

ABSOLUTE MANAGEMENT

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Absolut management

Scandinavian perspectives on management in a new
working life, in a globalized network society

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(ed.)

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ABSOLUT MANAGEMENT

Scandinavian perspectives on management in a new working life, in a globalized network society

Absolut Management is presented to you from the country of Sweden and its Scandinavian neighbors, and has grown in the context of a small welfare state with high taxes, equality, strong unions and employer organizations, and dominance for social democratic and social liberal politics, regulating markets but not nationalizing industry.

Equal pay for equal work has meant a strong pressure for companies to stay competitive, non-profitable companies have gone bankrupt, the pressure towards industrial transformation (destruction and creation) has been very high. The other side of the model is that the state has intervened with an active labor market, supporting employees with means for transition and with retraining and a second chance education giving a sense of security to the working people. This has been strengthened by a family policy making it economically possible for mother and father to stay at home with their babies and to combine work and life in a better way.

This relative security has led to employees and unions being positive to rationalizations, and to new technology and new forms of work. State and corporate spending for research and development is on a high level in spite of such social regulations and a strong welfare state, the 'Scandinavian model', companies and countries have remained competitive and are repeatedly found on the top of international benchmarking when it comes to competitiveness, industrial and business climate, and of course quality of life and living and the like. The climate could be better, however.

Some of these achievements may be threatened today, as recent governments have moved away from some of these characteristics, adopting a late Swedish version of what some call 'market fundamentalist Thatcherism and Reaganomics'.
What can we in Scandinavia and in other countries learn from this 'middle of the road' experience in a regulated market economy, of social liberalism, social democracy and 'functional socialism' dominating up until recently? What types of work organization and management have grown in this social soil? What will survive given today's national politics, and under the pressure from global companies and markets and form models of work and management grown under other societal conditions, and marketed and implemented by global management consultancy firms, very few of them today Swedish or Scandinavian owned.

This major book gives a unique overview of Scandinavian research and praxis in working life and in major corporations against a background of the 'Scandinavian model' in welfare and work.

The contributors to the book are leading Swedish and other Scandinavian researchers within the study of organization, management and work.

Among the contributors you will find: Mikael Allvin, Gunnar Aronsson, Torsten Björkman, Anders Bruhn, Bo Blomquist, Martha Blomqvist, Anders Boglind, Christian Clausen, Christoffer Edling, Tomas Engström, Dan Jonsson, Christian Koch, Sten Jönsson, Anette Kamp, Anders Kjellberg, Christian Koch, Lars Medbo, Fredrik Ovitiz, Klaus Nielsen, Åke Sandberg, Egil Skorstad, Anna Wahl and more.
Åke Sandberg who edited the book is a professor, now at the Sociology Department of Stockholm University.