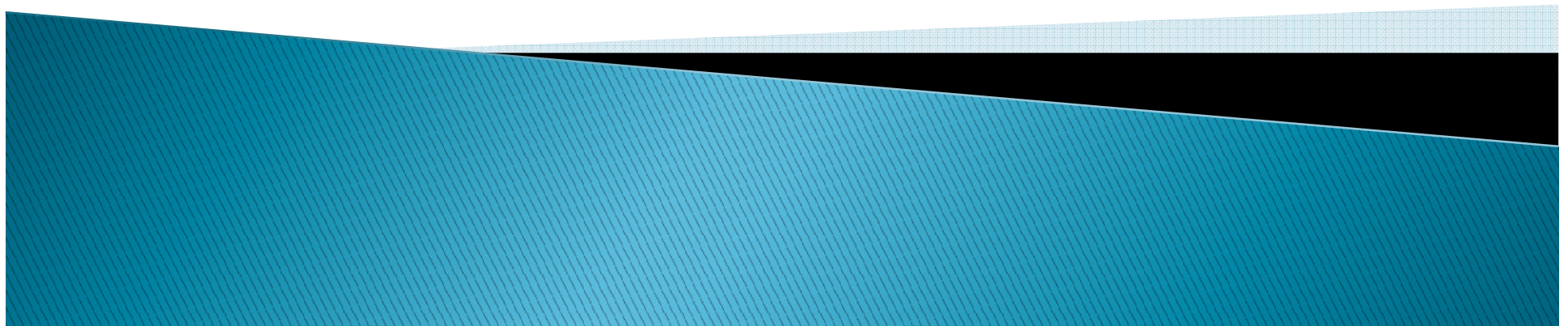


From Growth to Jobs: Between Modern and Archaic Companies

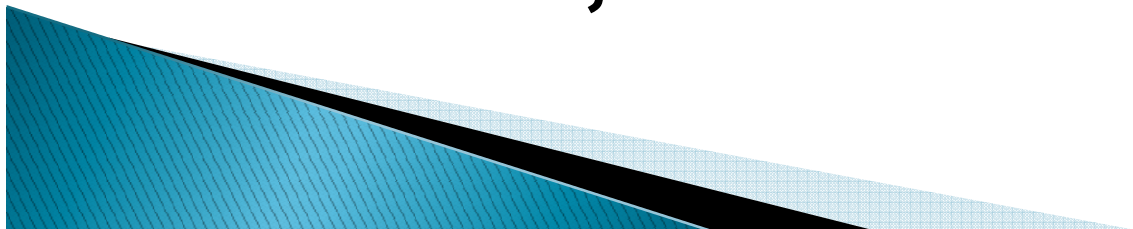
Prof. Virginia Alon Teodosio, Ph.D.

8 February 2013



Challenges in a global age

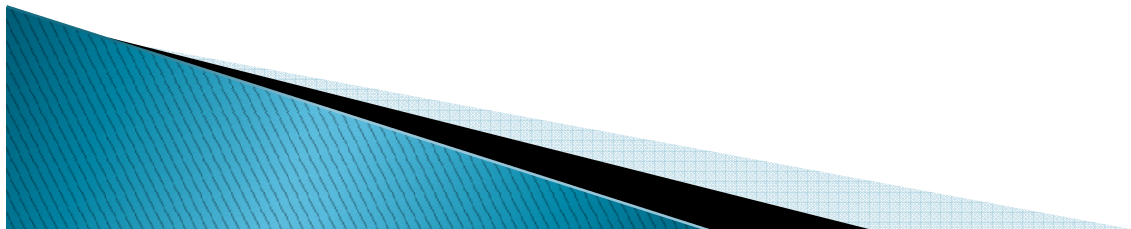
- ▶ **Agents: Labor, firms and the state**
- ▶ **The processes that are transforming institutions-national, local and workplace levels.**
- ▶ **Rather than treating these processes as dictated by the political elites, consider the interplay of the multiple political, economic, social and cultural factors.**



Challenges in a global age

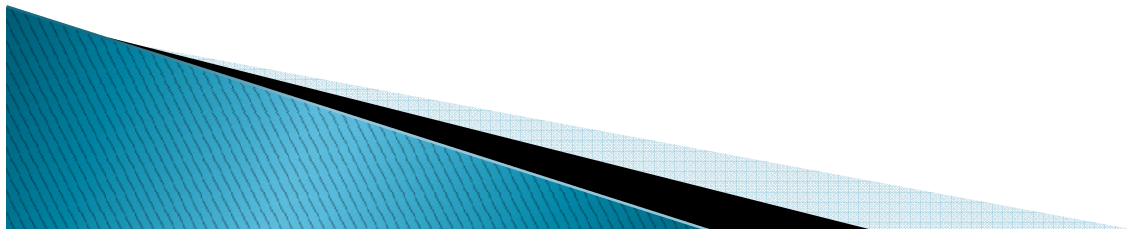
- ▶ **Distinctive institutional arrangement**
- ▶ **The importance of analyzing the experience of labor**
- ▶ **The study of employment relations important in its own right**
- ▶ **Emphasis on the social structures and institutional arrangements whether formal or informal.**
- ▶ **Study the experiences and responses of labor and managerial elites.**
- ▶ **Critical thinking. The quality of your life depends on the quality of your thought. The challenge towards a critical society.**
- ▶ **The ends justify the means?**
- ▶ **Good will, positive feeling that people have in a company towards each other and the company.**
- ▶ **The importance of integrity.**
- ▶ **SWS survey of 2008, only 16 percent trusts.**

▶



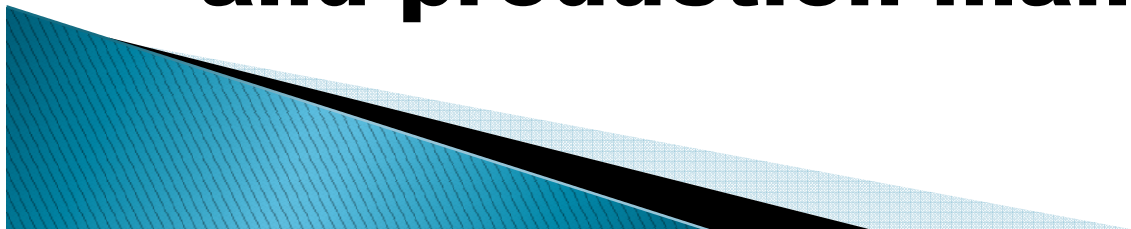
The challenge towards a critical society

- ▶ Open **and progressive style of management result in creativity and innovation.**
- ▶ **Managing cultural intelligence**
- ▶ **Reflect on particular features of employment relations in a global age.**



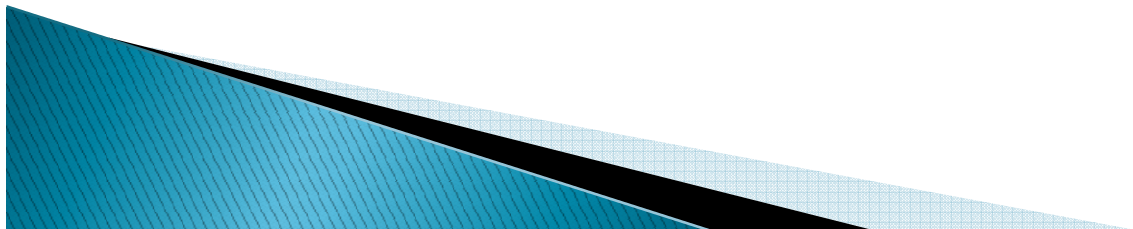
Network ties in Brazil

- ▶ **Tendencies for considerable centralized control manifest in the early 1980s gave way to improved coordination and more operational autonomy. The of the coordination and cooperation in the management of the labour force between human resource and production managers.**



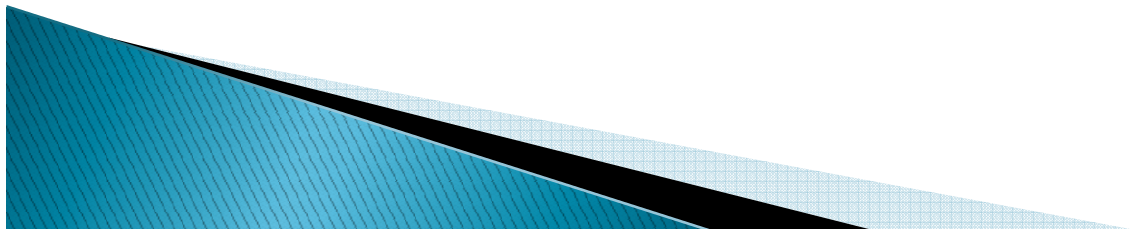
Job Autonomy

- ▶ **Team structures largely appendages of management and little discretion on was accorded teams over crucial e, training, scheduling and work methods.**
- ▶ **Capture and explain worker roles in fundamental epochal workplace reorganizations.**



Need for a strong common social policy

- ▶ **More focus on the changes in corporate practices and structures.**
- ▶ **The pursuit of foreign direct investment to get good management, technical knowledge and good management.**



Workplace partnership

- ▶ Strengthen social partnership mechanisms.
- ▶ More flexible systems of rewards like profit sharing.

