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Skilled maintenance work at British Telecom: findings from the Social Change and Economic Life Research Initiative

Roger Penn

Here the author examines the relationship of technical change and job skills amongst maintenance workers in telecommunications in Britain. It demonstrates that there are significant variations within different areas of such maintenance work and strongly challenges the notion that such maintenance work is subject to a generic process of deskilling in the present era.

'To understand BT takes many years. It's difficult to comprehend. I didn't myself comprehend it fully until I went into the regional office in 1969'. (A Telephone Manager, 1986)

Recent developments in economic sociology have witnessed a marked turning away from analyses of the nature and content of modern work. Influential edited collections such as Roberts et al. and Pahl in the field have placed the pattern of employment to the forefront of sociological focus[1]. The authors of such texts are explicit in their turning away from the debate about what is happening to modern work. They see such concerns as 'passé' and essentially uninteresting. Such a failure to examine rigorously the content of modern work is undesirable for at least three reasons. Firstly, the traditional classical questions about the nature

of modern work as formulated by both Marx and Weber should still remain central to the concerns of any adequate economic sociology. Issues of alienation, bureaucratization, class conflict and authority relations at work are still cornerstones of any adequate sociological understanding of the modern world. Secondly, sociologists generally utilize measures of 'work situation' as a key indicator of occupational differences and, by extension, of class differences[2]. It is clear that any reliable account of variations in work situations presupposes detailed knowledge of working conditions themselves. Thirdly, contemporary debates about the evolution of skills, whether they are concerned to reformulate census occupational categories for the 1991 Census of Population or to reorganize the national system of training provision, cannot proceed satisfactorily without detailed examinations of the skilled content of jobs themselves. There is, indeed, a suspicion that many economic sociologists

□ Roger Penn is Senior Lecturer in Sociology at Lancaster University

Skill And Occupational Change

**Michigan. Bureau of Labor and
Industrial Statistics**



Skill And Occupational Change:

Skill and Occupational Change Roger Penn, Michael Rose, Jill Rubery, 1994 In this major new book leading sociologists economists and social psychologists present their highly original research into changes in jobs in Britain in the 1980s Combining large scale sample surveys personal life histories and case studies of towns employers and worker groups their findings give clear and often surprising answers to questions debated by social and economic observers in all advanced countries Does technology destroy skills or rebuild them How does skill affect the attitudes of employees and their managers towards their jobs Are women gaining greater skill equality with men or are they still stuck on the lower rungs of the skill and occupational ladders The book also takes up neglected issues what do employees really mean by a skilled job How does skill change link with changes in social values and challenges and discredits the widely held view that new technology has de skilled the work force Skill and Occupational Change exploits the richest single data set available in contemporary Europe and the authors exemplify many new techniques for researching skills at work as an economic resource as a motor of occupational change and as a basis for personal careers and identity It provides the most comprehensive authoritative and carefully researched set of conclusions to date on skill trends and their implications and draws the authoritative new map of skill change in British society

Skill and Occupational Change Roger Penn, 1994 In this important study leading economists sociologists and psychologists present original research focusing on changes in the structure of jobs in Britain during the 1980 s Combining large scale sample surveys personal life histories and case studies of towns employers and worker groups the contributors find clear and sometimes surprising answers to questions debated by social and economic observers in all industrialized countries Some of the questions they address include Does technology destroy skills or rebuild them How does skill affect the attitudes of employees and their managers toward their jobs Are women gaining greater skill equity with men How does skill level effect social values In answering these and other questions the authors provide the most comprehensive authoritative and carefully researched set of conclusions to date on skill trends and their implications on the whole of British society

Low-skill Employment and the Changing Economy of Rural America Robert Martin Gibbs, 2005

Occupational Change Sebastian Steffen (S.M.), 2020 We derive a novel occupation industry level panel of skill demands from the near universe of tagged online job postings in the US for the last decade 2010 2018 We use this data to study how the skill demands of occupations have changed and how these changes affect the returns to skills Low and medium wage occupations skill demands changed more than those of high wage ones Thus lower wage workers face not only higher risks of technological displacement but also increased risks of reskilling in order to stay productive We show that routine biased technological change RBTC due to automation technologies such as ML can best explain these results while skill biased and endogenously directed technological change cannot Technical skills such as ML Business Software and Data Skills have particularly high implied market values as do Social Skills and Creativity These therefore represent lucrative re skill

investment opportunities for workers unlike writing and non cognitive skills Finally there is significant heterogeneity in industry fixed effects with the Utilities Mining Management and IT Industries offering much higher returns than the Food and Retail industries even after controlling for skills **Amber Waves** ,2003 **Ageing and Employment Policies Promoting Better Career Choices for Longer Working Lives Stepping Up Not Stepping Out** OECD,2024-03-11 This report presents evidence on recent trends in career mobility and the consequences for individual workers in terms of pay and other job characteristics *GATE Sociology [XH-C6] Sets of 2 Theory Books As Per Updated Syllabus* ,2024-10-13 Covered All 8 Chapters as Per Updated Syllabus Theory Cover in Detail Elaborate Each Every Topic Use Digram to Explain Design by Expert Faculties [OECD Reviews on Local Job Creation Preparing for the Future of Work Across Australia](#) OECD,2021-09-24 COVID 19 is likely to leave long lasting effects on local labour markets It is accelerating a pre existing trend towards automation as firms look even more to new technologies to pandemic proof their operations **Occupational Change, Employer Change, and the Transferability of Skills** Kathryn L. Shaw,1985 **Implications of Skill-biased Technological Change** Eli Berman,John Bound,Stephen Machin,1997 Demand for less skilled workers decreased dramatically in the US and in other developed countries over the past two decades We argue that pervasive skill biased technological change rather than increased trade with the developing world is the principal culprit The pervasiveness of this technological change is important for two reasons First it is an immediate and testable implication of technological change Second under standard assumptions the more pervasive the skill biased technological change the greater the increase in the embodied supply of less skilled workers and the greater the depressing effect on their relative wages through world goods prices In contrast in the Heckscher Ohlin model with small open economies the skill bias of local technological changes does not affect wages Thus pervasiveness deals with a major criticism of skill biased technological change as a cause Testing the implications of pervasive skill biased technological change we find strong supporting evidence First across the OECD most industries have increased the proportion of skilled workers employed despite rising or stable relative wages Second increases in demand for skills were concentrated in the same manufacturing industries in different developed countries [Occupational Mobility in Austria. Preferences and individual characteristics for the workers to undertake an occupational change](#) Christian Grübler,2020-12-15 Master s Thesis from the year 2020 in the subject Economics Job market economics grade 2 University of Graz Volkswirtschaftslehre language English abstract The thesis consists of two parts The first part presents theoretical concepts of occupational mobility The literature distinguishes between the horizontal re sorting approach and the vertical one In my opinion the vertical re sorting approach reflects the real world more accurately This approach allows for higher as well as for lower wage earnings of the workers after an occupational change The second part contains an overview of occupational mobility rates possible reasons for changing the occupation and transitions matrices of occupational movements in other countries However the second part also looks at Austria How does occupational mobility

looks like in Austria Do Austrian workers have preferences to move from one occupation to another What are possible individual characteristics for the workers to undertake an occupational change The thesis is structured as follows Chapter 2 gives a literature review of publications mainly regarding occupational mobility but at some points it also covers issues regarding jobs Chapter 3 explains the concept of occupational movements Chapter 4 gives an overview of theoretical concepts of occupational mobility These concepts are grouped into two approaches the horizontal and the vertical re sorting approach The horizontal re sorting approach allows only movements upward the wage transition Note that the wage transition explains changes of the received wages of the workers In contrast in the vertical re sorting approach movements in both directions along the wage transition are possible Chapter 5 summarizes the results about occupational mobility rates for some regions such as Europe Germany France the United States The main purpose of chapter 6 is to discuss possible influences why a worker may undertake an occupational movement Chapter 7 shows matrices that represent the occupational movements of the workers between occupation pairs Chapter 8 presents my empirical analysis of the occupational mobility in Austria Next I investigate the occupational movements of the Austrian workers in the understanding that an occupational movement is a concrete move from one occupation to a new occupation After that I perform an analysis of the influence of individual characteristics on an occupational movement followed by an illustration of possible reasons why a currently employed worker would begin the search for another job

A Statistical Study of the Changes in Occupational and Economic Status of Six-hundred American Families During Four Generations Mamie Ruth Tanquist Miller, 1927

An Introduction to the Study of Technological Change and Its Consequences for Regional and Community Development Colin A. Gannon, 1967

Conclusions Recommendations Substantive Considerations Methodological Considerations Policy Considerations Introduction The Meaning of Technical Change The Economics of Technological Change Social Implications of Technological Change The Impact of Dieselization of the Railroads on the Economy of the State of Illinois 1940-1960 Second Order Effects of Dieselization and Other Technological Changes A Regional Framework of Economic Development The Effects of Dieselization in Selected Cities of Illinois

The Changing American Countryside Emery N. Castle, 1995

The literature on rural America to the extent that it exists has largely been written by urban based scholars perpetuating out of date notions and stereotypes or by those who see little difference between rural and agricultural concerns As a result the real rural America remains much misunderstood neglected or ignored by scholars and policymakers alike In response Emery Castle offers *The Changing American Countryside* a volume that will forever change how we look at this important subject Castle brings together the writings of eminent scholars from several disciplines and varying backgrounds to take a fresh and comprehensive look at the forgotten hinterlands These authors examine the role of non metropolitan people and places in the economic life of our nation and cover such diverse issues as poverty industry the environment education family social problems ethnicity race religion gender government public policy and regional diversity The authors are especially effective

in demonstrating why rural America is so much more than just agriculture It is in fact highly diverse complex and interdependent with urban America and the international market place Most major rural problems they contend simply cannot be effectively addressed in isolation from their urban and international connections To do so is misguided and even hazardous when one fourth of our population and ninety seven per cent of our land area is rural Together these writings not only provide a new and more realistic view of rural life and public policy but also suggest how the field of rural studies can greatly enrich our understanding of national life

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