

Contents

Sociologies of Class and Organization

Stewart R. Clegg

1. Introduction	1
2. Classes, Structures and Actors	4
3. Management, Calculation and Control	13
4. Class Restructuring and Organization	22
5. The Labour Process, Class Structure and Gender	31
6. Classless Organizations?	42
References	48

I. Classes, Structures and Actors

Classes in Contemporary Capitalist Society:

Recent Marxist and Weberian Perspectives

Val Burris

1. Introduction	55
2. Manual versus Nonmanual Occupations	56
3. Supervisors versus Nonsupervisors	59
4. Productive versus Unproductive Labour	60
5. Professionals and Managers versus Routine Employees	62
6. Credentialled versus Uncredentialled Workers	65
7. An Empirical Comparison of Class Models	68
8. Conclusion	71
References	73

Analytical Marxism and Class Theory

Raimo Blom and Markku Kivinen

Abstract	75
1. Introduction: Marxism and “analytical Marxism”	75
2. Wright’s Theory and Some Critical Comments	77
2.1 Contradictory Locations Within Class Relations – First Version	77
2.2 Wright’s Autocritique	78
2.3 Class Relations and Forms of Exploitation	80
2.4 Classes and the Labour Process – Some Critical Remarks	86
3. New Middle Classes and Autonomy – An Alternative Solution	92
4. The Class Theory of Analytical Marxism: Its Theoretical Nature	98
4.1 Fundamental Critique and the Levels of Class Theory	98
4.2 Class Action: An Excursus	103

4.3 Weber and Analytical Marxism: A Comparison	104
4.4 Class-theoretical Critique of Analytical Marxism: Conclusions	108
Acknowledgement	109
References	109

Between Rational Choice and Durkheimian Solidarity

Frans Kerstholt

1. Recent Stratification Research: The Continuing Relevance of Class	113
1.1 Reactions to the Status Attainment Model	113
1.2 Recent Mobility Research	114
1.3 Conclusion	115
2. Neo-Weberian Class Theory as Improved Marxist Theory	115
2.1 John Goldthorpe: A Frank Weberian	116
2.2 Frank Parkin: "Social Closure" as the Basic Process	118
2.3 The New Weber Interpretation: The Ingham/Ultee View	119
2.4 Erik Olin Wright: From Marx to Weber	120
2.5 Wright's First Bid	121
2.6 The Revised Class Theory	121
2.7 Some Evaluative Remarks	123
3. The Future of Stratification Research: Issues and Problems	124
3.1 The Formation of Groups Through Rituals: The Durkheimian Micro-Tradition	124
3.2 Rational Choice Theory and Group Formation: The Logic of Col- lective Action	126
3.3 The Organization of Solidarity	127
3.4 The Growth of Solidarity	128
3.5 Rational Choice and the Typically Weberian Conflict Perspective . .	129
4. Class and Status: Between Rational Choice and Durkheimian Solidarity	131
4.1 A Paradox of Collective Action?	132
References	133

"New" Social Inequalities and the Renewal of the Theory of Social Ine- qualities

Reinhard Kreckel

1. Introduction	137
2. Critique of the Classical Concept of Social Inequality	137
3. Historical Roots of the Vertical Image of Society	142
4. Centre and Periphery	145
5. Towards a Renewal of the Theory of Social Inequality	147
References	153

Classes, Collectivities and Corporate Actors*Barry Hindess*

1. Introduction	157
2. A Minimal Concept of the Actor	159
3. Reductionism	161
4. Two Kinds of Persons?	162
5. Classes	166
References	170

II. Management in Class and Organization Structures**Ownership and Management Strategy***Glen Morgan*

1. Introduction	175
2. The Debate on Ownership and Control	176
3. Imperial Group: Strategy, Ownership and Corporate Survival	181
4. Conclusions	189
References	190

International Management and the Class Structure*Jane Marceau*

1. Introduction	193
2. Changes to the Opportunity Structure	196
3. The Players	198
4. Moves in the Game	201
5. Reaching the Top	204
References	209
Appendix A. Methodology of the Study	209

Managers and Social Classes*Harri Melin*

1. A Short History of Management	211
2. Control of the Labour Process	214
3. Managers and the Class Structure	215
4. Wright and the New Middle Classes	217
5. Job Autonomy and Class Theory	219
6. Managers and Social Classes	221
7. Summary of Comparisons	228
8. Conclusions	230
References	230

Technical Workers: A Class and Organisational Analysis
Chris Smith

1. Introduction	233
2. Explanations for the Growth of White-Collar Workers	233
3. The New Working Class Thesis	235
4. Braverman	236
5. Structural Marxism and Technical Workers	238
6. Poulantzas	239
7. Carchedi	240
8. Technical Workers and Class	241
9. Technical Workers: Comparative Position	243
10. Technical Workers and the Organisation	243
11. Management Strategies and Technical Workers	244
12. Internalisation	248
12.1 Exposure to Production	249
12.2 Exposure to Markets	250
13. Externalisation	251
14. Conclusion	254
References	256

III. Class Restructuring and Organizations**Disorganised Capitalism and Social Class***John Urry*

1. Introduction	261
2. Organised Capitalism	262
3. Towards Disorganisation	265
3.1 Capitalist Class	267
3.2 Service Class	268
3.3 Working Class	270
4. Conclusion	272
References	273

Managing the Multinationals: The Emerging Theory of the Multinational Enterprise and Its Implications for Labour Resistance*Harvie Ramsay and Nigel Haworth*

1. Introduction	275
2. The Power of International Capital	276

3. Dilemmas, Contradictions and Weaknesses in Management Strategy and Control	279
4. The Logistics of Intelligence and Control	281
5. The Icon of Structure and Other False Gods	283
6. To Direct or not to Direct	285
7. Sovereignty Unleashed?	287
8. Human Resources as Labour	288
9. Conclusions: Some Implications for Labour Movements	290
References	292

× Work Organization Under Technological Change: Sources of Differentiation and the Reproduction of Social Inequality in Processes of Change
Wolfgang Littek and Ulrich Heisig

1. Stratification on the Basis of Group Specific Differences in Working Conditions and Within Relations in Production as Decisive Preconditions of Change	299
2. The Bilateral Reproduction of Segmentation Through Work Games Within the Labour Process	302
3. Distribution Patterns of Workers to Modes of Relations in Production	304
4. Dynamics of High Trust Relations	307
5. Competitive Behaviour and Constraint Inside High Trust Relations	308
6. Uncertainty, Stability and the Strengthening of Professional White-Collar Work Under Recessions	310
7. Changes in the Composition of the Labour Force in Economic Recessions and Its Effects on Relations in Production	312
References	313

The New Rise of Self-Employment and Industrial Structure
Timo Toivonen

1. Introduction	315
2. The Problem	316
3. Data	316
4. General Trends in the Share of Self-Employment	319
5. Industrial Structures and Percentages of the Self-Employed	325
6. The Shift-Share Analysis in the Change in Self-Employment	327
7. Internal Shift, Unemployment and the Composition of Parliaments and Cabinets	330
8. Discussion of Other Influencing Variables	335
9. Concluding Remarks	336
References	337

IV. The Labour Process, Class Structure and Gender

Exploring the Class and Organisational Implications of the UK Financial Services

David Knights and Hugh Willmott

1. Introduction	345
2. From Orthodoxy to Marxian Analysis in Organisational Studies	348
3. Financial Services and the Ownership-Control Debate	354
4. Insurance as a Commodity	357
4.1 The Commodity Form	358
4.2 Money as a Commodity	358
4.3 Insurance and Pensions as Commodities	359
5. The Social Significance of Financial and Insurantal Commodities	361
6. Conclusion	363
References	364

Organization and Class: Burawoy in Birmingham

Dennis Smith

1. Introduction	367
2. Burawoy on Factory Regimes	367
3. Two Cities	371
4. Two Factories	376
5. Conclusions	384
References	386

The Class/Gender/Organization Nexus

Rosemary Crompton

1. Introduction	389
2. Theorizing Gender	391
3. Building Societies	394
4. Cashier-Clerks	395
5. Management Trainees	398
6. Concluding Remarks	401
Acknowledgements	403
References	403

Masculine/Feminine Organization: Class versus Gender in Swedish Unions

Alison E. Woodward and Håkon Leiulfsrud

1. Introduction	407
2. Women and Politics	408

Contents	XIII
3. The Case of Sweden	409
4. Family Situation and Class Action	412
5. The Juncture of Class and Gender: The Cross-Class Family	417
6. Conclusions	420
References	421

V. Classless Organizations?

Between Class Analysis and Organization Theory: Mental Labour *Guglielmo Carchedi*

1. Introduction	429
2. Class Analysis and Socialist Organization	429
3. Elements of a Theory of Material and Mental Labour	433
3.1 Material and Mental Transformations as Conceptual Building Blocks of Labour	433
3.2 What Are Material and Mental Labour Processes?	437
3.3 How Can We Recognize Material and Mental Labour Processes?	438
3.4 What is Material and Mental Labour?	441
4. On the Class Content of Mental Labour	443
References	447

Against the Current: Organizational Sociology and Socialism

Stewart R. Clegg and Winton Higgins

1. Introduction	449
2. Critical Sociology, Socialism and Organizations	450
3. Socialism and Organizations: Beyond Catch 22	453
4. Radical Organization Theory	457
5. Alternative Totalities: Alternative Organizations?	458
6. Anti-Organization Theory and Alternative Organizations	460
7. Property Relations/Economic Democracy	462
8. Organizational Relations/Organizational Democracy	463
9. Conclusion	465
References	466

Political Domination and Reproduction of Classless Organizations

Amir Ben-Porat

References	481
Appendix	482

**Socialised Industry: Social Ownership or Shareholding Democracy?
*Tom Clarke***

1. Introduction	485
2. Privatisation Strategy	489
3. Privatisation in Practice: A Shareholding Democracy?	495
4. Conclusions	508
References	510
 Notes on Contributors	513
Index	519