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[„Actually I am different.“
Subjective constructions of
ethnic identity in a migration
context and new ways in
psychological acculturation
research]

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The Fixed Charge Transportation Problem: An Exact Algorithm Based on a New Integer Programming Formulation.

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Abstract [English]

'european governments, associations of employers and trade unions have been paying attention to cluster building processes in high-technology fields for several years. in north rhine-westphalia (germany) regional and local governments spend a lot of money to foster the set up of a microsystem cluster in the old industrial region of dortmund. here, approximately twenty small and medium sized enterprises (smes) employed about 1.600 people in 2003. basic questions to be answered are which role management strategies play, how important the knowledge and participation of employees is in this process and how relevant regional interactions between the academic and the private sector are. on the basis of an empirical investigation it is possible to answer these questions. a common aspect of all companies in the dortmund region is the pressure to reorganise, which is based on a mix of continuous factors such as expansion processes, market changes and changes of organisational structure. apart from these common aspects, central aspects of work processes and firm strategies differ substantially between three types of companies, the 'newcomer', the 'invention centre' and the 'all-round company'. the description of the three types allows a deeper insight into business strategies and the situation of employees. although there are differences between these types, it seems to be clear that the employees' knowledge and their possibilities of direct and indirect participation are important factors - despite of the lack of elected work councils or other types of formal representation in most cases.'

(author's abstract)|

Keywords: Ethnic identity, acculturation orientations, domain specificity

Abstract [Deutsch]

'clusterbildungsprozessen in hochtechnologischen feldern werden von der politik, den arbeitgeber- und den arbeitnehmervvertretungen verstärkt aufmerksamkeit entgegengebracht. für die gewerkschaften sind diese prozesse von besonderem interesse, weil die entwicklung hochtechnologischer felder wie der mikrosystemtechnologie mit der schaffung einer vielzahl neuer arbeitsplätze verbunden