

CONTENTS

CHAPTER 1 – Ivo Možný

1. INTRODUCTION	9
1.1 CONCEPTUALIZATION OF THE RESEARCH PROBLEM – SOCIAL AND ECONOMIC CONTEXT	9
1.2 BRIEF VOCABULARY OF PRIVATIZATION WITH AN EXPLANATION OF THE MAIN TERMS USED	14
1.3 METHODOLOGY	15
1.3.1 Two industrial plants MECHANICA CORPORATION and DOMUS FACTORY examined – criteria of choice, form of privatization, brief description of the regions	15
1.3.2 Traditions of the surveyed firms and continuity of the managerial elites	18
1.3.3 Implemented study and research technique	23
1.3.4 Topics of studies, research techniques and samples	24

CHAPTER 2 – Libor Musil

2. PARTICIPATION	26
2.1 “PARTICIPATION” AND PRIVATIZATION – THE CONCEPT	27
2.1.1 The choice between conflictual and functional approaches	27
2.1.2 Two forms of participation	29
2.2 PARTICIPATION – DOMUS FACTORY	30
2.2.1 Privatization as a weak stimulus to participation	31
2.2.2 Value orientation of the employees	33
2.2.3 Hierarchy and large-scale production	34
2.2.4 Personal union of company owners and management	35
2.2.5 Forms of employee participation	37
2.2.6 Relations among groups in the enterprise	40

2.3	PARTICIPATION – MECHANICA CORPORATION	43
2.3.1	Privatization and the values of work	43
2.3.2	Hierarchic organization and the tradition of production unit autonomy	43
2.3.3	The coalition between managers and small share-holders	45
2.3.4	Forms of employee participation	45
2.4	A COMPARISON – TWO POSSIBILITIES OF FUTURE DEVELOPMENT?	46
2.4.1	The common tendency to hierarchic organization and indirect participation	46
2.4.2	The factors of difference	47
2.4.3	Two possibilities of future development?	51

CHAPTER 3 – Petr Mareš

3. LEGITIMACY	53
3.1 INTERPRETATIVE SCHEME	53
3.2 LEGITIMATION	54
3.3 LOSS OF JOB SECURITY IN CONSEQUENCE OF PRIVATIZATION	58
3.4 LEGITIMACY OF PARTICULAR OWNERS	60
3.5 OBLIGATIONS AND RIGHTS	62
3.6 LEGITIMATELY ORDERED INTERPERSONAL RELATIONS	64
3.7 SOCIAL MEMBERSHIP – TRADE UNIONS IN THE NEW SITUATION	66
3.8 CONCLUSIONS	69

CHAPTER 4 – Ivo Řezníček

4. LOCAL INSTITUTIONS OF HEALTH SERVICE AND SOCIAL WELFARE	72
4.1 INTRODUCTION	72

4.2 METHOD	75
4.3 FINDINGS	76
4.3.1 The Health Sector	76
4.3.2 Social Security and Social Services	80
4.4 LABOR MARKET AND CORPORATE WELFARE	87
4.5 CONCLUSIONS	90

CHAPTER 5 – Ivo Řezníček and Tomáš Sirovátka

5. LONG-TERM UNEMPLOYMENT IN A SEMI-RURAL COUNTY	93
5.1 PURPOSE OF THE STUDY	94
5.2 PROFILE OF THE COUNTY AND ITS LABOR MARKET	94
5.3 METHOD	96
5.4 FINDINGS	96
5.4.1 Structure of long-term unemployment	96
5.4.2 Financial situation of the unemployed	97
5.4.3 Personal experience of the unemployed	98
5.4.4 Job search strategies and future plans	99
5.4.5 Perception of and experience with active employment policy .	100
5.4.6 Typology of personal and family strategies	100
5.5 CONCLUSIONS	101
APPENDIX 5.1	103
APPENDIX 5.2	106

CHAPTER 6 – Tomáš Sirovátka

6. DEPARTURES FROM ENTERPRISES	117
6.1 METHOD	118

6.2 CAREERS OF PEOPLE WHO LEFT THE ENTERPRISE OCCUPATIONAL MOBILITY	119
6.2.1 Social conditions of employee departures	119
6.3 DEPARTURES IN THE PERCEPTION OF DEPARTING PEOPLE	123
6.3.1 Departing women.....	123
6.3.2 Departing men	125
6.4 INDIVIDUAL ADAPTATION STRATEGIES AFTER DEPARTURE FROM ENTERPRISE.....	126
6.4.1 Sources of mobility and getting a new job	127
6.4.2 Typology of individual strategies of professional mobility	128
6.5 RESULTS OF MOBILITY PROCEESS	130
6.6 TYPOLOGY OF DEPARTING EMPLOYEES' CARRERS	133
6.7 CONCLUSIONS	135
6.7.1 What are the basic elements of individual strategies of adaptation to social change?	135
6.7.2 Which resources are decisive for getting a job?	135
6.7.3 What emerges from the situation for the enterprises' human resources developments?	136
APPENDIX 6.1	136
 REFERENCES	 142
RESUME	147