



Working With Organizations

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Working With Organizations:

High-performance Work Organizations Bradley Lane Kirkman, Kevin B. Lowe, Dianne P. Young, 1999 Organizations often channel workflow around key business processes in order to enhance their productivity Those that succeed are referred to as high performance work organizations HIPOs Yet little is known about the systems that drive high performance or even what defines a HIPO This book for both practicing managers and scholars addresses that knowledge gap It provides the field s and the authors definitions of HIPOs and it contains 168 annotations of recent and informative journal articles books and book chapters by those who have studied and worked with such organizations *Fathers in Work Organizations* Brigitte Liebig, Mechthild Oechsle, 2017-04-24 This book is dedicated to the role of work organizations when it comes to the realization of an active fatherhood Firstly it deals with barriers for active fatherhood and its correlating mechanisms of inequality Which aspects of discrimination and social closure do fathers face today if they assert a claim for active fatherhood and with what kind of barriers are they confronted Secondly capabilities of fathers are addressed Which is their possible scope of action who are relevant actors what is the effect of policies and programs on change and organizational learning with respect to fatherhood [Handbook of Gender, Work and Organization](#) Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-03-02 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century Its authors represent eight countries and many disciplines including management sociology political science and gender studies The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work The chapters are organized in five sections Histories and Philosophies Organizing Work and the Gendered Organization Embodiment Globalization and Diversity Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook s authors Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion The role of the body embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body s presence and role in work and organizations Many chapters also address change efforts that have been employed by individuals groups and organizations including transnational ones such as the European Union the United Nations and so on In addition to its value for teachers and students within this field it also offers insights that would be of value to policy makers and practitioners who need to reflect on the latest thinking relating to gender at work and in

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