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Aug 30, 2020 **gurus hired guns and warm bodies itinerant experts in a knowledge economy** Posted By Laura BasukiLtd TEXT ID 4732b375 Online PDF Ebook Epub Library kent is a 36 year old software guru who once worked for some of the best companies in silicon valley usually as a hired gun the valleys slang for an independent contractor he had a great reputation and

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Kent is a 36-year-old software guru who once worked for some of the best companies in Silicon Valley, usually as a "hired gun," the Valley's slang for an independent contractor. He had a great reputation and founded an important Java users' groups. Yolanda, now 52, raised three children as a single mother.

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Over the last several decades, employers have increasingly replaced permanent employees with temporary workers and independent contractors to cut labor costs and enhance flexibility. Although commentators have focused largely on low-wage temporary work, the use of skilled contractors has also grown exponentially, especially in high-technology areas. Yet almost nothing is known about contracting or about the people who do it. This book seeks to break the silence. **Gurus, Hired Guns, and Warm Bodies** tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work, the managers who employ them, the permanent employees who work beside them, and the staffing agencies who broker deals. Based on a year of field work in three staffing agencies, life histories with over seventy contractors and studies of workers in some of America's best known firms, the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works. Engagingly written, it goes beyond rhetoric to examine why contractors leave permanent employment, why managers hire them, and how staffing agencies operate. **Barley and Kunda** paint a richly layered portrait of contract professionals. Readers learn how contractors find jobs, how agents negotiate, and what it is like to shoulder the risks of managing one's own "employability." The authors illustrate how the reality of flexibility often differs substantially from its promise. Viewing the knowledge economy in terms of organizations and markets is not enough, **Barley and Kunda** conclude. Rather, occupational communities and networks of skilled experts are what grease the skids of the high-tech, "matrix economy" where firms become way stations in the flow of expertise.

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This updated and expanded second edition of the **Gurus, Hired Guns, and Warm Bodies: Itinerant Experts in a Knowledge Economy** provides a user-friendly introduction to the subject, Taking a clear structural framework, it guides the reader through the subject's core elements. A flowing writing style combines with the use of illustrations and diagrams throughout the text to ensure the reader understands even the most complex of concepts. This succinct and enlightening overview is a required reading for all those interested in the subject . We hope you find this book useful in shaping your future career & Business. Feel free to send us your inquiries related to our publications to info@pwpublishers.pw

In **The Laws of the Knowledge Workplace**, Dr Jemielniak has collected research-based chapters providing deep, interdisciplinary insight into knowledge professions, addressing issues of professional identity, emotion, power and authority, trust and indoctrination, and management behaviour. The accounts and studies in this book come from management, organization studies, sociology, and anthropology of work perspectives and are fully international in scope. They highlight the scale of the serious changes in occupational roles and to the meaning of work that is taking place in knowledge-intensive environments and give a pointer to what might constitute good and bad management practice in knowledge-intensive companies.

Strategy is becoming more 'open' - more transparent and more inclusive. **Opening Strategy** tells the story of how corporate strategists and strategy consultants have worked since the middle of the last century to open up the strategy process. First strategic planning, then strategic management, and now 'open strategy' have all brought more people into the strategy process and provided more strategic information, for the benefit of both business and society at large. Informed by interviews with corporate strategists and consultants at leading firms such as General Electric and McKinsey & Co, and drawing on the historical archives of strategy's pioneers, this book provides vivid insights into the trials and tribulations of practice change in the strategy profession. Above all, it stresses the hard work of the little recognized and sometimes eccentric individuals who have been leaders in practice change. By building on a wide range of illustrations, covering both successes and failures, the book draws out general lessons for practice innovation in strategy. Those studying the topic will be able to set standard strategy techniques in historical and social context and develop new areas for investigation, while practising executives and consultants should gain a sense of how to innovate in strategy - and how not to.

Why employees of pioneering Internet companies chose to invest their time, energy, hopes, and human capital in start-up ventures. In the dot-com boom of the late 1990s, employees of Internet startups took risks—left well-paying jobs for the chance of striking it rich through stock options (only to end up unemployed a year later), relocated to areas that were epicenters of a booming industry (that shortly went bust), chose the opportunity to be creative over the stability of a set schedule. In **Venture Labor**, Gina Neff investigates choices like these made by high-tech workers in New York City's "Silicon Alley" in the 1990s. Why did these workers exhibit entrepreneurial behavior in their jobs—investing time, energy, and other personal resources that Neff terms "venture labor"—when they themselves were employees and not entrepreneurs? Neff argues that this behavior was part of a broader shift in society in which economic risk shifted away from collective responsibility toward individual responsibility. In the new economy, risk and reward took the place of job loyalty, and the dot-com boom helped glorify risks. Company flexibility was gained at the expense of employee security. Through extensive interviews, Neff finds not the triumph of the entrepreneurial spirit but a mixture of motivations and strategies, informed variously by bravado, naiveté, and cold calculation. She connects these individual choices with larger social and economic structures, making it clear that understanding venture labor is of paramount importance for encouraging innovation and, even more important, for creating sustainable work environments that support workers.

"A book on why most things are more expensive or lower quality, and why we're all still working long hours for the same or lower wages. Does it ever seem like most things you buy are more expensive or not as good as they once were, or both? Does it ever seem odd that, despite having access to much better communication and cheaper transportation, we're all working just as many hours and for the same wages as workers decades ago? Well, we now know you're not wrong to wonder about these things. In recent years, economists have been documenting how most of the gains from technology and globalization have been going to an increasingly concentrated number of huge businesses, at the expense of consumers and workers. Prices are higher and wages are lower. The reason is market power. One of the first to authoritatively document the rise of market power was Jan Eeckhout. In this book, he will explain for a general audience how large firms have faced increasingly little competition, allowing them to charge higher prices than they otherwise could. And how we, as consumers, pay more for many goods and services—"everything from a bottle of beer to a flight to Houston to our grandmother's prosthetic hip." As a result, business profits have soared since 1980, and just a few "mega firms" dominate the marketplace. Eeckhout shows how the rise in market power has had radically negative effects on work and the lives of workers—trends that, if not reversed, may cause historical corrections in the form of wars and market collapse. Drawing on a wealth of research and the stories of working people, **The Profit Paradox** will explain in clear language the rise of market power, how it could change the world further if left unaddressed, and how we can tackle the problem"--

"**Engineering Culture**" is an award-winning ethnography of the engineering division of a large American high-tech corporation. Now, this influential book - which has been translated into Japanese, Italian and Hebrew - has been revised to bring it up to date. In "**Engineering Culture**", Gideon Kunda offers a critical analysis of an American company's well-known and widely emulated "corporate culture." Kunda uses detailed descriptions of everyday interactions and rituals in which the culture is brought to life, excerpts from in-depth interviews and a wide variety of corporate texts to vividly portray managerial attempts to design and impose the culture and the ways in which it is experienced by members of the organization. The company's management, Kunda reveals, uses a variety of methods to promulgate what it claims is a non-authoritarian, informal, and flexible work environment that enhances and rewards individual commitment, initiative, and creativity while promoting personal growth. The author demonstrates, however, that these pervasive efforts mask an elaborate and subtle form of normative control in which the members' minds and hearts become the target of corporate influence. Kunda carefully dissects the impact this form of control has on employees' work behavior and on their sense of self. In the conclusion written especially for this edition, Kunda reviews the company's fortunes in the years that followed publication of the first edition, reevaluates the arguments in the book, and explores the relevance of corporate culture and its management today

Presents a history of the word "asshole"--from its use by World War II servicemen to express frustration at arrogant superiors to its first use in print by Norman Mailer to George W. Bush's use of the word to describe a journalist.

The definitive guide to working with -- and surviving -- bullies, creeps, jerks, tyrants, tormentors, despots, backstabbers, egomaniacs, and all the other assholes who do their best to destroy you at work. "What an asshole!" How many times have you said that about someone at work? You're not alone! In this groundbreaking book, Stanford University professor Robert I. Sutton builds on his acclaimed Harvard Business Review article to show you the best ways to deal with assholes...and why they can be so destructive to your company. Practical, compassionate, and in places downright funny, this guide offers: Strategies on how to pinpoint and eliminate

negative influences for good Illuminating case histories from major organizations A self-diagnostic test and a program to identify and keep your own "inner jerk" from coming out The No Asshole Rule is a New York Times, Wall Street Journal, USA Today and Business Week bestseller.

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