Kopi fra DBC Webarkiv

Kopi af:

"Det er min egen skyld" : nyliberale styringsrationaler inden for human resource management

Dette materiale er lagret i henhold til aftale mellem DBC og udgiveren.
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Jesper Tynell
»It’s my own fault« – neo-liberal rationalities of government in Human Resource Management

This case study of changing power relations from 1986 to 2000, at the Danish computer company Adore, establishes a connection between the introduction of Human Resource Management and an increasing workload and general self-dissatisfaction among employees. Conceptual tools from the French philosopher Michel Foucault’s analytics of power are applied to dissect a web of visibilities, knowledge procedures and normalizing judgments by which leaders do not determine, but conduct the conduct, being, and wills of the autonomous working subjects. By which it imposes an obligation on the workers to form themselves by means of the selected technologies of the self that the company places at their disposal. A study in how neo-liberal rationalities of government holds the individual responsible for its own happiness by making life a matter of choice and character. A study in the powers of freedom as a means to adjust human accumulation to the accumulation of capital.

Bente Rasmussen & Birgitte Johansen
Knowledge Workers in the dot.com economy

Management and popular literature talk about a new economy and a new type of knowledge workers. The new knowledge workers are said to be loyal to their portfolio and working in their own interest rather than that of their employers. Using data from a study of web-designers in advertising bureaus and a web-based information system provider, we argue that the so-called new economy and new workers are very well understood with our ‘old’ concepts. Even if the workers are motivated by professional interest and find work meaningful and exciting, their hard work and long hours are primarily motivated by the economic pressure of new entrepreneurial firms.

Thomas Bredgaard, Lene Dalsgaard, Nicolai Abildgaard & Flemming Larsen
Municipal activation: How are great expectations of the government implemented in the Danish municipalities?

Studies of the implementation of municipal labour market and activation policy have been generally neglected in social science and policy debates. This article attempts to fill the void by analysing how labour market policy is implemented in the Danish municipalities; and what the content of activation policy really looks like from a municipal perspective. The results of a nationwide survey are presented with reference to the question of how the municipalities are applying the strategies of social disciplining, socially integrating or socially securing the unemployed through activation policies.
Kjeld Nielsen & Allan Christensen
Social integration in Working Life

The study reported in this article is based on a combination of methods related to working environment and to organisational culture. The combination is aimed at studying the extent and meaning of the social integration of the employees in an institution for handicapped adults.

It is the conclusion of the study that social integration depends on working environment conditions as well as cultural conditions. The social integration again is crucial for the way in which employees perceive the daily work situation and indirectly also for the well-being of the clients of the institution.

Mogens Agervold
The Functioning of Danish Co-operation committees – an empirical study

The article deals with a study of how company representatives – both management and employees – describe and evaluate the co-operation committee. The article also includes a short introduction to the history of the co-operation committee and the present importance seen from a HRM perspective. The study is based on answers from approx. 1,650 Danish companies where the chairman (management) and deputy chairman (employee representative) have informed and given their opinion about the size of the co-operation committee, frequency of meetings, discussed matters, the type of participation, satisfaction, conflicts, and the view on the actual and future importance of the co-operation committee. The results of the study show that the purpose, i.e. the co-operation committee must increase communication and mutual understanding between the parties, seems to a high extent to have been met. Despite some variation in views between management and employees, there is a consensus that information between the parties is good, that the co-operation committee is important for the working climate and for solving conflicts, and as a means to increase job satisfaction, understanding and participation, and to attach the employees to the company.