

CONTESTED TERRAIN

*The
Transformation of
the Workplace
in
the Twentieth Century*

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Contested Terrain The Transformation Of The Workplace In America

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Contested Terrain The Transformation Of The Workplace In America:

Sex Segregation in the Workplace National Research Council, Commission on Behavioral and Social Sciences and Education, Committee on Women's Employment and Related Social Issues, 1984-01-01 How pervasive is sex segregation in the workplace Does the concentration of women into a few professions reflect their personal preferences the tastes of employers or sex role socialization Will greater enforcement of federal antidiscrimination laws reduce segregation What are the prospects for the decade ahead These are among the important policy and research questions raised in this comprehensive volume of interest to policymakers researchers personnel directors union leaders anyone concerned about the economic parity of women Contested Terrain Richards Edwards, 1979 USA Monograph on the nature of management control over the working class through capitalist work organization illustrates with historical case studies the failure to establish workers self management and social implications of automatic control monopoly personnel management bureaucracy social conflict etc Argues that supervisory hierarchy is intrinsic to profitability economic doctrine and discusses political aspects of trade union structure and labour market segmentation Bibliography pp 244 to 252 graphs and statistical tables **Report on the American Workforce**, 2001 Working-Class America Michael H Frisch, Daniel J Walkowitz, 1983 Working Class America represents the new labor history par excellence Its ten original essays by some of the best young scholars in the field are at the frontier of current research and demonstrate the ability of working class historians to produce exciting new insights into the nature of American society Working Class America however offers more than scholarly historical sociological analyses In these pages the lives of real men and women emerge from behind the veil of statistical abstraction It is precisely that human dimension which makes this collection so valuable as a digest for scholars and yet so accessible as a text for students *The Chicago Pragmatists and American Progressivism* Andrew Feffer, 2018-10-18 Founded in 1894 at a peak of social and industrial turmoil the Chicago school of pragmatist philosophy is emblematic of the progressive spirit of early twentieth century America The Chicago pragmatists under the leadership of John Dewey pursued a close critique of the modern workplace school and neighborhood which provided a theoretical base for the progressive reform agenda Andrew Feffer here provides a richly textured group portrait of Dewey and his colleagues George Herbert Mead and James Hayden Tufts against the backdrop of Chicago's social history In this nuanced intellectual biography of the Chicago pragmatists Feffer retraces the story of their personal involvement in reform movements and examines how they revised contemporary political rhetoric and social theory in order to reestablish the foundations of democracy in productive and rewarding work Drawing on liberal Christian reformist as well as philosophical idealist traditions the pragmatists advanced a radically humanistic social theory that attacked the regimentation of factory life and demanded the democratization of industry and education Feffer also gives an account of certain elitist and anti democratic assumptions of pragmatist theory he shows in particular how progressive reformers inherited the pragmatists mistrust of the political impulses of the industrial workers they championed **Social**

Consequences of Economic Restructuring in the Textile Industry Cynthia D. Anderson, 2014-02-04 This book analyzes the dramatic social impacts of global economic restructuring in the US textile industry and the consequences for Southern textile mill communities With the expansion of markets in the global economy government policies such as NAFTA and GATT are greatly affecting the domestic production of textiles Increased global competitiveness has led to technological modernization plant shutdowns and downward pressure on wages Many family owned companies are merging into conglomerates some of which are international Concurrently the structure of power and domination in Southern textile communities is changing Paternalistic control typically portrayed as a form of traditional authority and benevolent protection of workers is no longer dominant With the decreased need for skilled labor textile company owners are not obligated to provide mill villages with housing electricity and water Formerly protected communities are now players on an international scale with workers competing for jobs on a global level New forms of class exploitation racism and sexism provide a contested terrain for mill employees As the industry restructures workers and their households are faced with new challenges To understand these social impacts I examine globalization restructuring and spatialization as processes embedded in multiple layers of reality The multi level analysis focuses on the Southern textile industry a leading firm its surrounding labor market area and members of the community Historical statistical and qualitative interviewing methods yield data that demonstrate redefined labor markets reconstituted race relations and household adaptations Changes in firm and industry impact shop floor labor processes including increased production pace new management strategies and technological adjustments As embedded layers of social relations the multi level outcomes are both negative and positive creating new winners and losers in Southern communities

Vegas at Odds James P. Kraft, 2010-01-14 American historians and anyone interested in the history of labor or Las Vegas will find this account highly original insightful and even handed

Hazards of the Job Christopher C. Sellers, 1997 *Hazards of the Job* explores the roots of modern environmentalism in the early twentieth century United States It was in the workplace of this era argues Christopher Sellers that our contemporary understanding of environmental health dangers first took shape Sellers traces the creation of a viable industrial hygiene expertise focused initially on lead and other poisonings among workers alongside the controversies that it addressed and roused

Masters to Managers Sanford M. Jacoby, 1991-01-23 *Masters to Managers* *Documenting Desegregation* Kevin Stainback, Donald Tomaskovic-Devey, 2012-09-01 Enacted nearly fifty years ago the Civil Rights Act codified a new vision for American society by formally ending segregation and banning race and gender discrimination in the workplace But how much change did the legislation actually produce As employers responded to the law did new and more subtle forms of inequality emerge in the workplace In an insightful analysis that combines history with a rigorous empirical analysis of newly available data *Documenting Desegregation* offers the most comprehensive account to date of what has happened to equal opportunity in America and what needs to be done in order to achieve a truly integrated workforce Weaving strands of

history cognitive psychology and demography Documenting Desegregation provides a compelling exploration of the ways legislation can affect employer behavior and produce change Authors Kevin Stainback and Donald Tomaskovic Devey use a remarkable historical record data from more than six million workplaces collected by the U S Equal Employment Opportunity Commission EEOC since 1966 to present a sobering portrait of race and gender in the American workplace Progress has been decidedly uneven black men black women and white women have prospered in firms that rely on educational credentials when hiring though white women have advanced more quickly And white men have hardly fallen behind they now hold more managerial positions than they did in 1964 The authors argue that the Civil Rights Act s equal opportunity clauses have been most effective when accompanied by social movements demanding changes EEOC data show that African American men made rapid gains in the 1960s at the height of the Civil Rights movement Similarly white women gained access to more professional and managerial jobs in the 1970s as regulators and policymakers began to enact and enforce gender discrimination laws By the 1980s however racial desegregation had stalled reflecting the dimmed status of the Civil Rights agenda Racial and gender employment segregation remain high today and alarmingly many firms particularly in high wage industries seem to be moving in the wrong direction and have shown signs of resegregating since the 1980s To counter this worrying trend the authors propose new methods to increase diversity by changing industry norms holding human resources managers to account and exerting renewed government pressure on large corporations to make equal employment opportunity a national priority At a time of high unemployment and rising inequality Documenting Desegregation provides an incisive re examination of America s tortured pursuit of equal employment opportunity This important new book will be an indispensable guide for those seeking to understand where America stands in fulfilling its promise of a workplace free from discrimination

Research in Social Stratification and Mobility Kevin T Leicht,2003-12-03 Volume 20 of Research in Social Stratification and Mobility continues to remain at the forefront of the diverse group of social scientists who study social inequality and is now the official publication of the Social Stratification Research Group of the International Sociological Association RC 28 This issue features a comprehensive retrospective on the 40 years of contributions to social stratification research made by the late William Sewell and the Wisconsin Longitudinal Survey including an all inclusive bibliography of publications Other contributions address the growing differences between workers with full time jobs and various categories of the underemployed in Israel the United States and Germany social mobility in Korea and Sweden subjective responses to social inequality and the social consequences of status inconsistency and analyses of class consciousness and growing wealth inequality in the OECD

Bulletin of the United States Bureau of Labor Statistics ,1984 **The State and the Unions** Christopher L. Tomlins,1985-08-30 This 1985 book offers a critical examination of the impact of the National Labor Relations Act on American unions Dr Tomlins examines both the laws from the late nineteenth century and the history of the act s passage He shows how public policy confined labour s role in the American economy and the problems faced by unions that

stem from these laws **Newsworkers** Hanno Hardt, Bonnie Brennen, 1995 What most of us know about media history begins and ends with Citizen Kane The exploits of media moguls and visionary business leaders these are the tales that fill media histories in the United States What's missing is a crucial part of the picture the rank and file of journalism and the conditions under which they produced and participated in the business of journalism Newsworkers supplies this side of the story Focusing on the period from the 1850s through the 1930s the contributors show how issues of labor and class have been far more important in the formation of media institutions than previous accounts concede These essays recover the history of ethnic and cultural diversity including the contributions of women that have enriched the process of communication Handbook of Employment Discrimination Research Laura Beth Nielsen, Robert L. Nelson, 2006-01-01 There is much to understand about employment discrimination law as a social system What drives the growing trend toward litigation To what extent does discrimination persist and why does it vary by organizational and market context How do different groups perceive discrimination and what if anything do they do about it How do employers respond to discrimination law What is the effect of broader political and legal currents What is the relationship between anti-discrimination law and social inequality This book presents answers from a distinguished group of scholars and social scientists offering a broad reconsideration of employment discrimination and its treatment in law **Grand Plans** Judith Sealander, 2014-10-17 Scholars may have widely differing views of the Progressive Era but all see business as holding the key to the reforms of that period In this new book Judith Sealander amplifies our understanding of the relationship between business leaders and reform through a detailed examination of Dayton and the Miami Valley of Ohio She focuses specifically on four progressive projects that made this nine county region nationally known as a center for reform activism The four projects include an extensive program of employee benefits instituted at the National Cash Register Company the creation in the Miami Conservancy District of a massive flood prevention system the institution of a new businesslike city manager government in Dayton and a new experimental approach to education in the region's public and private schools Well grounded in the scholarly literature on progressivism and drawing from a rich trove of local manuscript sources Judith Sealander has provided an integrated analysis of the role of business leadership in these four reform areas that corrects the exaggerated treatment business has often received She shows how this one group of businessmen functioned as reformers the grand plans they had for changing society their merger of scientific engineering business management and moral fervor and the benefits and costs of their kind of progressivism Grand Plans contributes new insights into the Progressive Era and will interest scholars of that period as well as historians of American business urban affairs and reform *Frank and Lillian Gilbreth* Michael C. Wood, John Cunningham Wood, 2003 First published in 2004 Routledge is an imprint of Taylor Francis an informa company **America and the New Economy** Anthony Patrick Carnevale, 1991 On the Job Craig Heron, Robert H. Storey, 1986 Every day millions of Canadians go out to work They labour in factories offices restaurants and retail stores

on ships and deep in mines And every day millions of other Canadians mostly women begin work in their homes performing the many tasks that ensure the well being of their families and ultimately the reproduction of the paid labour force Yet for all its undoubted importance there has been remarkably little systematic research into the past and present dynamics of the world of work in Canada **Rights at Work** Michael W. McCann, 1994-06-25 McCann explains how wage discrimination battles have raised public legal consciousness and helped reform activists mobilize working women in the pay equity movement over the past two decades Rights at Work explores the political strategies in more than a dozen pay equity struggles since the late 1970s including battles of state employees in Washington and Connecticut as well as city employees in San Jose and Los Angeles Relying on interviews with over 140 union and feminist activists McCann shows that even when the courts failed to correct wage discrimination litigation and other forms of legal advocacy provided reformers with the legal discourse the understanding of legal rights and their constraints for defining and advancing their cause

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