

THE PART-TIME PARADOX



TIME NORMS,
PROFESSIONAL
LIFE, FAMILY
AND GENDER



Cynthia Fuchs Epstein, Carroll Seron,
Bonnie Ogilensky, and Robert Saute

Part Time Paradox Time Norms Professional Life Family And Gender

Judith Glover, Gill Kirton



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The Part-time Paradox Cynthia Fuchs Epstein, Carroll Seron, Bonnie Oglensky, Robert Sauté, 2014-04-04 First published in 1999 Routledge is an imprint of Taylor Francis an informa company **Part-Time on the Tenure Track** Joan M. Herbers, 2014-10-28 The case for a flexible work schedule for faculty has been repeatedly made with one policy recommendation being part time positions for tenure track tenured faculty PTTT Despite some of the benefits of this approach for both faculty and institutions the PTTT concept is the least implemented policy for faculty flexibility and is poorly understood This report offers the first comprehensive treatment of PTTT suggesting that this mode of flexibility enhances recruitment retention and engagement of faculty while offering value added productivity planning potential and faculty loyalty for the institution Herbers provides data that explore how a PTTT policy can lead to faculty success and satisfaction across the lifespan of a career and likewise offers analogies and examples of well established practices that administrators across institution types can adapt to create their own policies Administrators and faculty will find the author s policy recommendations best practices and solutions to common challenges to be a roadmap for stimulating change in their institutions This is the 5th issue of the 40th volume of the Jossey Bass series ASHE Higher Education Report Each monograph is the definitive analysis of a tough higher education issue based on thorough research of pertinent literature and institutional experiences Topics are identified by a national survey Noted practitioners and scholars are then commissioned to write the reports with experts providing critical reviews of each manuscript before publication *The Kaleidoscope of Gender* Joan Z. Spade, Catherine G. Valentine, 2011 An accessible timely and stimulating introduction to the sociology of gender *The Kaleidoscope of Gender* Prisms Patterns and Possibilities Third Edition provides a comprehensive analysis of key ideas theories and applications in this field as viewed through the metaphor of a kaleidoscope This collection of creative articles by top scholars explains how the complex evolving pattern of gender is constructed interpersonally institutionally and culturally and challenges students to question how gender shapes their daily lives Like the prior edition the Third Edition maintains a focus on contemporary contributions to the field while incorporating classical and theoretical arguments to provide a broad framework Integrating a cross cultural focus and intersectional inquiry this unique text reader vividly illustrates that gender is a malleable continuum of prisms patterns and possibilities **New Frontiers in Socialization** Richard A. Settersten Jr., Timothy J Owens, 2002-06-21 *New Frontiers in Socialization* **Overload** Erin L. Kelly, Phyllis Moen, 2021-10-05 Why too much work and too little time is hurting workers and companies and how a proven workplace redesign can benefit employees and the bottom line Today s ways of working are not working even for professionals in good jobs Responding to global competition and pressure from financial markets companies are asking employees to do more with less even as new technologies normalize 24 7 job expectations In *Overload* Erin Kelly and Phyllis Moen document how this new intensification of work creates chronic stress leading to burnout attrition and underperformance Flexible work policies

and corporate lip service about work life balance don't come close to fixing the problem. But this unhealthy and unsustainable situation can be changed and *Overload* shows how. Drawing on five years of research including hundreds of interviews with employees and managers, Kelly and Moen tell the story of a major experiment that they helped design and implement at a Fortune 500 firm. The company adopted creative and practical work redesigns that gave workers more control over how and where they worked and encouraged managers to evaluate performance in new ways. The result? Employees' health, well-being, and ability to manage their personal and work lives improved while the company benefited from higher job satisfaction and lower turnover. And as Kelly and Moen show, such changes can and should be made on a wide scale. Complete with advice about ways that employees, managers, and corporate leaders can begin to question and fix one of today's most serious workplace problems, *Overload* is an inspiring account about how rethinking and redesigning work could transform our lives and companies.

This Is Not How I Thought It Would Be Kristin Maschka, 2009-10-06 An important look at motherhood and family dynamics in the 21st century by the national spokesperson of Mothers More. Kristin Maschka, past president of Mothers More, a national organization with more than 140 chapters across the country, shines a spotlight on the complex issues mothers face at work, in their homes, their lives, and with their partners, and shows how the hidden assumptions that society, the media, public policy, and women themselves hold about motherhood can sabotage a mother's happiness. Maschka weaves together her own story, anecdotes from mothers all over the country, and a deep knowledge of history and society to offer mothers a comforting, often funny read that helps them see themselves and the world around them in a whole new way. At the same time, she provides specific actions women can take today to remodel motherhood to live the lives they always thought they would.

Notions of Family Marla H. Kohlman, Dana B. Krieg, Bette J. Dickerson, 2013-02-15 Presents a framework for understanding the ways in which the salient identities of gender, class, position, race, sexuality, and other demographic characteristics function simultaneously to produce the outcomes we observe in the lives of individuals as integral forces in the maintenance of family.

Gender And Work In Today's World Nancy Sacks, 2018-05-04 Promoting gender equality through balanced analysis of both sexes. *Gender and work in Today's World: A Reader* explores the experiences of both men and women in the work force, focussing especially on gender-nontraditional jobs, i.e. men as nurses and women in the police force, and non-traditional work structures, i.e. part-time, temporary, and odd-hour work, work over the life course, and sexual harassment.

Women, Employment and Organizations Judith Glover, Gill Kirton, 2006-09-25 This book brings together the latest European and North American research on a series of key topics in the field of women's employment. Drawing on published and easily accessible statistics, it sets the topics in the appropriate policy contexts and systematically appraises them from the viewpoint of the challenges for the management of human resources. The book explores occupational segregation, the pay gap, work-life balance, part-time working, women's work and pensions, women in professional occupations, equality and diversity management, women and trade unions. This is a highly useful book suitable for

a wide range of courses including business studies sociology social policy and gender studies *Religion in a Changing Workplace* Elaine Howard Ecklund, Denise Daniels, Christopher P. Scheitle, 2024-09-27 Drawing on more than 15 000 surveys and 300 in depth interviews on the subject of faith at work in the US this book shows how a wide range of workers understand their work vis a vis their faith and makes the case that employers should accommodate religious self expression at work **Gender, Emotions and Labour Markets - Asian and Western Perspectives** Ann Brooks, Theresa Devasahayam, 2010-12-14 The concept of emotional labour has largely emerged from the analysis of organizations in the West However little has been written about the issue of what defines emotional labour and how it is configured in different cultural contexts This book addresses this gap in the literature and considers how and in what ways emotional labour characterises formal and informal work environments in Southeast Asia **The Part-time Paradox** Cynthia Fuchs Epstein, 1999 Using case studies of legal professionals this book highlights not only the negative sides but also the coping strategies utilised to overcome the part time paradox **Temps** Jackie Krasas, 2018-08-06 Now firmly established as fixtures of the American workplace temporary employees constitute a much discussed but still poorly understood segment of the labor force In this consciousness raising book Jackie Krasas Rogers explores the realities of temporary work from the points of view of workers agencies and clients focusing especially on issues of race gender power and identity Rogers investigates the situations of two very different kinds of temporary worker lawyers and those in clerical settings and finds contrasts and similarities between the two groups reasons for seeking temporary work the type of tasks performed and the value attached to that labor The goals of temporary workers can be at odds with the interests of the agency and the client the other players in the power triad of temping Where clerical workers often see temporary employment as a stepping stone to a permanent job many find upward mobility more illusory than real Because temporary workers can be called in and let go at will or whim and they have no established social relations in the workplace they often work harder than permanent workers Rogers one of the authoritative scholars of temporary work in the United States uses extensive archival and field data including notes from her own work as an office temporary to put a face on America s temporary workforce **Temps** Jackie Krasas Rogers, 2000 Now firmly established as fixtures of the American workplace temporary employees constitute a much discussed but still poorly understood segment of the labor force In this consciousness raising book Jackie Krasas Rogers explores the realities of temporary work from the points of view of workers agencies and clients focusing especially on issues of race gender power and identity Rogers investigates the situations of two very different kinds of temporary worker lawyers and those in clerical settings and finds contrasts and similarities between the two groups reasons for seeking temporary work the type of tasks performed and the value attached to that labor The goals of temporary workers can be at odds with the interests of the agency and the client the other players in the power triad of temping Where clerical workers often see temporary employment as a stepping stone to a permanent job many find upward mobility more illusory than real Because temporary

workers can be called in and let go at will or whim and they have no established social relations in the workplace they often work harder than permanent workers Rogers one of the authoritative scholars of temporary work in the United States uses extensive archival and field data including notes from her own work as an office temporary to put a face on America's temporary workforce *Managing Diversity in Today's Workplace* Michele A. Paludi, 2012-04-23 This four volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century including issues of gender race generation disability sexual orientation national origin and age As the demographics of workplaces in the United States continue to evolve to include more women employees a growing percentage of aged employees and greater racial diversity a broad understanding of human resource management issues in multiple functions is necessary Today's workplace professionals need to be up to speed on best practices for staffing training and development performance appraisals work family integration compensation health and safety equal employment opportunity disciplinary strategies and labor relations just to mention a few of the most important issues Contributors to this exhaustive four volume set include human resource consultants employers scholars management consultants and therapists offering proven workable solutions to assist employers in managing diversity in the 21st century workforce The books cover topics such as diverse succession planning formal mentoring programs discrimination in religious organizations transgender female workers flexible work schedules generational cohorts and paid leave policy This set will provide a lay professional reader with a thorough understanding of managing diversity in the modern workplace and serve as an essential resource for employers labor attorneys and human resource specialists *Heavy Work Investment* Itzhak Harpaz, Raphael Snir, 2014-07-17 The book deals with the concept of Heavy Work Investment HWI recently initiated by Snir and Harpaz Since its introduction the interest in the general HWI model has increased considerably The book illustrates the development of HWI conceptualization theory and research It deals with the foremost HWI subtype of workaholism However it also compares workaholism as a negative HWI subtype with work devotion passion engagement as a positive HWI subtype Most importantly it addresses HWI in general including its possible situational subtypes In view of Snir and Harpaz's claim that the study of situational heavy work investors is relatively scarce this certainly constitutes a promising step in the right direction Finally it deals with timely and important topics examined by prominent international researchers on Heavy Work Investment and such issues as personality factors of workaholism work life balance cross cultural similarities and differences in HWI work addiction and technology HWI and retirement and intergenerational similarity in work investment **Bar Codes** Jean McKenzie Leiper, 2011-11-01 Bar Codes examines women lawyers attempts to reconcile their professional obligations with other aspects of their lives It charts the life courses of women who constitute a first wave an avant garde in a profession designed by men for men where formal codes of conduct and subtle cultural norms promote masculine values A thorough analysis of women's encounters with this culture provides some answers and raises more questions about the kinds of

stresses that have become extreme in the lives of many Canadian women This book adds to mounting evidence of marked gender differences in opportunities for advancement demonstrating that many men still enjoy freedom from domestic responsibilities while women continue to face multiple barriers in their quest for career success As this study shows change is under way in the legal profession and women can succeed in reaching high levels within it but the law remains in many ways a masculine institution

An Introduction to Work and Organizational Psychology Nik Chmiel, Franco Fraccaroli, Magnus Sverke, 2017-04-24 The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two colour presentation focuses the core material around issues that are either Job Focused Organization Focused or People Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co editors in Franco Fraccaroli from Italy and Magnus Sverke who join Nik Chmiel and will increase relevance and appeal for European students

Handbook of Work-Family Integration Karen Korabik, Donna S. Lero, Denise L. Whitehead, 2011-04-28 In today's industrialized societies the majority of parents work full time while caring for and raising their children and managing household upkeep trying to keep a precarious balance of fulfilling multiple roles as parent worker friend child Increasingly demands of the workplace such as early or late hours travel commute relocation etc conflict with the needs of being a parent At the same time it is through work that people increasingly define their identity and self worth and which provides the opportunity for personal growth interaction with friends and colleagues and which provides the income and benefits on which the family subsists The interface between work and family is an area of increasing research in terms of understanding stress job burn out self esteem gender roles parenting behaviors and how each facet affects the others The research in this area has been widely scattered in journals in psychology family studies business sociology health and economics and presented in diverse conferences e.g. APA SIOP Academy of Management It is difficult for experts in the field to keep up with everything they need to know with the information dispersed This Handbook will fill this gap by synthesizing theory research policy and workplace practice organizational policy issues in one place The book will be useful as a reference for researchers in the area as a guide to practitioners and policy makers and as a resource for teaching in both undergraduate and graduate courses

Perspectives in Social Research Methods and Analysis Howard Lune, Enrique S. Pumar, Ross Koppel, 2010 This book shows students the steps involved in the research process the various strategies for conducting a valid social inquiry and most importantly the persuasiveness and elegance of reliable social research It highlights the link between academic research and the real world Included are carefully chosen examples

of each of the major methodological techniques survey interviews fieldwork observations experiments content analysis secondary analysis and program evaluation Also included are selections on sampling strategies research ethics and both qualitative and quantitative data analysis

Decoding **Part Time Paradox Time Norms Professional Life Family And Gender**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Part Time Paradox Time Norms Professional Life Family And Gender**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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