

Abstracts (Englisch)

Marion Brehm

Emotions in the workplace

Theoretical Backgrounds and Practical influence

In today's working environment emotions are of significance in many ways. Positive feelings like pleasure and pride are related to the quality of the task itself and hence bear special importance when it comes to the future of work tasks in highly industrialized countries. But negative feelings like stress, fear or envy, have to be dealt with too. Those who are able to handle them in a competent way recover much faster from disappointments and excitements that inevitably occur at times when working. Furthermore, servicing people in our modern society largely means dealing with one's own as well as the clients' emotions in a competent manner.

Keywords: Emotions in the Workplace, Emotion Work, Emotional Intelligence

Olaf Struck, Julia Simonson

Stability and instability in the labor Market

A Research on occupational Transitions in East and West German Employment Enterprises

Based on the discussion about the increased variety of occupational forms, this article focuses on the question which patterns of employment enterprises in East and West Germany actually prefer. Founded on qualitative case studies, the role of enterprises and specifically the influence of their policies on occupational transitions is analysed and discussed within the context of labour market theories. Empirical results demonstrate, that in order to keep the qualification and motivation of the employees decision-makers in personnel management adjust their actions to the continuity of durable employment. In this context patterns of employment as results of earlier actions can lessen the scope for current decisions.

Keywords: personnel management, labor market, flexibility, occupational transitions

Norbert Malanowski, Karin Töpsch

Industrials Policy and Industrial Relations in Baden-Württemberg: outhires of a new Field of Work

In the face of changing action demands, emerging through profound organisational reforms on the company level, increasing economic competition and the deteriorating strength of the collective bargaining system, trade unions and employer/business organisations are anxious to define and engage in new fields of action. Concrete empirical initiatives of these actors can be found in the area of industrial policy. In this area a new field of work is being developed that is to be taken into account in the analysis of changes in the system of industrial relations since the definition of work conditions and work rules also takes place on this level. This development is being discussed in context of the example of the industrial relations system in Baden-Württemberg.

Keywords: Baden-Württemberg, industrial relations, industrial policy, trade unions

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Successful Groupwork

The Art of Selecting Group Members

The aim of the study is to illuminate the relationship between group composition (group size; gender, age, and motivation of group members) and the effects of group working. The results are based on a questionnaire distributed to workers within eight Swedish industries (n=754). The results suggest that aspects which are possible for management to influence and develop when group work is implemented like motivation (here measured as use of group members' aptitudes and skills, autonomy and job satisfaction) has a positive impact on the effects of working in groups. Group composition according to gender and age contributes little to our understanding of what makes group work effective.

Key words: age, effects, gender, group work, motivation

Johann Welsch

Is a skills gap blocking the new economy?

In the last few years the IT industry has become the focus of attention of politics and economy. In spite of increasing problems the industry is complaining loudly that a skills gap is causing growth and job losses. But how can it be that amidst of a huge army of unemployed there is an emerging shortage of workers? What are the reasons for the skills gap? Is this actually a real gap? Or is it simply the result of the well-known desire of firms for an "Olympic" workforce? In this article the author tries to find answers to these questions. He analyses the interaction of work, knowledge and economic growth before testing the argument more deeply that a skills gap is blocking the new economy.

Key words: IT workers, IT industry, internet economy, new economy, skills gap