

Impact of New Management Practices Upon Representations of Work and Social Behavior of Employees

THEORETICAL FRAMEWORK

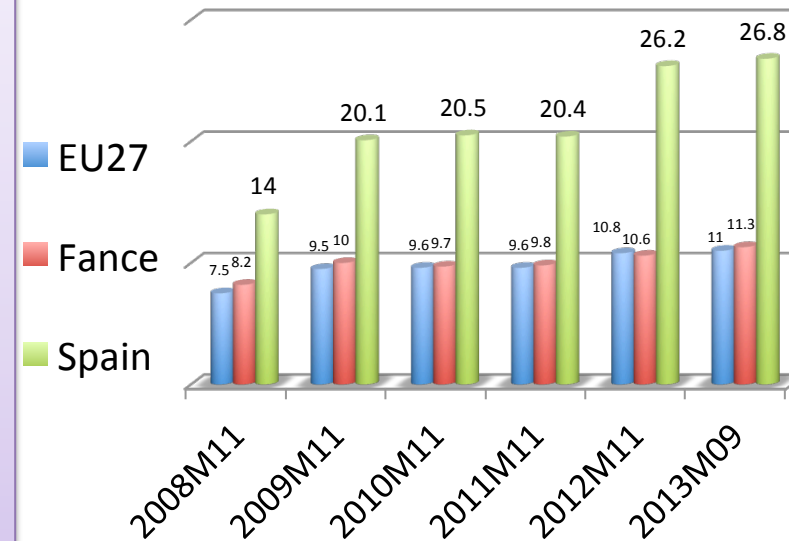
Managers have a simple desire for profit. Conflict exists because the interests of workers and those of employers collide, and what is good for one is frequently costly for the other. The labor process becomes an arena of class conflict, and workplace becomes a contested terrain.

HIPOTHESIS

- Current situation of unemployment, vulnerability and labor precariousness is above all, due to employment policies and the Welfare State, under Capitalism, which creates “reserve army of labor”.
- Dissatisfaction of work activity because is not designed by employees but by managers (HRM).
- Management intensifies pressure upon labor force; the crisis is making working lives harder and workers respond to this with more distrust to management, less loyalty and more critical views upon society.
- The outcome of this can be "left" or "right" , depending on collective action and presence of left real alternative.

RESEARCH QUESTIONS

- Which are employees’ perceptions regarding labour conditions in the current context of crisis?
- How can we respond to their demands in their workplace?



ORIGINALITY

- “Employee voice” is essential for disseminating “best practice”. HOW?
- Making political-sociology or a sociology of action. Not only being critic but having impact upon the society we live, “playing an active role” (social movements, politically, participation in meetings, etc).
- Designing concrete measures looking at the interest of Workers, improving Working lives in Europe.