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Values at Work: Employee Participation Meets Market Pressure at Mondragon (Paperback)

By George Cheney

Cornell University Press, United States, 2002. Paperback. Condition: New. Updated Edition. Language: English . Brand New Book ***** Print on Demand *****. Values at Work is an analysis of organizational dynamics with wide-ranging implications in an age of market globalization. It looks at the challenges businesses face to maintain people-oriented work systems while remaining successful in the larger economy. George Cheney revisits the famous Mondragon worker-owned-and-governed cooperatives in the Basque Country of Spain to examine how that collection of innovative and democratic businesses is responding to the broad trend of marketization. The Mondragon cooperatives are changing in important ways as a direct result of both external pressures to be more competitive and the rise of consumerism, as well as through the modification of internal policies toward greater efficiency. One of the most remarkable aspects of the changes is that some of the same business slogans now heard around the globe are being adopted in this set of organizations renowned for its strongly held internal values, such as participatory democracy, solidarity, and equality. Instead of emphasizing the special or unique qualities of the Mondragon experience, this book demonstrates the case s relevance to trends in all sectors and across the industrialized...



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Reviews

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