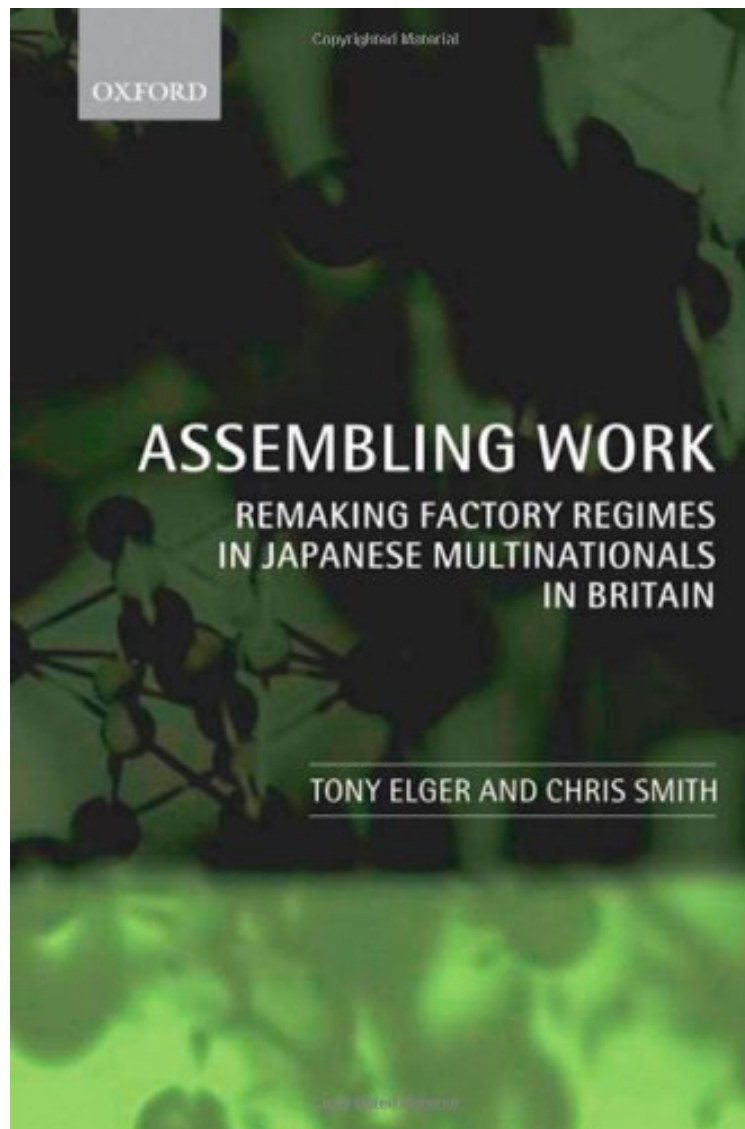


(Free download) Assembling Work: Remaking Factory Regimes in Japanese Multinationals in Britain

Assembling Work: Remaking Factory Regimes in Japanese Multinationals in Britain

Tony Elger, Chris Smith

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Tony Elger, Chris Smith : Assembling Work: Remaking Factory Regimes in Japanese Multinationals in Britain before purchasing it in order to gauge whether or not it would be worth my time, and all praised Assembling Work: Remaking Factory Regimes in Japanese Multinationals in Britain:

Japanese manufacturing firms established in Britain have often been portrayed as carriers of Japanese corporate best

practice for work and employment. In this book, the authors challenge these views through case study research, undertaken at several Japanese manufacturing plants in Britain during the 1990s. The authors argue that in actual fact production and employment regimes are adapted and 're-made' in a number of ways, responding to specific corporate and local contexts. In particular, they focus upon the ways in which Japanese and British managers have sought to construct distinctive work regimes in the light of their particular branch plant mandates and competencies, the evolving character of management-worker relations within factories and the varied product and labor market conditions they face. The book highlights the constraints as well as the opportunities facing managers of these greenfield workplaces, and the uncertainties that continued to characterize the development of management strategies. Ultimately the authors show how arguments about the role of overseas branch plants in the dissemination of management practices must take more careful account of the varied ways in which such factories are implicated in wider corporate strategies. The operations of international firms are embedded within intractable features of capitalist employment relations, especially as they are 're-made' in specific local and national settings. This book is an important intervention in contemporary debate about international firms and globalization, and will be of interest to teachers, researchers, and advanced students of this subject from disciplines including Business Studies, Organization Studies, Industrial Relations, Sociology, Political Economy, and Economic and Social Geography.

'Elger and Smith contribute to deepening our understanding of this issue through a close investigation of the ways and the dynamics in which Japanese companies construct the work organization and employee relations on foreign soil' * Business History, Vol 48 * Elger and Smith contribute to deepening our understanding of this issue through a close investigation of the ways and the dynamics in which Japanese companies construct their work organisation. * Business History * 'Theoretically, it provides critical engagement with perspectives on the Japanese model and in particular, problems arising from the reification of this model in academic analysis...Empirically, the book provides a wealth of rich case study data governing the nature of the labour process and employment relations in each factory, the different experiences of Japanese managers, British managers, manual workers and non-manual workers, and the patterns of consent and conflict on the shop-floor...highly recommended.' * British Journal on Industrial Relations * 'The sharp synthesis of the framework, and the ways in which Elger and Smith put it to use in interpreting and evaluating their data, will be of considerable value to researchers.' * Organization Studies * '...the book is successful in illustrating the contested nature of policy implementation and the challenges that this poses for management.' * Historical Studies in Industrial Relations * '...the work is really a stellar example of the extended ethnographic methodthe case studies do a very good job of giving greater nuance and complexity to the notion of "hybridity".' * American Journal of Sociology * About the Author Tony Elger has taught Sociology at the Universities of Aberdeen, Birmingham and Warwick. His main research interests are in the Sociology of Work and Employment and Comparative Labor Studies. He is currently the Director of the Center for Comparative Labor Studies. Chris Smith has taught Industrial Sociology, Industrial Relations and Organization Studies at the University of Aston, and held visiting positions in the Universities of Hong Kong, Sydney, Wollongong and Griffith. His main research interests are in the Sociology of Professions, Labor Process Theory, Comparative Work Organization, and Human Resource Management. He is currently Research Director in the School of Management and Director in two research Centers: Health Experts in Call Centers and the Centre for Workplace Research in Asia Pacific Societies.