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The concept of innovation management and learning organizations concepts strongly emphasize the high role of human/intellectual capital in the company and the crucial function of knowledge in modern society. However, there is often a paradox between managerial language and actual practice in many organizations: on one hand, knowledge-workers are perceived as the most valued members of organizations while, on the other, they are being manipulated and "engineered" _commonly driven to burn-out, and deprived of family life.

All this leads to the emergence of new organizational phenomena that, up to now, have been insufficiently analyzed and described. Management Practices in High-Tech Environments studies this issue thoroughly from an international, comparative, cross-cultural perspective, presenting cutting-edge research on management practices in American, European, Asian and Middle-Eastern high-tech companies, with particular focus on fieldwork-driven, but reflective, contributions.