

Employment Regimes And The Quality Of Work

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WORK DESIGN INFLUENCES: A SYNTHESIS OF MULTILEVEL FACTORS THAT AFFECT THE DESIGN OF JOBS

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High-quality work design is a key determinant of employee well-being, positive work attitudes, and job/organizational performance. Yet, many job incumbents continue to experience deskilled and demotivating work. We argue that there is a need to understand better where work designs come from. We review research that investigates the factors that influence work design, noting that this research is only a small fragment of the work design literature. The research base is also rather disparate, spanning distinct theoretical perspectives according to the level of analysis. To help integrate this literature, we use a framework that summarizes the direct and indirect ways in which work design is shaped by the higher-level external context (global/international, national, and occupational factors), the organizational context, the local work context (work group factors), and individual factors. We highlight two key indirect effects: first, factors affect formal decision-making processes *via* influencing managers' work design-related motivation, knowledge, skills, and abilities (KSAs), and opportunities; and second, factors shape informal and emergent work design processes *via* influencing employees' work design-related motivation, KSAs, and opportunities. By reviewing the literature according to this framework, we set the stage for more comprehensive theoretical development and empirical studies on the factors that influence work design.

INTRODUCTION

Work design refers to "the content and organization of one's work tasks, activities, relationships, and responsibilities" (Parker, 2014: 662). When work is designed so that it has motivating characteristics like job autonomy and social support, as well as reasonable levels of job demands, multiple positive individual and organizational outcomes arise. A vast amount of research shows that work design affects work stress, job satisfaction, performance, absenteeism, accidents, team innovation, company financial revenue, and more (e.g., see the meta-analysis by Humphrey, Nahrgang, & Morgeson, 2007).

Yet, despite extensive evidence on the benefits of well-designed work, there are still many poorly designed jobs in both advanced and developing economies. For example, in Europe, Lorenz and Valerye (2005) reported that one-third of workers had jobs that

were deskilled or that involved excessive demands. Significant technological and societal change is also affecting work and organizing, yet we know little about how this change might affect people's work design (Parker, 2014). Both of these forces—the continued prevalence of poor-quality work designs and the vast change occurring in work—highlight the importance of having a comprehensive, evidence-based understanding of the forces that affect work design.

Such an understanding is currently lacking. In most theory and research pertaining to the design of jobs, work design is modeled at the start of a causal chain leading to outcomes *via* intermediary processes. In other words, work design is the independent variable. This literature neglects consideration of where work design comes from and how it is constrained or enabled; that is, work design as a dependent variable. Important questions from this perspective include the following: *What causes variation in work design?*

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Duncan Gallie. It focuses in particular on skills and skill development, opportunities for training, the scope for initiative in work, the difficulty of combining work and family life, and the security of employment. 1 Production Regimes, Employment Regimes, and the Quality of Work. The book makes a major new contribution to the sociology of employment by comparing the quality of working life in European societies with Employment Regimes and the Quality of Work Edited by Duncan Gallie, Andrew Clark, Paris School of Economics and IZA. Search for more Employment Regimes and the Quality of Work, Edited by Duncan Gallie, Oxford: Oxford University Press, , xvi + pp., ISBN Review Number: /1; Review Subject: Employment Regimes and the Quality of Work Edited by Duncan Gallie; Publisher Name: Oxford University Press. 'employment quality' which includes quality of work and labour market quality. . Power Resource /Employment Regime Theory (Korpi. Request PDF on ResearchGate Production Regimes, Employment Regimes, and the Quality of Work This chapter begins with a brief discussion of the. Request PDF on ResearchGate On Dec 31, , Jerome Gautie and others published Employment Regimes and the Quality of Work, D. Gallie (Ed.). This review takes issue with its claim that there are major differences in the quality of work between the two principal regime types that are held. Book Review: Gallie, D. (Ed.). (). Employment Regimes and the Quality of Work. Oxford, UK: Oxford University Press. pp. \$ (cloth). Show all. 8795 workfamily conflict , 2, , , 8, 5 job insecurity 91, , 2 employment integration 302 production regimes and . The employment and work systems that dominated twentieth century . able and its quality possible to assess without major difficulties can become the target of. Doeringer, Peter B. and Michael J. Piore () Internal Labor Markets and Employment Regimes and the Quality of Work, Oxford: Oxford University Press. innovation, job quality and employment performances across Europe. quality leads to considering three types of employment regimes: market, inclusive and. experience of the quality of their work and a continuing updating of their skills. . employment regime model, to remain distinct in terms of the quality of work from. Relations and dynamics within different employment regimes * Production regimes, employment regimes, and the quality of work. This article examines organizations' use of non-standard work arrangements - fixed-term employees hired directly by the organization, workers from temporary. Employment Regimes: flexibility, security and working . The latter point the outcomes or quality of transitions needs some clarification. DGXII Employment Precarity, Unemployment and Social Employment Regimes and the Quality of Work (editor), Oxford: Oxford University Press.

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