

# Organization of Work

## External Context

*Economic, legal, political, technological, and demographic forces at the national/international level*

- Economic developments (e.g., globalization of economy)
- Regulatory, trade, and economic policies (e.g., deregulation)
- Technological innovations (e.g., information/computer technology)
- Changing worker demographics and labor supply (e.g., aging populations)



## Organizational Context

*Management structures, supervisory practices, production methods, and human resource policies*

- Organizational restructuring (e.g., downsizing)
- New quality and process management initiatives (e.g., high performance work systems)
- Alternative employment arrangements (e.g., contingent labor)
- Work/life/family programs and flexible work arrangements (e.g., telecommuting)
- Changes in benefits and compensation systems (e.g., gainsharing)



## Work Context

*Job Characteristics*

- Climate and culture
- Task attributes: temporal aspects, complexity, autonomy, physical, and psychological demands, etc.
- Social-relational aspects of work
- Worker roles
- Career development