



## The Business of Employee Empowerment: Democracy and Ideology in the Workplace (Hardback)

By Thomas A. Potterfield

ABC-CLIO, United States, 1999. Hardback. Book Condition: New. New.. 243 x 163 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.The popular and influential concept of employee empowerment may have the emancipatory potential its supporters claim, but it also is subject to constraints and inhibitions. Potterfield calls for actions to cut through the ideological inhibitors at the corporate level and also for ways to alter the prevailing socioeconomic structure, ways to enhance the relative strength of employees in various types of organizations. His book provides a synthesis of major empowerment theories and viewpoints, a discussion of its historical and intellectual roots, an inquiry into empowerment practices at a Fortune 100 company, and a discussion of both the emancipatory potential and ideological constraints in empowerment theories and practices. With specific recommendations for corporate and societal action, Dr. Potterfield's book will be important for professionals, teachers, and students in management, organizational studies, human resources, and organizational change. Potterfield begins by situating empowerment in the larger historical context of long-standing effort to provide more participatory work environments. He reviews the social and intellectual roots of the empowerment concept, including basic contours of modernity such as the rise of capitalism,...



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