



Employment Practices and Business Strategy

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This book explores the reasons for persistent differences in work practices both within and between industries. The authors found that the strategy that a firm chooses to follow often determines the kind of work practices it fosters. Therefore a firm may not adopt the approach now advocated by many management thinkers--in which decision-making is pushed down to the lowest level of the firm--because this choice may not be consistent with its competitive strategy. The authors discuss the ways that public policy can aid workers without subverting the strategic choices made by firms.



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