

Alternatives to Lean Production



WORK

ORGANIZATION

IN THE

SWEDISH

AUTO INDUSTRY

Christian Berggren

Alternatives To Lean Production Work Organization In The Swedish Auto Industry

**Paul Boreham, Rachel Parker, Paul
Thompson, Richard Hall**



Alternatives To Lean Production Work Organization In The Swedish Auto Industry:

Alternatives to Lean Production Christian Berggren,1993-11 Berggren provides a detailed evaluation of the reorganization of work within the Swedish auto industry during the period from 1970 1990 His book offers significant insights for anyone interested in industrial democracy work reorganization international competition

Alternatives to Lean Production Christian Berggren,2019-01-24 The Swedish auto industry has developed a distinct production design and work organization exploring alternatives to the assembly line and to the traditional shop floor hierarchy with a model of teamwork that increases independent decision making and elicits strong union commitment Berggren evaluates in detail the reorganization of work within the Swedish auto industry from 1970 to 1990 In his introduction to the new edition he explores the significance of Volvo s decision to close its two most innovative plants

After Lean Production Thomas A. Kochan,Russell D. Lansbury,John Paul MacDuffie,2018-09-05 Nearly every country that produces cars views the automobile industry as strategically important because of its direct economic significance and because it serves as a bellwether for innovation in employment conditions In this book industrial relations experts from eleven countries consider the state of the industry worldwide They are particularly interested in assessing whether the loudly heralded model of lean production initiated by Toyota has become pervasive The contributors focus on employment practices the way work is organized how workers and managers interact the way worker representatives respond to lean production strategies and the nature of the adaptation and innovation process itself

The Volvo Experience Christian Berggren,1993-01 Provides an evaluation of the re organization of work within the Swedish auto industry The Volvo experience is commonly invoked in the discussion of new production concepts Berggren frames his analysis of the Swedish case through a critique of the Japanese model

Work Organisation in Practice P-O Börnfelt,2023-05-27 This textbook provides an overview of organisation models used in practice from over a century ago to the present day It outlines the effects these models have on efficiency learning innovation and workers health and offers critical reflections for students Some of the models covered are Taylorism bureaucracy the socio technical school process organisation such as lean production learning organisations knowledge management project organising including agile platform economy professional organisations new public management and sustainable organisations Featuring learning objectives and reflective questions for students of organisation studies and design this textbook has a pedagogical structure based on the division of work and the coordination of work Conclusions are presented on contemporary work organisation models impact on working life ultimately encouraging students to ask the question how can we create more sustainable work organisations

Technology, Organizations and Innovation: Critical empirical studies Ian McLoughlin,David Preece,Patrick Dawson,2000 An authoritative collection of leading critical and contemporary writings published in the field of technology and organizations The set spans a 50 year time period taking the reader from the first and most influential papers from the early 1950s through to some recent publications which address contemporary and

emerging debates in the field at the dawn of the 21st century Each of the 4 volumes has a particular focus upon this area of research and scholarship the early debates theories paradigms and concepts critical empirical studies and emerging themes and future debates The editors provide an introduction to and overview of the themes debates perspectives theories and paradigms which characterize this area of organization studies and set out a route map to help guide the reader through the four volumes

Japan Works John Price,1997 Price probes the paradoxes in postwar labor management relations particularly in the years between 1945 and 1975 Basing his analysis on the history of labor in Mitsui s Miike mine in Kyushu Suzuki Motors in Hamamatsu and Moriguchi City Hall the author questions the common interpretation that industrial relations are based on lifetime jobs seniority based wages and enterprise unions He also asks whether Japanese workers have been genuinely empowered by the developments in recent years

Bargaining for Competitiveness Richard N. Block,2003 Annotation This book is an analysis of the relationship among collective bargaining firm competitiveness and employment protection creation in the United States The contributors offer an overview of the systemic perspectives of collective bargaining then follow with four instructive case studies that provide insights into the process of collective bargaining and its current status in the evolving U S labor management system

Organizational Behavior Joseph E. Champoux,2010-09-07 Presents an introduction to the field of organizational behavior This title follows a practical approach that shows the power of organizational behavior theory for understanding one s behavior and the behavior of others in any organization

Sociology of Organizations Mary Godwyn,Jody Hoffer Gittel,2012 A collection of both classic and contemporary studies of organizations that is designed around competing theoretical frameworks this book examines organizations with attention to structure and objectives interactions among members and among organizations the relationship between the organization and its environment and the social significance or social meaning of the organization

Rethinking the Labor Process Mark Wardell,Thomas L. Steiger,Peter Meiksins,1999-09-09 This diverse collection rethinks and reinvigorates the field of labor process

New Technology @ Work Paul Boreham,Rachel Parker,Paul Thompson,Richard Hall,2007-12-11 A contemporary study of communications technologies and their impacts this book provides an analysis of the forces impacting on the organization of work and evaluates the strategies developed to utilize them in beneficial ways

The Changing Nature of Work National Research Council,Division of Behavioral and Social Sciences and Education,Commission on Behavioral and Social Sciences and Education,Committee on Techniques for the Enhancement of Human Performance: Occupational Analysis,1999-10-07 Although there is great debate about how work is changing there is a clear consensus that changes are fundamental and ongoing The Changing Nature of Work examines the evidence for change in the world of work The committee provides a clearly illustrated framework for understanding changes in work and these implications for analyzing the structure of occupations in both the civilian and military sectors This volume explores the increasing demographic diversity of the workforce the fluidity of boundaries between lines of work the

interdependent choices for how work is structured and ultimately the need for an integrated systematic approach to understanding how work is changing The book offers a rich array of data and highlighted examples on Markets technology and many other external conditions affecting the nature of work Research findings on American workers and how they feel about work Downsizing and the trend toward flatter organizational hierarchies Autonomy complexity and other aspects of work structure The committee reviews the evolution of occupational analysis and examines the effectiveness of the latest systems in characterizing current and projected changes in civilian and military work The occupational structure and changing work requirements in the Army are presented as a case study

Organizational Behaviour and Work Fiona M. Wilson, 2013-12 This edition provides a critical approach to the study of work and organizational behaviour questioning what organizational behaviour is and how it has been researched and discussed

Capitalism and the Political Economy of Work Time Christoph Hermann, 2014-10-17 John Maynard Keynes expected that around the year 2030 people would only work 15 hours a week In the mid 1960s Jean Fourasti still anticipated the introduction of the 30 hour week in the year 2000 when productivity would continue to grow at an established pace Productivity growth slowed down somewhat in the 1970s and 1980s but rebounded in the 1990s with the spread of new information and communication technologies The knowledge economy however did not bring about a jobless future or a world without work as some scholars had predicted With few exceptions work hours of full time employees have hardly fallen in the advanced capitalist countries in the last three decades while in a number of countries they have actually increased since the 1980s This book takes the persistence of long work hours as starting point to investigate the relationship between capitalism and work time It does so by discussing major theoretical schools and their explanations for the length and distribution of work hours as well as tracing major changes in production and reproduction systems and analyzing their consequences for work hours Furthermore this volume explores the struggle for shorter work hours starting from the introduction of the ten hour work day in the nineteenth century to the introduction of the 35 hour week in France and Germany at the end of the twentieth century However the book also shows how neoliberalism has eroded collective work time regulations and resulted in an increase and polarization of work hours since the 1980s Finally the book argues that shorter work hours not only means more free time for workers but also reduces inequality and improves human and ecological sustainability

Value-based Management Of The Rising Sun Yasuhiro Monden, Kazuki Hamada, Kanji Miyamoto, Gunyung Lee, Takayuki Asada, 2006-07-07 This book provides critical information on a wide selection of cases and theories that detail reforms and innovations in Japanese companies in their decade long struggle to recover from the 1991 bubble burst It examines the Japanese concept of business value business restructuring organizational redesign and new business models The book is unique in that the technique and models described are all originally developed in Japan It will serve as a useful reference source for companies looking for ways to rejuvenate their businesses

Skills in the Age of Over-qualification Caroline Lloyd, Jonathan Payne, 2016 Across the developed world

most of us who work now earn our living in the service sector. However, the issue of what kind of service economy is sustainable and desirable both in economic and social terms is rarely debated. This book argues that this needs to change. National governments have emphasised the role of skills in achieving international competitiveness, higher living standards and social inclusion. However, even prior to the 2008 financial crisis, problems of over qualification, skills wastage and poor job quality were becoming difficult to ignore. This raises important questions about what kind of service sector jobs will be on offer to meet the aspirations of an increasingly qualified workforce and what role can governments play in raising the skills required in jobs and the quality of jobs and services. Work organisation and job design are key factors shaping the skill content of work and the opportunities workers have to deploy their skills and capabilities. Through cross national comparative research, this book examines whether and why service sector jobs vary across countries. Drawing upon detailed empirical research, the jobs of vocational teacher, fitness instructor and cafe worker in the UK, Norway and France are compared, allowing an exploration of the role of national institutions, sectors and organisations in shaping work organisation and job quality. The findings contribute to the comparative study of work organisation, the relationship between skills and performance, the role and purpose of education and the prospects for better jobs in the age of over qualification.

Green and Lean Management Carolina Machado, J. Paulo Davim, 2016-10-12. This book focusses on the challenges and changes organizational management faces in an era when the need to develop environmentally aware processes meets high levels of competition. It covers the synergetic effects how re use, recycling, waste reduction and other sustainable production strategies can add value, low costs and time of production. Sustainable business behavior is not only an environmental perspective on management but more and more contains an organizational perspective. Taking into account these issues, green and lean management appears as the way managers can drive their employees to continuously improve the management processes that add value to the organization and costumers. This book provides information on principles, strategies, models and applications of green and lean management and at the same time communicates the latest research activity relating to this scientific field world wide.

Disintegrating Democracy at Work Virginia Doellgast, 2012-02-15. The shift from manufacturing to service based economies has often been accompanied by the expansion of low wage and insecure employment. Many consider the effects of this shift inevitable. In *Disintegrating Democracy at Work*, Virginia Doellgast contends that high pay and good working conditions are possible even for marginal service jobs. This outcome, however, depends on strong unions and encompassing collective bargaining institutions which are necessary to give workers a voice in the decisions that affect the design of their jobs and the distribution of productivity gains. Doellgast's conclusions are based on a comparative study of the changes that occurred in the organization of call center jobs in the United States and Germany following the liberalization of telecommunications markets. Based on survey data and interviews with workers, managers and union representatives, she found that German managers more often took the high road than those in the United States, investing in

skills and giving employees more control over their work Doellgast traces the difference to stronger institutional supports for workplace democracy in Germany However these democratic structures were increasingly precarious as managers in both countries used outsourcing strategies to move jobs to workplaces with lower pay and weaker or no union representation Doellgast s comparative findings show the importance of policy choices in closing off these escape routes promoting broad access to good jobs in expanding service industries

Power Resources Theory and the Welfare State Walter Korpi, 1998-01-01 Rather than simply asserting that all social policies in all capitalist societies exist to maintain capitalism and serve the long term interests of the capitalist class PRT examines the nature and impact of social policies and the level and types of social inequality in a variety of advanced capitalist nations

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