

Arbeitskraftunternehmer Erwerbsorientierungen In

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From Marx to Hegel and Back - Victoria Fareld
2020-01-09

The relation between Hegel and Marx is among the most interpreted in the history of philosophy. Given the contemporary renaissance of Marx and Marxist theories, how should we re-read the Hegel-Marx connection today? What place does Hegel have in contemporary critical thinking? Most schools of Marxism regard Marx's inversion of Hegel's dialectics as a progressive development, leaving behind Hegel's idealism by transforming it into a materialist critique of political economy. Other Marxist approaches argue that the mature Marx completely broke with Hegel. By contrast, this book offers a wide-ranging and innovative understanding of Hegel as an empirically informed theorist of the social, political, and economic world. It proposes a movement 'from Marx to Hegel and back', by exploring the intersections where the two thinkers can be read as mutually complementing or even reinforcing one another. With a particular focus on essential concepts like recognition, love, revolution, freedom, and the idea of critique, this new intervention into Hegelian and Marxian philosophy unifies the ethical content of Hegel's philosophy with the power of Marx's social and economic critique of the contemporary world.

Authenticity as an Ethical Ideal - Somogy Varga
2013-03-01
Authenticity has become a widespread ethical

ideal that represents a way of dealing with normative gaps in contemporary life. This ideal suggests that one should be true to oneself and lead a life expressive of what one takes oneself to be. However, many contemporary thinkers have pointed out that the ideal of authenticity has increasingly turned into a kind of aestheticism and egoistic self-indulgence. In his book, Varga systematically constructs a critical concept of authenticity that takes into account the reciprocal shaping of capitalism and the ideal of authenticity. Drawing on different traditions in critical social theory, moral philosophy and phenomenology, Varga builds a concept of authenticity that can make intelligible various problematic and potentially exhausting practices of the self.

Punitivity: Punitiveness - a global phenomenon? - Helmut Kury 2011

Care or Control of the Self? Norbert Elias, Michel Foucault, and the Subject in the 21st Century - Andrea D. Bührmann 2020-05-22

The beginning of the 21st century is characterized by fundamental societal changes: in addition to changing demographics and the globalization of economic flows, the transformation of an industrial-Fordistic society to a non-industrial service society is significant. For more than twenty years, these large-scale trends and their inherent chances and risks have been the topic of vivid discussions in all the

social sciences. Keywords are 'risk-society', 'post-industrial society', 'knowledge-society' and 'information-society'. The implications of these developments are also reflected in the challenge to the traditional, hegemonic and rational understanding of subjectivity. Against the background of these great social changes, several factors indicate that the forms of self-regulation or self-governance are also being transformed. A one-sided consideration of the homo economicus and its varieties would underestimate, for example, certain non-rational forms of self-perception and self-reflection, as well as non-rational practices of self-management and subjectivation. The aim of this anthology is to discuss the question, to what extent the relationship to oneself (its regulation with respect to its governance) and the relationship towards others in (post-)modern societies are being transformed. The perspective of Norbert Elias' process sociology as well as Michel Foucault's post-structural theory seem especially promising, as they appear to have been the first researchers consistently and convincingly analysing the 'nature' of the individual by reflecting upon its long-term historical process of transformation. Both have different visions but similar concerns: they deal with structures of control that exist within society and within the individual.

Work, Education and Employability - Philipp Gonon 2008

There is a strong relation between work and education in modern societies. On the one hand education is needed as a basic qualification for work and contributes fundamentally to the integration of individuals into the labour market and society. On the other hand the potential of learning in the working process is highlighted, for instance in the recent debates about informal learning or employability. This volume contains papers delivered at the conference «Work, Education and Employability» which took place in Ascona in December 2006. The contributions offer different perspectives on the theoretical and historical impacts of the relation between work and education. They also provide analyses of recent developments in the field.

The Impact of ICT on Quality of Working Life - Christian Korunka 2014-04-25

This book discusses the impact and effects of

Information and Communication Technologies (ICT) on quality of working life of employees. It describes the changes and the acceleration of processes caused by the widespread use of ICT in a broad range of working areas and in different national contexts. It explores the important role ICT has come to play in nearly all work places in developed societies and the impact it is starting to have on work places in developing countries. The book brings together experts from the fields of ICT and quality of working life and from a variety of backgrounds and disciplines, including sociology, psychology, industrial engineering and macro ergonomics. It discusses the range of current positive and negative effects as well as the possible increase of both kinds of effects in the future. The final chapter of the book integrates the diverse perspectives of the authors and gives recommendations on how to increase the possible positive outcomes and to diminish negative effects of ICT in an accelerated society.

Pathways to Empathy - Gertraud Koch 2013-05

Covers the processes of commodification of emotion about now reach into all areas of labor processes, extending even to private life and intimate relationships. This title takes concepts to study the diversity of this economic intrusion into family, education, and nursing in the service sector as well as into corporate management.

Lebensqualität und Standortattraktivität - Monika Bachinger 2010

Psychology and the Conduct of Everyday Life - Ernst Schraube 2015-08-11

Psychology and the Conduct of Everyday Life moves psychological theory and research practice out of the laboratory and into the everyday world. Drawing on recent developments across the social and human sciences, it examines how people live as active subjects within the contexts of their everyday lives, using this as an analytical basis for understanding the dilemmas and contradictions people face in contemporary society. Early chapters gather the latest empirical research to explore the significance of context as a cross-disciplinary critical tool; they include a study of homeless Māori men reaffirming their cultural identity via gardening, and a look at how the dilemmas faced by children in difficult situations

can provide insights into social conflict at school. Later chapters examine the interplay between everyday life around the world and contemporary global phenomena such as the rise of the debt economy, the hegemony of the labor market, and the increased reliance on digital technology in educational settings. The book concludes with a consideration of how social psychology can deepen our understanding of how we conduct our lives, and offer possibilities for collective work on the resolution of social conflict.

Changing Life Patterns in Western Industrial Societies - Janet Zollinger Giele 2003-12-19
Changing Life Patterns in Western Industrial Societies

Management von Arbeitskraftunternehmern
- Uta Wilkens 2013-04-17

Uta Wilkens untersucht die Ursachen von Loslösungserscheinungen zwischen neuen Arbeitskrafttypen, sogenannten Arbeitskraftunternehmern, und wissensintensiven Organisationen. Sie überprüft, ob sich daraus Probleme für die Verrichtung interaktionsbasierter Wissensarbeit ergeben und entwickelt einen evolutionstheoretisch fundierten Managementansatz, der den Umgang mit Paradoxien und Zufälligkeiten sowie die kooperative Entwicklung der wertschöpfungsrelevanten Wissensbasis ins Zentrum stellt.

Zeitschrift für Kulturmanagement: Kunst, Politik, Wirtschaft und Gesellschaft - Steffen Höhne 2019-03-31

Die jährlich in zwei Heften erscheinende, referierte »Zeitschrift für Kulturmanagement« initiiert und fördert eine wissenschaftliche Auseinandersetzung mit Kulturmanagement im Hinblick auf eine methodologische und theoretische Fundierung des Faches. Das international orientierte Periodikum nimmt nicht nur ökonomische Fragestellungen, sondern ebenso sehr die historischen, politischen, sozialen und wirtschaftlichen Bedingungen und Verflechtungen im Bereich Kultur in den Blick. Explizit sind daher auch Fachvertreterinnen und -vertreter akademischer Nachbardisziplinen wie der Kultursoziologie und -politologie, der Kunst-, Musik- und Theaterwissenschaft, der Kunst- und Kulturpädagogik, der Wirtschaftswissenschaft

etc. angesprochen, mit ihren Beiträgen den Kulturmanagementdiskurs kritisch zu bereichern. Die Herbstausgabe 2018 versammelt Beiträge mit dem Schwerpunkt »Wirtschaftsästhetik«.

Theme-Centered Interaction (TCI) in Higher Education - Sylke Meyerhuber 2019-04-26

This book presents thoughts on and experiences with the introduction of Theme-centered Interaction (TCI) into academia. TCI is a systematic didactic, 'living learning' approach originally developed by social psychologist and pedagogue Ruth C. Cohn. The book explains and introduces the method, attitude and theory of TCI to a broader, higher education audience and relates it to such questions as: How does a teacher in academia achieve a lively and engaging atmosphere in their seminars? How do young academics as leaders-to-be learn how to act socially sustainably in groups? Using practical examples, the book shows how TCI can work in higher education to achieve participation and integration, reflectivity and humane connectedness of academic teachers and students, and professional development of senior and junior academics.

Subjektivierung von Arbeitskraft - Larissa Mehl 2019-03-18

Studienarbeit aus dem Jahr 2018 im Fachbereich Soziologie - Arbeit, Beruf, Ausbildung, Organisation, Note: 1,7, Technische Universität Berlin (Institut für Soziologie), Sprache: Deutsch, Abstract: Die Soziologen Günter Voß und Hans J. Pongratz beschreiben mit ihrer These des Arbeitskraftunternehmers einen neuen Typus von Arbeitskraft, der sich an die veränderten Arbeitsbedingungen angepasst hat und diese Fähigkeiten in sich vereint. Da gerade Frauen dieselben Fähigkeiten zugeschrieben werden, möchte ich in dieser Arbeit hinterfragen, ob und inwieweit sich in einer Arbeitswelt, die sich zunehmend am Typus des Arbeitskraftunternehmers orientiert, Chancen für erwerbstätige Frauen eröffnen. Dazu werden zunächst die Entwicklungen skizziert, die zu einem Wandel der Arbeitswelt beigetragen haben, um das Thema in den Gesamtkontext einordnen zu können. Aufbauend darauf wird die These des Arbeitskraftunternehmers nach Pongratz und Voß vorgestellt und die idealtypischen Merkmale dieses Typus von

Arbeitskraft angeführt. Zur Beantwortung der Forschungsfrage werden im Anschluss zwei Punkte näher betrachtet: Zum einen, inwieweit Frauen grundsätzlich über Ressourcen und Fähigkeiten verfügen, die eher dem Typus des Arbeitskraftunternehmers zuzuordnen sind. Und zum anderen, ob sich damit Chancen für erwerbstätige Frauen auf dem Arbeitsmarkt eröffnen. Obwohl sich der Anteil an erwerbstätigen Frauen kontinuierlich erhöht und an die Erwerbstätigenquote der Männer annähert, scheint eine Gleichbehandlung beider Geschlechter noch immer nicht selbstverständlich zu sein. Lohnungleichheit zwischen Frauen und Männern, beachtlich weniger Frauen in Führungspositionen als Männer, Frauen mit mehr unbezahlter Arbeit als Männer - diese Themen dominieren die Diskussion um weibliche Erwerbstätigkeit. Mit Blick auf sich in den letzten Jahrzehnten verändernde Bedingungen in der Arbeitswelt könnten sich jedoch Chancen für erwerbstätige Frauen auftun: Es hat sich ein Wandel der Arbeitswelt vollzogen, der verstärkt traditionell weiblich konnotierte Eigenschaften und Fähigkeiten von Erwerbstätigen fordert. Mit der zunehmenden Entgrenzung von Arbeit, auf die in dieser Arbeit noch genauer eingegangen wird, verblissen vormals klare Grenzen zwischen Privatleben und Arbeit. Fähigkeit zur eigenständigen Organisation anstehender Aufgaben, gutes Zeitmanagement und das „Balancieren von Anforderungen“ des Alltags sind Fähigkeiten, die in dieser sich verändernden Arbeitswelt gefragt sind - und die vor allem Frauen zugeschrieben werden.

Arbeit in der modernen Gesellschaft - Heiner Minssen 2018-09-17

Ein zentrales Problem für jede Erwerbsorganisation ist die Transformation von Arbeitskraft in Arbeit; schließlich ist durch den Abschluss eines Arbeitsvertrages allein noch keineswegs sichergestellt, dass Arbeitnehmer auch wie gewünscht arbeiten. Lange Zeit wurde versucht, dieses Problem durch engmaschige Kontrollen zu lösen, doch mittlerweile macht sich die Auffassung breit, dass es ein effizienterer Weg ist, die Arbeitnehmer selbst verantwortlich zu machen für ihre Arbeitsleistung. Dahinter verbirgt sich eine Leitlinie, die typisch ist für die moderne

Gesellschaft: im Finanzmarkt-Kapitalismus zählt nur, was sich am Markt bewährt.

The Invention of Creativity - Andreas Reckwitz 2018-01-25

Contemporary society has seen an unprecedented rise in both the demand and the desire to be creative, to bring something new into the world. Once the reserve of artistic subcultures, creativity has now become a universal model for culture and an imperative in many parts of society. In this new book, cultural sociologist Andreas Reckwitz investigates how the ideal of creativity has grown into a major social force, from the art of the avant-garde and postmodernism to the 'creative industries' and the innovation economy, the psychology of creativity and self-growth, the media representation of creative stars, and the urban design of 'creative cities'. Where creativity is often assumed to be a force for good, Reckwitz looks critically at how this imperative has developed from the 1970s to the present day. Though we may well perceive creativity as the realization of some natural and innate potential within us, it has rather to be understood within the structures of a very specific culture of the new in late modern society. *The Invention of Creativity* is a bold and refreshing counter to conventional wisdom that shows how our age is defined by radical and restrictive processes of social aestheticization. It will be of great interest to those working in a variety of disciplines, from cultural and social theory to art history and aesthetics.

Digital Innovation and the Future of Work - Hans Schaffers 2022-09-01

The concept of digitalization captures the widespread adoption of digital technologies in our lives, in the structure and functioning of organizations and in the transformation of our economy and society. Digital technologies for data processing and communication underly high-impact innovations including the Internet of Things, wireless multimedia, artificial intelligence, big data, enterprise platforms, social networks and blockchain. These digital innovations not only bring new opportunities for prosperity and wellbeing but also affect our behaviors, activities, and daily lives. They enable and shape new forms of production and new working practices in sectors such as

manufacturing, healthcare, logistics and supply chains, energy, and public and business services. Digital innovations are not purely technological but form part of comprehensive systemic innovations of a sociotechnical and networked nature, requiring the alignment of technology, processes, organizations, and humans. Examples are platform-based work, customer driven value creating networks, and urban public service systems. Building on widespread networking, algorithmic decisions and sharing of personal data, these innovations raise intensive societal and ethical debates regarding key issues such as data sovereignty and privacy intrusion, business models based on data surveillance and negative externalization, quality of work and jobs, and market dominance versus regulation. In this context, this book focuses on the implications of digitalization for the domain of work. The book studies the changing nature of work as well as new forms of digitally enabled organizations, work practices and cooperation. The book sheds light on the technological, economic, and political forces shaping the new world of work and on the prospects for human-centric and responsible innovations.

Arbeit und Geschlecht im Umbruch der modernen Gesellschaft - Brigitte Aulenbacher
2008-02-05

Arbeits- und Beschäftigungsverhältnisse befinden sich in einem tief greifenden Umbruch. Er ist nicht zufällig von Tendenzen der Veränderung und Beharrung im Geschlechterverhältnis durchzogen. Diese gesellschaftlichen Bewegungen fordern die Arbeits- und die Geschlechterforschung doppelt: in ihren Theorien, Perspektiven und Diagnosen und in ihrem Verhältnis zueinander. Mit Blick auf die Beschäftigungsverhältnisse in der globalen Ökonomie, die Entwicklung von Dienstleistungsarbeit, die Flexibilisierung gesellschaftlicher und individueller Arbeits- und Geschlechterarrangements und die Zukunft der Arbeitsgesellschaft treten namhafte VertreterInnen der Arbeits- und Geschlechterforschung miteinander in den Dialog. Es schreiben Regina Becker-Schmidt, Klaus Dörre, Wolfgang Dunkel und Margit Wehrich, Stefanie Ernst, Ute Luise Fischer, Michael Frey, Nick Kratzer und Dieter Sauer, Ingrid Kurz-Scherf, Ilse Lenz, Boy Lühthje,

Hildegard M. Nickel, Birgit Riegraf, Hedwig Rudolph, Brigitte Schulze, G. Günter Voß, Sylvia M. Wilz.

New Philosophies of Labour - Nicholas Smith
2011-11-11

This volume addresses the long-standing neglect of the category of labour in critical social theory and it presents a powerful case for a new paradigm based on the anthropological significance of work and its role in shaping social bonds.

Subjektivierung von Arbeit - Sara Herzlinger
2009-07-21

Studienarbeit aus dem Jahr 2008 im Fachbereich Soziologie - Arbeit, Beruf, Ausbildung, Organisation, Note: 1,3, Johann Wolfgang Goethe-Universität Frankfurt am Main (Institut für Grundlagen der Gesellschaftswissenschaften), Veranstaltung: Familie - Arbeit - Geschlecht - alles eine Frage der Organisation, Sprache: Deutsch, Abstract: Was ist "Subjektivierung von Arbeit" und ergeben sich aus den neuen Arbeitsformen auch neue Arbeitschancen? Dieser Frage wird mit besonderem Blick auf die Frau im Arbeitsverhältnis nachgegangen. Zunächst werden Begriffe wie Subjektivierung, Entgrenzung und Arbeitskraftunternehmer näher definiert und die sich dahinter verborgenen Prozesse erklärt. Daraus entsteht die Frage, ob sich aus dieser Entwicklung des Arbeitsmarktes neue Möglichkeiten und Chancen besonders für Frauen eröffnen? Oder handelt es sich dabei in Wahrheit um falschen Optimismus und die Chancen der Frauen als Arbeitskraftunternehmer sind möglicherweise eher gering? Diese Fragen werden aufgegriffen, bearbeitet und schließlich beantwortet.

The Entrepreneurial Self - Ulrich Bröckling
2015-11-09

"This is a book about who we are today, and how we have become who we are. It is about the engineers of the modern soul, the entrepreneurial self. It is essential reading for all those who care about the incessant demands placed on us to become more than we are, to become entrepreneurs of our selves, to maximise and optimise our capacities in ways that align personal identity and political responsibility." - Professor Peter Miller, London School of Economics & Political Science Ulrich Bröckling

claims that the imperative to act like an entrepreneur has turned ubiquitous. In Western society there is a drive to orient your thinking and behaviour on the objective of market success which dictates the private and professional spheres. Life is now ruled by competition for power, money, fitness, and youth. The self is driven to constantly improve, change and adapt to a society only capable of producing winners and losers. The *Entrepreneurial Self* explores the series of juxtapositions within the self, created by this call for entrepreneurship. Whereas it can expose unknown potential, it also leads to over-challenging. It may strengthen self-confidence but it also exacerbates the feeling of powerlessness. It may set free creativity but it also generates unbounded anger. Competition is driven by the promise that only the capable will reap success, but no amount of effort can remove the risk of failure. The individual has no choice but to balance out the contradiction between the hope of rising and the fear of decline. Ulrich Bröckling is Professor of Cultural Sociology at the Albert-Ludwigs-University Freiburg, Germany.

A Guide to Discursive Organizational Psychology
- Chris Steyaert 2016-11-25

This book offers a lively illustration of the dynamic relationship between discourse and organizational psychology. Contributions include empirically rich discussions of both traditional and widely studied topics such as resistance to change, inclusion and exclusion, participation, multi-stakeholder collaboration and diversity management, as well as newer research areas such as language negotiations, work time arrangements, technology development and change as intervention.

New Spirits of Capitalism? - Paul du Gay
2013-02-07

This book explores the nature and effects of contemporary capitalism through engaging with Boltanski and Chiapello's seminal text, *The New Spirit of Capitalism*. It provides a comprehensive overview and interrogation of the text and develops new insights into contemporary neo-liberal or 'financialized' capitalism.

Volunteering and Social Inclusion - Susanne Strauß 2008-06-24

By comparing the institutional settings in

Germany and Great Britain, the study reveals differences in labour market regulations as the most important influence on the interrelation between unemployment and volunteering. In addition, Susanne Strauß identifies differences regarding gender, education and the type of volunteering organisation

Welfare Beyond the Welfare State - Felix Behling
2018-01-12

This book examines employee welfare in British and German companies from the 19th century through to the present day. Tracing the history of employee welfare, this comparative study reveals new issues beyond the dominant focus on the welfare state, showing that companies are an integral part of welfare systems with surprisingly few differences between the UK and Germany. Maintaining that employee welfare is a key feature of the modern employment relationship, Behling shows how the welfare programme supported industrialisation in the 19th century by cementing the standard employment model of the Fifties and Sixties, as well as how it revolves around corporate social responsibility today. The result is an innovative exploration into the changing nature of employment relationships, contemporary welfare systems, and the co-evolutionary - rather than categorical - development of economic and political institutions. An engaging and well-researched text, this book will hold special appeal to scholars of social policy, welfare politics, as well as anyone interested in the role of the state in people's working lives.

Social Networks and Travel Behaviour - Matthias Kowald 2016-03-03

In aiming to understand and model peoples' out-of-home movements, the academic field of transport planning is confronted with two major challenges. Firstly, leisure travel is increasing in importance and is more complex and variable than work-related travel, being less rigid in temporal and spatial patterns and more influenced by external factors such as social contacts or weather conditions. Secondly, traditional aggregated transport models do not include any information on peoples' social interactions or their personal social networks. In contrast, the recent development and availability of disaggregated models allows more detailed modelling of elements such as individual

characteristics, motivations, constraints and travel costs, as well as a consideration of influences from an actor's social environment. People travel not only within an infrastructure but also within a social structure. These two main factors have driven transport planners to focus on peoples' interaction and their social network. In recent years there have been a remarkable number of data collection efforts in the field, surveying information on the link between travel behaviour and social motivation. Providing an overview of selected exemplary studies, this volume addresses the overlap between transport planning and methods of social network analysis; applied methods of social network analysis and related empirical results; and current challenges and new research questions in this field.

Global Social Economy: Development,, Work and Policy - John B Davis 2009-09-10

This volume expands on the standard economic framework of 'global economy' by looking at the way in which economic life is framed by society and social relationships and investigates how social values influence and help determine economic values.

Society of Singularities - Andreas Reckwitz 2020-04-21

Our contemporary societies place more and more emphasis on the singular and the unique. The industrial societies of the early 20th century produced standardized products, cities, subjects and organizations which tended to look the same, but in our late-modern societies, we value the exceptional - unique objects, experiences, places, individuals, events and communities which are beyond the ordinary and which claim a certain authenticity. Industrial society's logic of the general has been replaced by late modernity's logic of the particular. In this major new book, Andreas Reckwitz examines the causes, structures and consequences of the society of singularities in which we now live. The transformation from industrial to cultural capitalism, the rise of digital technologies and their 'culture machine' and the emergence of an educated, urban new middle class form a powerful engine for the singularization of the social. In late modernity, what is singular is valorized and stirs the emotions, while what is general has to remain in the background, and

this has profound social consequences. The society of singularities systematically produces devaluation and inequality: winner-takes-all markets, job polarization, the neglect of rural regions and the alienation of the traditional middle class. The emergence of populism and the rise of aggressive forms of nationalism which emphasize the cultural authenticity of one's own people thus turn out to be the other side of singularization. This prize-winning book offers a new perspective on how modern societies have changed in recent decades and it will be of great value to anyone interested in the forces that are shaping our world today.

The New Digital Workplace - Kendra Briken 2017-03-30

With contributions from over 20 leading scholars from across the globe, this new book brings together a number of papers that have been presented at the annual International Labour Process Conference, at which the conference theme 'Working Revolutions: Revolutionising Work' provided the inspiration for many of the chapters included in this volume. Grounded in Labour Process Theory, the text examines how digital technologies impact on work and organisations and provides a rigorous account of the technological, organizational and work related changes in both the new digital industries and in the traditional service and manufacturing sectors. The book covers many of the most significant contemporary issues and subjects in the field, including the representation of women in IT, workplace cyberbullying, virtualisation and the video games industry. This book is essential reading for upper-level undergraduate and postgraduate students studying modules related to technology and work, as well as modules in work sociology on sociology degree programmes.

Vom Arbeitskraftunternehmer bis zum unternehmerischen Selbst - Maximiliane Lechtenberg 2019-02-18

Studienarbeit aus dem Jahr 2018 im Fachbereich Soziologie - Arbeit, Beruf, Ausbildung, Organisation, Note: 1,7, Universität Duisburg-Essen, Sprache: Deutsch, Abstract: In der nachfolgenden Hausarbeit soll das Verhältnis von Theorie und Empirie, beziehungsweise These und Empirie mittels der Betrachtung einer wissenschaftlichen Studie untersucht werden.

Dafür wird zunächst die These des „Arbeitskraftunternehmers“ und dessen Hintergrund erläutert. Die gleichnamige Studie „Arbeitskraftunternehmer-Erwerbsorientierungen in entgrenzten Arbeitsformen“ aus dem Jahre 2003 wird im Anschluss daran detailliert dargelegt, sodass ein Fazit über die Aktualität und Relevanz des theoretischen Konstrukts gezogen werden kann. An dieser Stelle steht das wechselseitige Verhältnis von Theorie und Empirie im Vordergrund, um von der empirischen Untersuchung Rückschlüsse auf die These ziehen zu können. Die Begriffe Flexibilisierung, Subjektivierung oder auch Entgrenzung von Arbeit tauchen seit einigen Jahren immer häufiger im politischen und gesellschaftlichen Diskurs auf. Dass sich ein struktureller Wandel in der Arbeitswelt vollzieht, ist an vielen Stellen erfahrbar und in der Arbeits- und Industriesoziologie mittlerweile unumstritten. Eigenverantwortung und Selbstständigkeit im Arbeitsprozess werden immer selbstverständlicher als Fähigkeit vom Arbeitnehmer abverlangt, Flexibilität wird zunehmend gefordert und die Grenzen zwischen Privat- und Arbeitsleben werden stetig unschärfer. Dies sind nur einige Merkmale, mit denen sich der Wandel und das damit zwangsläufig einhergehende Umdenken auf dem Arbeitsmarkt beschreiben lässt. Es stellt sich die Frage, ob diesen Veränderungen ein neuer Typus von Arbeitskraft bedarf.

Der Arbeitskraftunternehmer. Konzept und Empirie - Martin Schulz 2013-05-06

Bachelorarbeit aus dem Jahr 2011 im Fachbereich Soziologie - Arbeit, Beruf, Ausbildung, Organisation, Note: 1.0, Technische Universität Dresden, Sprache: Deutsch, Abstract: Wollte man die durchaus unreflektierte (weil normativ formulierte) Frage, ob wir zu einer Gesellschaft von „Unternehmern“ werden sollten, an den Beginn der Abhandlung stellen und sie mit der in der politischen Debatte Deutschlands und der EU vorherrschenden Auffassung beantworten, dann hieße die Antwort wohl eindeutig: Ja, wir sollen! So formuliert die Expertise der „Kommission für Zukunftsfragen Bayern – Sachsen1“ aus dem Jahre 1997 in ihrem Abschlussbericht sehr pointiert: „Das Leitbild der Zukunft ist das Individuum als Unternehmer

seiner Arbeitskraft und Daseinsvorsorge“ (ebd.: 36). Damit aber nicht genug: zusätzlich wird in nicht gerade zukunftsoptimistischer Manier der Erhalt des „im internationalen Vergleich fast einzigartige[n] materielle[n] Wohlstand[s]“ (ebd. 39) Deutschlands als an die Ausbildung „schöpferische[r], unternehmerisch handelnde[r] Menschen, die in höherem Maße als bisher bereit und in der Lage sind, in allen Fragen für sich selbst und andere Verantwortung zu übernehmen“ (ebd.: 44), gekoppelt interpretiert – andernfalls könnte unser Wohlstand „wie ein Kartenhaus zusammenfallen“ (ebd.: 39). Ganz ähnlich nimmt sich die Sicht der Europäischen Union aus, welche sich veranlasst sieht, die Mitgliedsstaaten zur „Förderung von Eigeninitiative, Unternehmergeist und Kreativität bei jungen Menschen“ anzuhalten (Titel des Amtsblattes C 196 der Europäische Union: 2001). [...]

»Security First«. Erwerbslose im Spannungsfeld zwischen Hilfebezug und prekärem Arbeitsmarkt - Petra Schütt 2017-11-10

In dieser empirischen Arbeit wird gezeigt, wie Erwerbslose den ALG-II-Bezug aktiv, aber eigenwillig als Sicherheitsressource interpretieren und nutzen. Mit der Handlungsstrategie »Security first« wird nicht eine möglichst schnelle, sondern eine möglichst stabile Integration ins Erwerbssystem verfolgt. Die vorliegende Untersuchung bietet die Grundlage für eine politische Debatte, die jenseits von »Schuldzuweisungen« gegenüber erwerbsfähigen Hilfebedürftigen ansetzt. Die Ergebnisse zeigen, wie der Hilfebezug als wichtige Ressource genutzt wird, um weiterhin das Ziel der Arbeitsmarktintegration eigenverantwortlich zu verfolgen. Aber: Arbeit nicht um jeden Preis – »Security first«!
Erwerbsorientierungen und Problemlagen junger Erwerbstätiger - Corinna Weber 2015-03-18

In dieser soziologischen Zeitdiagnose untersucht Corinna Weber die Orientierungen von jungen Erwerbstätigen im Hinblick auf eine subjektivierte Erwerbsarbeit. Dabei werden sowohl das Leistungsverständnis als auch Belastungen der Untersuchungsgruppe in den Blick genommen. Die Autorin zeigt, dass junge Beschäftigte eine stark ausgeprägte Leistungsbereitschaft aufweisen, gleichzeitig

aber unter Belastungen leiden, die als Handlungsproblem zu verstehen sind und für deren Bearbeitung die Konzepte von Anerkennung und Kooperation eine hohe Bedeutung haben.

Identities at Work - Alan Brown 2007-05-16

This book examines continuity and change of identity formation processes at work under conditions of modern working processes and labor market flexibility. By bringing together perspectives from sociology, psychology, organizational management, and vocational education and training, it connects the debates of skills formation, human resources development, and careers with individual's work commitment and professional orientations.

Arbeitskraftunternehmer - Hans J. Pongratz 2003

The Global Division of Labour - Richard Münch 2016-02-12

Global free trade is one of the most controversial phenomena of our time. Richard Münch offers a new theory of global labour division to explain deeper transformations in the production and distribution of wealth brought about by global free trade. He then carries out and analyzes empirical investigations based on this theory.

Psychoanalytic Reflections on a Changing World - Halina Brunning 2018-05-08

This book analyses a range of ubiquitous phenomena that make up our daily lives and to ask, not so much whether psychoanalytic thinking can add to our existing understanding of these phenomena, but what it can add. It deals with work issues independently of each other.

Labour-Market Flexibility and Individual Careers - Simone R. Kirpal 2011-01-12

With labour markets across the world and even in social democratic Europe in a state of unprecedented flux, this exhaustive study addresses the problem of how to balance job market demands, personal career interests and private life becomes a central issue for millions of employees. So how do modern work and employment arrangements restructure individual careers and what is required of individuals in order to manage career transitions successfully over time? This is one of very few in-depth empirical studies to analyze how labour

market trends, organisational change and the subjective work orientations of individuals interact. The author's detailed assessment is based on a comparison of the structural contexts, work orientations and employment histories of nurses and ICT technicians in Germany and the UK. These two core service occupations, as well as the national contexts of the two European nations, have quite different working environments and vocational traditions. Nursing is an institutionalized semi-profession with clear criteria of qualification and career continuity, while information and communication technology (ICT) is a new, evolving field with varied skill backgrounds and high job mobility. To arrive at an understanding of how individual career trajectories are changing, this book closely examines the interplay of labour market demands, employees' work and career orientations and the development of their skills. It records the ways in which employees adapt to increased labour market flexibility, which, on the one hand, induces discontinuities of careers, employment and work, and on the other, generates new skill requirements and learning expectations, as well as unforeseen opportunities.

The Impact of Digitalization in the Workplace - Christian Harteis 2017-09-30

This edited volume brings together researchers from various disciplines (i.e. education, psychology, sociology, economy, information technology, engineering) discussing elementary changes at workplaces occurring through digitalization, and reflecting on educational challenges for individuals, organizations, and society. The latest developments in information and communication technology seem to open new potential, and the crucial question arises which kind of work can be replaced by technology? The contributors to this volume are scholars who have been conducting research on the influence of technological change on work and individuals for a long time. The book addresses researchers as well as practitioners in the field of adult education and human resource development.

Outsourcing Global Services - I. Oshri 2008-07-03

This book provides in-depth insights into the practices that lead to success in outsourcing

global services. Written by internationally acclaimed academics, it covers best practices on IT outsourcing, business process outsourcing

and netsourcing. This book is a must read for any practitioner, academic or student concerned with global sourcing.