

Employee Ownership and Employee Involvement at Work: Case Studies

Advances in the Economic Analysis of Participatory
& Labor-Managed Firms, Volume 18

Editors

Daphne Berry
University of Hartford, USA

Takao Kato
Colgate University, USA



Synopsis

With a growing prominence of sophisticated econometric research in a much-expanded field of New Economics of Participation (NEP), it is of particular value to learn about real-world examples of participatory and labor-managed firms in the advanced market economies through extensive case studies. In this volume of *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, the authors present such case studies. These real-world examples of participatory organizations described vividly in this volume will help researchers in NEP design empirical strategies better; and interpret their econometric results more sensibly. Furthermore, they will help policymakers and practitioners in their efforts to construct better public policy and design management practices.

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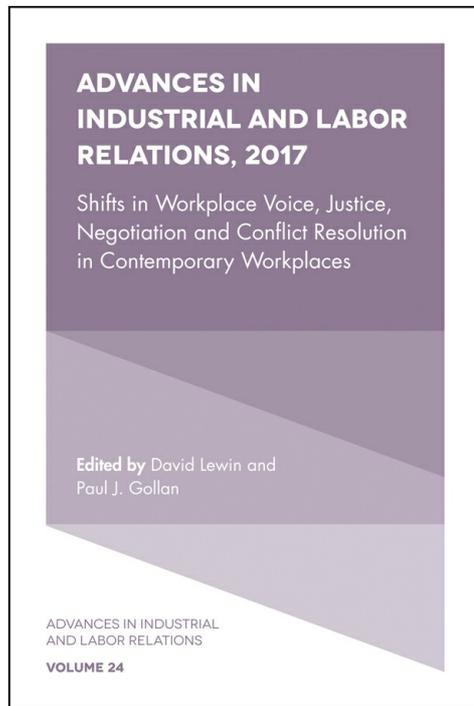
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Advances in Industrial and Labor Relations, 2017: Shifts in Workplace Voice, Justice, Negotiation and Conflict Resolution in Contemporary Workplaces

Advances in Industrial and Labor Relations, Volume 24

Editors

David Lewin
University of California Los Angeles, USA

Paul J. Gollan
University of Wollongong, Australia

Synopsis

Volume 24 of *Advances in Industrial and Labor Relations (AILR)* contains eight papers highlighting important aspects of the employment relationship. The papers deal with such themes as shifts in workplace voice, justice, negotiation and conflict resolution in contemporary workplaces. Consistent with previous AILR volumes, the papers in Volume 24 reflect a variety of quantitative and qualitative research methods, including case studies, survey, interviews, historiography, theory building, and longitudinal and cross-sectional research designs and analysis. These papers also reflect a global perspective on workplace issues. The specific topics of these papers include social construction of workarounds, workplace dispute resolution, employee involvement at Delta Air Lines, voice and empowerment practice in an Australian manufacturing company, democracy and union militancy and revitalization, adapting union administrative practices to new realities, pro-social and self-interest motivations for unionism and implications for unions as institutions, and high performance work systems and union impacts on employee turnover intention in China.

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Managing the Ageing Workforce in the East and the West

The Changing Context of Managing People

Series Editor

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Cranfield School of Management, UK

Editors

Matt Flynn
University of Hull, UK

Anthony Chiva
Newcastle University, UK

Yuxin Li
Shanghai International Studies University, China

Synopsis

Employers all over the world are engaged with implementing human resource management (HRM) policies in order to encourage and facilitate longer working lives for an aging workforce. While there has been some scholarly investigation into workplaces challenges and changes in both Europe and North America, there has been less engagement with the significant challenges facing Asian businesses and little assessment of the common themes and regional differences.

Managing the Ageing Workforce in the East and the West brings together HRM specialists from both Eastern and Western perspectives in a unique collaboration. Each chapter explores the universal relevance of human resource interventions into extending working life, including phased retirement, healthy work environments and lifelong learning. The book assesses issues of implementation in differing cultural, intergenerational, institutional and family contexts.

Rooted in a cross-cultural approach, the authors draw on a range of data from different geographic workforce contexts in order to identify over 150 variables relating to specific types of careers, including job content, employer policies, human capital, retirement plans, and quality of life expectations. Central to the study is measuring the complex relationship between individual workers' work and retirement expectations in relation to the differences in employer practices in the West and the East.

The book will be essential reading for students and scholars of HRM and organizational studies, as well as human resource professionals, employers and chief executives, and employment and business consultants.

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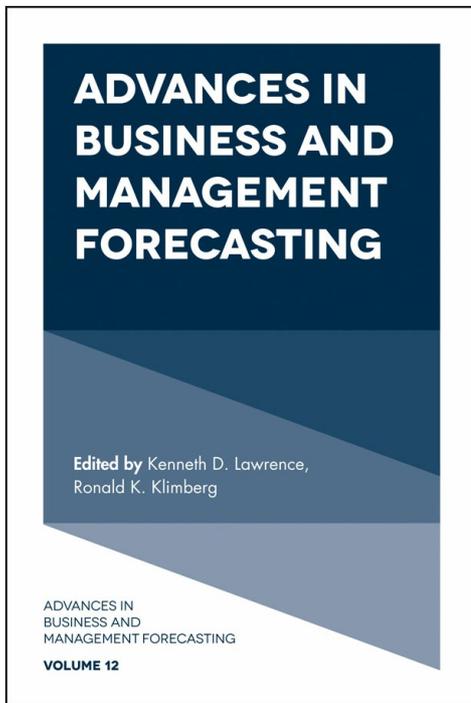
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Advances in Business and Management Forecasting

Advances in Business and Management Forecasting, Volume 12

Editors

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New Jersey Institute of Technology, USA

Ronald K. Klimberg
Saint Joseph's University, USA

Synopsis

Volume 12, *Advances in Business and Management Forecasting*, is a blind refereed serial publication. It presents state-of-the-art studies in the application of forecasting methodologies to such areas as supply chain, health care, prospecting for donations from university alumni, and the use of clustering and regression in forecasting. The orientation of this volume is for business applications for both the researcher and the practitioner of forecasting.

Volume 12 is divided into three sections: Forecasting Applications, Predictive Analytics and Time Series. An interdisciplinary group of experts explore wide-ranging topics including multi-criteria scoring models, detecting rare events, the assessment of control charts for intermittent data, and fuzzy time series models.

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Efficiency of Mutual Fund Families: Applications to the Spanish Market

Editor

Carlos Andres Sanchez Gonzales
ESAI Business School – Universidad Espiritu Santo - UEES

Synopsis

Gonzalez develops an innovative model that considers different management stages of mutual fund companies, overcoming the traditional dispute between the different approaches used in banking and insurance research.

Research on the mutual fund industry has been primarily focused on mutual funds rather than on their management companies. This new work fills this gap in the empirical knowledge of the efficiency obtained by mutual fund management companies. The research analyses the Spanish case, which is one of the most relevant fund industries in the Euro market, providing new insights into issues that have not been explored prior. Data envelopment analysis (DEA) is the basic methodology used to evaluate the efficiency level.

The book consists of two parts. The first part includes the basic concepts, a brief explanation of the basic DEA models, and a review of the most important applications to financial institutions. The authors formulate the multi-management stage model and the unique set of fund industry-specific variables used in this research. Subsequently, the efficiency of Spanish mutual fund companies is evaluated using the SBM approach. Finally, this part concludes and summarises the major findings of the efficiency analysis.

The second part of the book reviews the major concepts of the variations in the original SBM approach and the more accurate empirical results of these SBM variants in the Spanish mutual fund industry. Subsequently, this part illustrates the persistence phenomenon to further determine whether any relevant factors may drive the efficiency results previously obtained. Finally, the second part presents conclusions and a summary of the major findings.

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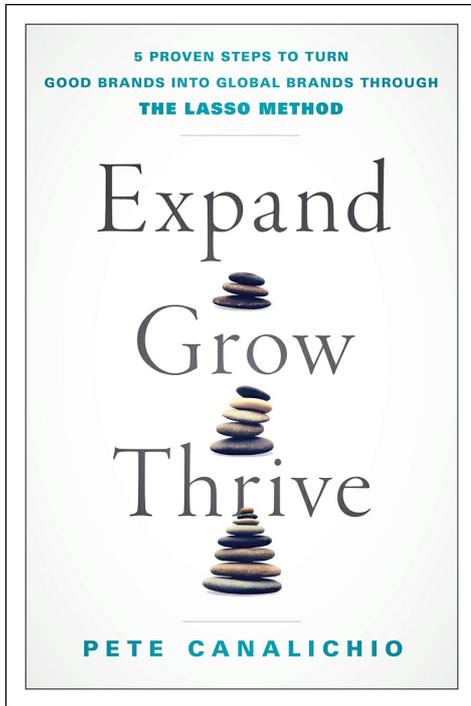
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Marketing



Expand, Grow, Thrive: 5 Proven Steps to Turn Good Brands into Global Brands through the LASSO Method

Author

Pete Canalichio
President and Founder of Licensing Brands, Inc.

Synopsis

Using powerful storytelling and unique access to the personal perspectives of top-flight marketers who have developed truly world-class business growth programs, Pete Canalichio shows us how successful marketers have extended and expanded their brands, and the challenges they have had to overcome along the way.

The LASSO model (Lateral; Addictive; Storied; Scalable; Own-able) offers a simple, accessible and effective way for marketers to get their heads around the desired attributes of highly successful growth programs. With insightful advice, anecdotes and tips from leading brand licensing professionals, household names like Coca Cola and Disney, senior marketers and inspiring individuals, Canalichio has created a measured and proven "Think Big, Get Big" framework to truly help your brand first expand, grow successfully, and ultimately thrive.

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Sociology

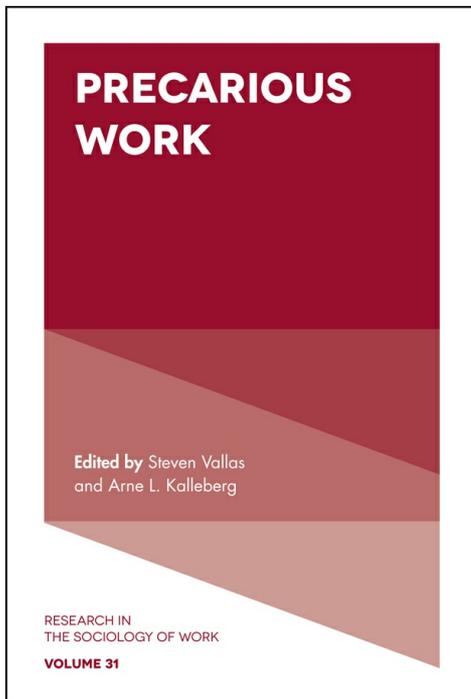
Precarious Work

Research in the Sociology of Work, Volume 31

Editors

Steven P. Vallas
Northeastern University, USA

Arne L. Kalleberg
University of North Carolina at Chapel Hill, USA



Synopsis

This volume presents original theory and research on precarious work in various parts of the world, identifying its social, political and economic origins, its manifestations in the USA, Europe, Asia, and the Global South, and its consequences for personal and family life.

In the past quarter century, the nature of paid employment has undergone a dramatic change due to globalization, rapid technological change, the decline of the power of workers in favor of employers, and the spread of neoliberalism. Jobs have become far more insecure and uncertain, with workers bearing the risks of employment as opposed to employers or the government. This trend towards precarious work has engulfed virtually all advanced capitalist nations, but unevenly so, while countries in the Global South continue to experience precarious conditions of work.

This title examines theories of precarious work; cross-national variations in its features; racial and gender differences in exposure to precarious work; and the policy alternatives that might protect workers from undue risk. The chapters utilize a variety of methods, both quantitative statistical analyses and careful qualitative case studies. This volume will be a valuable resource that constitutes required reading for scholars, activists, labor leaders, and policy makers concerned with the future of work under contemporary capitalism.

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Sociology

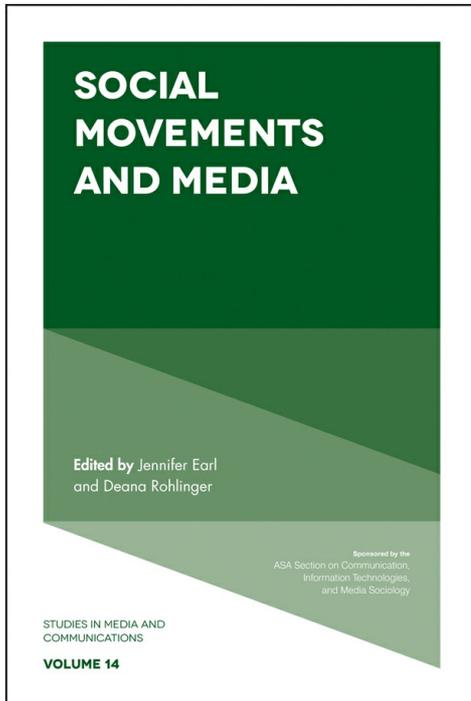
Social Movements and Media

Studies in Media and Communications, Volume 14

Editors

Jennifer S. Earl
University of Arizona, USA

Deana A. Rohlinger
Florida State University, USA



Synopsis

Sponsored by the Communication, Information Technologies, and Media Sociology section of the American Sociological Association (CITAMS), this volume focuses on media and social movements. Contributing authors draw on cases as diverse as the Harry Potter Alliance to youth oriented, non-profit educational organizations, in order to assess systematically how media environments, systems, and usage affect collective action in the 21st century. The volume demonstrates that the study of media and social movements has developed into a vibrant sub-field stretched across Communication Studies, Political Science, and Sociology, and illustrates the need for serious interdisciplinary research.

Chapters in the volume reinforce the need to examine many kinds of media (such as fiction) for social movements, particularly in terms of recruitment and framing. They show the critical importance of connecting classic and contemporary social movement research when trying to understand topics such as recruitment, identity, and discourse, even when these are playing out in the digital world. Chapters explore the difficulties that organizations face in organizing whether or not they are primarily offline or online; the ways that digital media usage affects various organizational functions and effectiveness; and the importance of examining the role of youth in social movements across all of these topics.

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Distance in International Business: Concept, Cost and Value

Progress in International Business Research,
Volume 12

Editors

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University of Calgary, Canada

Jonas Puck
WU Vienna, Austria

Rob van Tulder
Erasmus University, The Netherlands



Synopsis

This research and teaching volume has been composed in honour of Rosalie Tung, a distinguished institution builder, thought leader and educator in the field of international business (IB). The volume addresses Rosalie Tung's main research focus in a career that has already spanned several decades, namely the analysis of distance facing multinational enterprises (MNEs), with a focus on state-of-the-art conceptual and fact-based empirical developments in the realm of cultural and institutional distance elements.

The impact of distance on international business transactions and operations remains ill-understood. How should distance be conceptualized? Which dimensions of distance should be considered? Is distance always a cost, or can it sometimes confer value?

This twelfth volume in the Progress in International Business Research series presents extensive accounts of the contemporary scientific debate on how to assess the impacts of distance, both negative and positive ones, on the conduct of international business.

This volume covers five dimensions related to the concept, cost and value of distance, in International business:

- The concept of distance
- The cost of cultural and psychic distance
- The cost of institutional distance
- The value of distance
- Alternative lenses for IB research

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Entrepreneurship, Innovation, and Platforms

Advances in Strategic Management, Volume 37

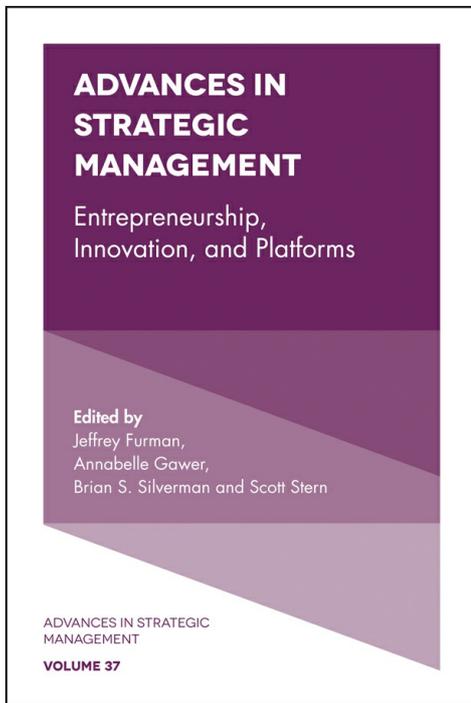
Editors

Jeffrey Furman
Boston University, USA

Annabelle Gawer
University of Surrey, UK

Brian S. Silverman
University of Toronto, Canada

Scott Stern
MIT Sloan School of Management, USA



Synopsis

Technology-based industries have come to account for ever-greater shares of economic activity during the last 30 years. Recently, rapid, digitally-enabled technological change has generated new opportunities for value creation, enabled new ways of capturing value, and stimulated the emergence of new organizational forms such as platforms and ecosystems. Together with the development of supporting institutions, including incubators, accelerators, and increasingly creative ways of funding new ventures, this has led to an explosion of interest in entrepreneurial activity across industries and sectors.

Scholars, policymakers and practitioners recognize the importance of technological innovation and entrepreneurship for competitive advantage, comparative advantage, and society's economic well-being. There is tremendous academic and practical interest not only in how new ventures assemble resources necessary to deliver value, but also on how incumbent organizations may adapt to harness technological innovation, and on how industries evolve in the face of this pervasive technological change.

Despite recent advances in our understanding of how innovation and entrepreneurship impact the creation and appropriation of value, numerous questions remain unanswered. This volume draws together scholars working at the forefront of entrepreneurship-, strategy-, and innovation-related domains to explore these questions. The volume makes particular contributions to the entrepreneurship, innovation, and platform literatures.

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Strategy

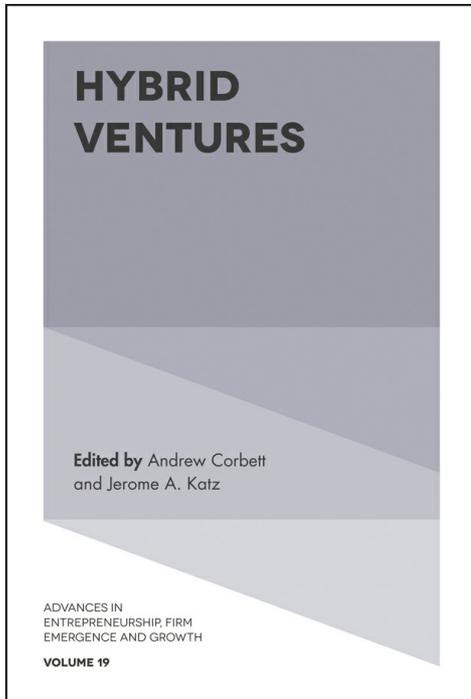
Hybrid Ventures

Advances in Entrepreneurship, Firm Emergence and Growth, Volume 19

Editors

Andrew C. Corbett
Babson College, USA

Jerome A. Katz
Saint Louis University, USA



Synopsis

Contains an Open Access chapter.

Recent estimates suggest that millions of people across the world are involved in some form of social venture creation. After over a decade of thoughtful scholarship on social entrepreneurship, researchers have now begun to examine individuals and organizations that purposefully combine social and economic outcomes. In *Hybrid Ventures*, leading researchers examine individuals and organizations that simultaneously attempt to pursue such blended value outcomes. Various perspectives on hybrid ventures are explored in this volume, including: the costs to all when some entrepreneurs do not pursue hybrid approaches, whether hybrid ventures are – or should be – the new norm, and whether the social, environmental, and economic value are distinct and should be separated from each other. This volume contains both theoretical and empirical approaches to hybrid venturing from an international group of researchers. Specific topics include: the emergence of Certified B Corporations, different hybrid business models, the role of impact investing, indigenous entrepreneurship, hybrid ventures as “agents of change,” and more.

For nearly two decades, the *Advances in Entrepreneurship, Firm Emergence and Growth* series has provided an annual examination of the major current research, efforts in the field of entrepreneurship and *Hybrid Ventures: Perspectives & Approaches to Blended Value Entrepreneurship* continue in that tradition. This volume provides state-of-the-art research that helps set the foundation for inquiries into important research for the next decade and beyond.

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SMASH: Strategies for Market Shaping

Authors

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University of Auckland Business School, New Zealand



Synopsis

In SMASH (Strategies for Market Shaping), authors Suvi Nenonen and Kaj Storbacka make a clarion call for business executives, managers, and professionals: *Your strategy playbook has expired*. They make the case that old playbooks are a jumble of assertions, assumptions, and approximations. But the undeniable complexity of modern markets confronts us with the truth: markets are elaborate, evolving ecosystems. Today, strategy must embrace this complexity or die.

The book shows readers how market shaping can embrace and exploit the truth about markets. It elegantly distills their complexity and shows how any firm can then turn strategy on its head. How? By adapting the market to the firm instead of the firm to the market and opening up untapped value in the process. Combining rigorous research with practical application, SMASH pioneers the concept of market shaping and offers field proven guidance for its successful execution. Cases that look at the proper implementation as well as the dismissal of this vital approach are used throughout the book.

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