and 'Rate  
for the Job'  
Rate-for-the-Job Classification and Pay for Performance  
Hierarchical versus Occupational Classifications and Pay Structures; Conclusion; 8.  
Skills and Labour Market Structure; Introduction; Effects of the  
Production and Training Approaches on Labour Market Structure;  
Approaches to Enforceability and Functional Flexibility;  
Institutionalization of Transaction rules by OLMs and ILMs; Monopsony  
and Secondary Labour Markets; Employment and Self-employment;  
Conclusions; Part III: Conclusions; 9. Employment Systems and the  
Theory of the Firm: Societal Diversity; Introduction  
Transaction Costs, Opportunism and Knowledge

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Sommario/riassunto

This text examines why there are such international differences in the way employment relations are organized within the firm. It aims to explain why firms and workers should use employment relationship as the basis for their economic co-operation.

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