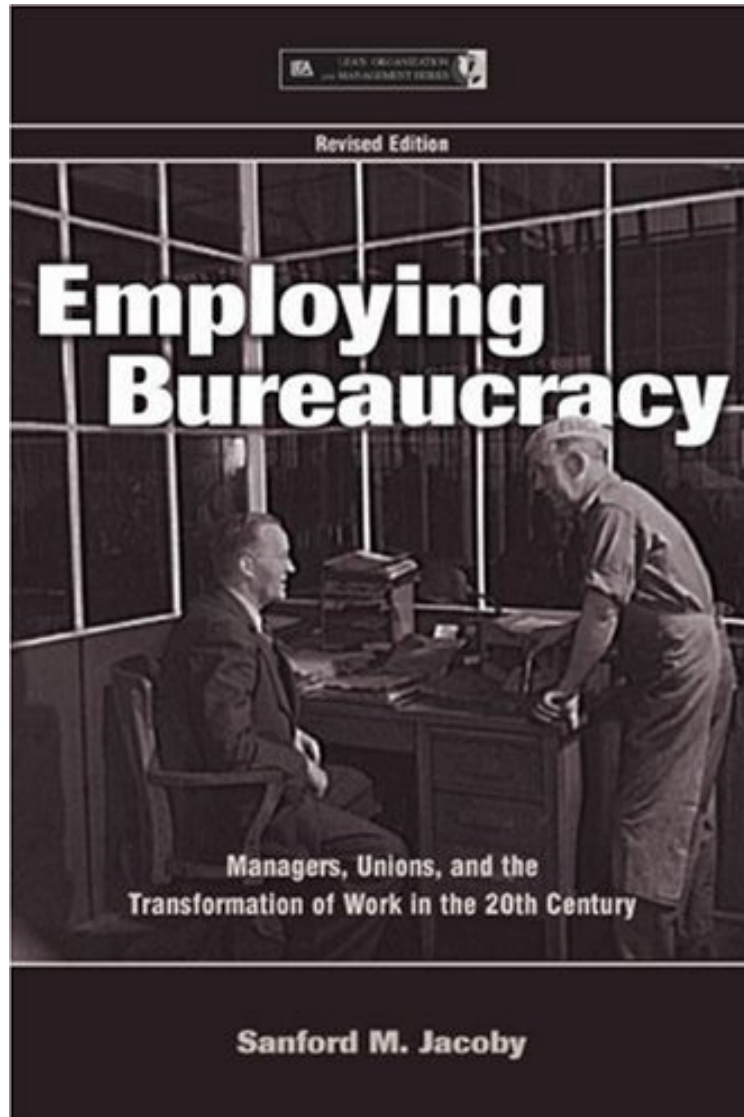


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Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century, Revised Edition (Organization and Management Series)

Sanford M. Jacoby

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Sanford M. Jacoby : Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century, Revised Edition (Organization and Management Series) before purchasing it in order to gage whether or not it would be worth my time, and all praised Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century, Revised Edition (Organization and Management Series):

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Deftly blending social and business history with economic analysis, *Employing Bureaucracy* shows how the American workplace shifted from a market-oriented system to a bureaucratic one over the course of the 20th century. Jacoby explains how an unstable, haphazard employment relationship evolved into one that was more enduring, equitable, and career-oriented. This revised edition presents a new analysis of recent efforts to re-establish a market orientation in the workplace. This book is a definitive history of the human resource management profession in the United States, showing its diverse roots in engineering, welfare work, and vocational guidance. It explores the recurring tension between the new professional order and traditional line management. Using a variety of sources, Jacoby analyzes the complex relations between personnel managers, labor unions, and government from the late 19th century to the present.

Employing Bureaucracy:*analyzes the origins of the modern employment relationship's distinctive features;*combines a variety of disciplinary perspectives, from business and labor history to economics, sociology, and management;*shows the transformation of the American workplace over the course of the 20th century, from market-oriented to bureaucratic to recent efforts to move back to a market orientation; and*provides the single-best and most sophisticated history of the origins and development of the modern "HR" profession.

For historians, social scientists, and practitioners, this book is a readable and rewarding study. With the future of work currently under debate, it is critical that the historical process that produced the modern American workplace is understood. Read the Workforce Management Magazine review about *Employing Bureaucracy* at www.erlbaum.com.

The release of this revised edition is a welcome update of this important work. Beyond being a fascinating and well written narrative of the evolution of modern employment relations, Jacoby's book also challenges conventional interpretations of the growing bureaucracy of employment. This book is essential reading for anyone interested in the history of work or seeking to understand the historical basis of contemporary changes in employment. Despite its American focus, the book provides many relevant insights to the Australian context, as well as a source of comparative analysis.

—Labour History This volume will be useful for human resources, economics, industrial relations, organizational behavior, and sociology collections. Recommended.

—CHOICE s.online I have long thought that Jacoby's *Employing Bureaucracy* is one of the best (if not the best) books in our field. It is scholarly, well researched, interesting and written so that its important insights are easily accessible to students. Its recent absence from the bookstore shelves was very unfortunate for my students. This new update is great news to me and will be to my students as well.

—Walter Nord Distinguished University Professor, University of South Florida for first edition: It should be required reading for all students of industrial relations. Moreover, no economist, sociologist, human resource management researcher should be allowed to build theories of personnel practices before reading and absorbing the lessons contained in this important book.

—Professor Thomas Kochan Industrial Labor Relations