

Plenum Studies in Work and Industry

THE OPERATION OF INTERNAL LABOR MARKETS

Staffing Practices and
Vacancy Chains



Lawrence T. Pinfield

Operation Of Internal Labor Markets

Boris Yavitz, Dean Morse



Operation Of Internal Labor Markets:

The Operation of Internal Labor Markets Lawrence T. Pinfield, 2013-11-22 Employment systems consist of complex arrays of formal and informal rules that structure the relationships between employees and employers There are many different types of employment systems Some are specified in considerable detail in collectively bargained quasilegal employment contracts while others are left to discretion This book describes the latter type of employment system one in which there is an active market for knowledge and skills This is the salaried employment system of ForestCo a large multiplant manufacturing company in the forest products industry Here supervisors and managers actively adjust the jobs and persons under their authority to meet the market social and institutional forces that influence the activities and performance of their departments The study of employment systems is a relatively recent phenomenon and few prior studies or theories were found to guide this investigation Neither the scope nor the components of employment system studies are yet established The field is confused and contested Nevertheless there is related literature which can be used to focus attention on different features of employment systems One emerging body of work that holds the most promise for the study of employment systems is internal labor market ILM theory *Length of Service and the Operation of Internal Labor Markets* Katharine G. Abraham, 1983 **Internal Labor Markets and Manpower Analysis** Peter B. Doeringer, Michael J. Piore, 2020-08-26 This book provides a description of a number of institutional features of the U S labor market and prompts an analytical debate about the origins of the institutions it describes and their significance for the operation of the U S economic system *Internal Labor Markets and Employment Transitions in South Korea* Kim Sunghoon, 2005 This book examines the value Korean employers and workers place on stable employment with a focus on the workers want for more desirable transition outcomes as modified by various individual and structural factors particularly labor market structure Results of the analysis show that internal labor market structure has increased employment stability and the desirability of transition outcomes in Korea over time Korea s industrialization has enabled internal labor market structure to mature to a level that has increased employment stability and the desirability of transition outcomes This implies that Korea has experienced industrialization in such a short period that internal labor market structure has not matured enough to influence the ways in which other factors affect employment transition patterns Results of the effects of labor market structure and other factors on employment transition patterns imply that Korea s industrialization has had mixed effects on workers economic and social well being On the one hand it has improved the overall level of workers well being yet on the other hand it has increased heterogeneity in well being among different types of workers *Length of Service and the Operation of Internal Labor Markets* Katharine G. Abraham, 1983 **Internal Labor Markets and Manpower Analysis** Peter B. Doeringer, Michael J. Piore, 1985-06 This book discusses the institutional aspects of the American labor market The introduction assesses the major changes since 1971 *Internal Labour Markets, Incentives and Employment* Toshiaki

Tachibanaki,1998-06-22 The economic performance of a national economy as shown by indicators such as the rate of unemployment and inflation is heavily dependent on the operation of its external and internal labour markets From this standpoint the book focuses on the functions of internal labour markets and their interaction with external labour markets comparing those of the Japanese and Western styles The differing mechanisms of internal labour markets are examined by a strong range of international contributors from Japan North America and Europe Length of Service and the Operation of Internal Labor Markets (Classic Reprint) Katharine G. Abraham,2018-10-10 Excerpt from Length of Service and the Operation of Internal Labor Markets Our work on the operation of enterprise internal labor markets has produced very strong evidence that at least the within grade or within job fraction of the observed return to years of company service 40 to 80 percent of the total return to company service in the settings for which we have seen data cannot be explained on the basis of an underlying relationship between service and productivity Furthermore we have collected survey data which imply that years of service play a significant role in promotion decisions for a very large fraction of our country s workforce for those employees the cross grade or cross job earnings differential associated with service must also be considered at least in part a return to service per se It would thus appear that junior workers are typically paid less and senior workers more than the value of their marginal product One might expect this sort of deferred compensation scheme to be accompanied by constraints on firms ability to cheat workers out of the return promised for the second half of their work lives we have gathered evidence that senior employees at most u s Firms do in fact enjoy substantial protection against being involuntarily terminated Our results raise the intriguing question of why senior workers receive higher earnings than their junior peers even though they are no more productive About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books Find more at www.forgottenbooks.com This book is a reproduction of an important historical work Forgotten Books uses state of the art technology to digitally reconstruct the work preserving the original format whilst repairing imperfections present in the aged copy In rare cases an imperfection in the original such as a blemish or missing page may be replicated in our edition We do however repair the vast majority of imperfections successfully any imperfections that remain are intentionally left to preserve the state of such historical works **Internal Labor Markets, Technological Change, and Labor Force Adjustment** Peter B. Doeringer,Michael J. Piore,1966 USA Report on labour force and employment policy in respect of labour force adjustment in the face of redundancy resulting from technological change in the manufacturing industry covers job requirements in respect of maintenance production and related manual workers labour costs and the cost of retraining etc *Internal Labour Markets* John Creedy,Keith Whitfield,1987 **Labor Market Competition and Internal Labor Markets** Jeremy T. Fox,2003 Institutional Linkages Between Education and Work as Quasi- Internal Labor Markets Takehiko Kariya,James E. Rosenbaum,1994 *How Labor Markets Work* John Thomas Dunlop,1988 *The Origins of Internal Labor Market in American Manufacturing Firms, 1910-1940* Sanford M. Jacoby,1981

Internal Labour Markets - the Current Debate and a Theoretical Framework Carol Royal,2000 This paper investigates the continuing significance of the internal labour market construct for shaping human resource management practices in an international investment banking organisation Abstract Development and Society ,2004

The Labor Market: an Information System Boris Yavitz,Dean Morse,1973 Study of the needs and prospects for a comprehensive national level labour market information system which would improve the quality of data available on labour markets and labour force in the USA covers the government need for data relevant to employment policy formation the systems analysis of labour market structures the information needs of the employer vocational guidance needs etc and includes recommendations for the proposed system Diagrams and references

Internal and external labor markets : a personnel economics approach Edward P. Lazear,2003

The Social Structure and Processes of Career Mobility Arent Greve,1989

Boom & Bust Danielle Dorice Van Jaarsveld,2005

Embracing the Melody of Term: An Psychological Symphony within **Operation Of Internal Labor Markets**

In a global used by screens and the ceaseless chatter of fast connection, the melodic splendor and psychological symphony developed by the published term usually fade into the backdrop, eclipsed by the relentless noise and disruptions that permeate our lives. But, situated within the pages of **Operation Of Internal Labor Markets** a marvelous fictional treasure overflowing with organic emotions, lies an immersive symphony waiting to be embraced. Constructed by a wonderful musician of language, that interesting masterpiece conducts viewers on a psychological trip, skillfully unraveling the concealed songs and profound influence resonating within each cautiously constructed phrase. Within the depths of the emotional evaluation, we can examine the book is central harmonies, analyze their enthralling writing design, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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