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Workplace Flexibility

Realigning 20th-Century Jobs
for a 21st-Century Workforce

EDITED BY

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and Barbara Schneider**



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From ILR Press : Workplace Flexibility: Realigning 20th-Century Jobs for a 21st-Century Workforce before purchasing it in order to gauge whether or not it would be worth my time, and all praised Workplace Flexibility: Realigning 20th-Century Jobs for a 21st-Century Workforce:

Although today's family has changed, the workplace has not—and the resulting one-size-fits-all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce. As changes in the composition of the workforce exert new demands on employers, considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees. Workplace Flexibility

brings together sixteen essays authored by leading experts in economics, demography, political science, law, sociology, anthropology, and management. Collectively, they make the case for workplace flexibility, as well as examine existing business practices and public policy regarding flexibility in the United States, Europe, Australia, and Japan. Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce. Considering the positive and negative consequences for employer and employee alike, the authors argue that, although there is not an easy solution to creating and implementing flexibility practices; in the United States or abroad; redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance.

"For the first time in American history, women compose half the paid workforce, so more than ever before, America needs well-paying flexible jobs that fit the family needs of the workers in them. In this book, two of the country's leading experts bring together cutting-edge research on just this issue. Workplace Flexibility is a must-read for scholars and concerned citizens alike." Arlie Russell Hochschild, author of *The Time Bind* and *The Commercialization of Intimate Life*

"Workplace Flexibility collects state-of-the-art contributions to the field of work-family research. Leading scholars crystallize what is known and present new findings in an accessible manner on an impressive array of issues. By pulling so much research in this area together in a single volume, Kathleen Christensen and Barbara Schneider have performed a most valuable service." Jerry A. Jacobs, Department of Sociology, University of Pennsylvania