
Summaries

Przegląd Socjologiczny / Sociological Review 32/2, 143-147

1980

Artykuł został zdigitalizowany i opracowany do udostępnienia w internecie przez Muzeum Historii Polski w ramach prac podejmowanych na rzecz zapewnienia otwartego, powszechnego i trwałego dostępu do polskiego dorobku naukowego i kulturalnego. Artykuł jest umieszczony w kolekcji cyfrowej bazhum.muzhp.pl, gromadzącej zawartość polskich czasopism humanistycznych i społecznych.

Tekst jest udostępniony do wykorzystania w ramach dozwolonego użytku.

S U M M A R I E S

JOLANTA KULPIŃSKA

THE CONCEPT OF WORK SITUATION IN THE INVESTIGATIONS
INTO SOCIAL STRUCTURE

The paper intends to characterise work situation and its role in the analysis of the society social structure. While particular aspects of work considered in the investigations are discussed, special attention is paid to the gap which neglects work conditions as well as the role of organization. The paper points out the usefulness of a definite approach to various elements of work situation. In work situation all indicators of social position are most fully expressed — income, occupational qualifications, prestige, work content, participation in power, working conditions, organizational status and the importance of organization. This approach is specially proved with regard to the branches of industry, which became the interesting factor of social differentiation.

BRONISŁAW MORAWSKI

PROBLEMS OF THE IDENTIFICATION OF ATTITUDES TOWARDS WORK

The article covers a critical discussion on indicators that serve the identification of attitudes towards work, which are used in Poland.

In the section titled „Subject Differences in Indicators”, the author lists various kinds of attitudes distinguished in sociological works on the basis of subject differences and grouped under the name „attitudes towards work”. At the same time he points to problems of the adequacy of the contents of questions (indicators) to the scope of subject references of the attitudes which a sociologist wants to explore alongside questions of the perception of the subjects by people tested. From this point of view he goes on to assess the indicative purposefulness of separate general question (of the „Do you enjoy your work?” type) and confronts it with that of other methods.

The next section embraces examples of various methods, and presents, at the same time, the varying levels of their applicability in the identification of the direction and force of an attitude. Similarly to the previous section, greatest

attention is paid to the method of asking separate questions of the general type, as they are most often used by sociologists in identifying the attitudes.

The interest taken in that method is related to the hypothesis the author puts forth in the section headlined „The Need to Verify the Indicators Applied”, which reads: „A properly elaborated general question is just as good an indicator as a test, at least as far as the continuum of the attitude provided for by the question is concerned”. The hypothesis is supported by examples of pilot studies in which attempt was made to define the theoretical differences in the accuracy of different questions with the use of the „division force” method.

Having pointed to various shortcomings of questions cited, the author concludes that it is a method encouraging further empirical studies at the same time. Also, he comes out with an alternative concept of research that would verify the indicators used so far in a more precise way.

ANNA BUCHNER-JEZIORSKA

MOTIVATING FUNCTIONS OF EARNINGS — A SOCIOLOGICAL DISCUSSION

The article offers a review of concepts and results of psychological and social research concerning the motivating functions of earnings *i.e.* factors that determine a worker's satisfaction and evaluation of earnings and which eventually result in the effects of his work.

The sociological dimension of work has two basic aspects:

1. Earnings as the main profit from work that to a certain degree meet man's needs connected with work, and hence in a certain way determine the effects of work;

2. Income from work is one of the most important elements of man's social position and hence determines the social-occupational structure of society.

In connection with the above aspects a man's evaluation of earnings is influenced, apart from individual and situational factors, by the inter-relation earnings-work, and by considering earnings a decisive indicator of social position, *i.e.* the inter-relation between work and other elements determining man's social position.

PIOTR BOHDZIEWICZ

WORKERS' FINANCIAL ASPIRATIONS

The author focused attention on the issues of the stratification of the working class according to a vertical-horizontal criterion composed of two factors: the level of formal qualifications (based on the level of completed school education and working experience) alongside the fact of a worker's employment in a branch of industry considered as traditional or advanced. Next, he formulates a thesis

on the direct and indirect influence of the latter on the diversification of the level of financial aspirations and attempts to verify it resorting to the results of research conducted by him. It proved that there is a number of comparable reference systems which are taken into consideration by people in defining the levels of their financial aspirations. Undoubtedly, the economic system (real incomes) is one of them alongside the social system which remains closely related to the fact of being employed in a particular industrial branch. The functioning of the latter manifests itself in the obliging influence on the level of financial aspirations of the social environment in a man's place of work in the branches of economy considered as technologically advanced and in the petrifying influence of the social environment in traditional industrial branches.

PIOTR TOBERA

ECOLOGIC MOVEMENT IN FRANCE

In the article the author presents the essential theses of the Ecologic Movement in France and discusses them against the background of activities carried out by the French government, trade unions and political parties with a view to protecting environment.

The author states that the so called Ecologic Movement has exposed to general criticism the entire consumptive and productivist society and has manifested a protest against the society being gulded by big organizations that violate the ecologic equilibrium and pose a danger to the quality of man's environment, at the same time. The movement considers itself a continuator of the political radicalism from the time of the students' revolt.

It is not a social movement in the narrow sense of the notion and in fact remains a marginal one. Although it has not elaborated a positive programme for the improvement of the society it plays a considerable role in arousing ecologic awareness among the Frenchmen and within the political structure of contemporary France.

ADAM SARAPATA

AUTOMATION — WORKERS' HOPES AND MISGIVINGS

Five dimensions of effects of automation were analysed for 3,214 industrial workers from fifteen countries. These were physical effort, mental and nervous strain, job security, general job satisfaction, and chances for young workers.

The studied workers believe that the introduction of automation noticeably changes the work situation. In all five spheres of effects of automation there occurred relatively great differences in opinions among the samples from various countries and, in many cases, also inside the national samples.

The most favorable evaluations deal with the impact of automation on physical effort: the majority of workers is of the opinion that automation will decrease the physical effort in a job. The most unfavourable opinions on the influence of automation are related to job security and changes for young workers. In these two areas, automation is perceived by many workers as a threat to their interests.

The opinions of workers from non-socialist countries are less homogeneous than are the opinions of workers from socialist countries. Also the interpretation of the impact of automation is more favourable among workers from socialist countries, especially as regards job security, job satisfaction, and job prospects for young workers.

Evaluation of the effects of automation is not related in general to the evaluation of worker's individual job facet. However, overall job satisfaction does correlate, in about half the samples, with the evaluated influence of automation on general job satisfaction. Common and positive, but not necessarily strong, relationships were found between the evaluation of effects of automation and a) operators' personal experience with the introduction of new machinery, b) the level of information received in connection with the introduction of new machinery, c) social distance (relations between the workers and their supervisors), d) evaluation of pay, and e) acceptance of technological change.

A major finding of the study is that reasons for and sources of workers' opinions on the effects of automation are not shaped primarily at the plant level. The most influential determinant of the perceived effects of automation is the socio-political system.

ANNA MAJEWSKA

PREFERENCES OF VARIOUS WORK ASPECTS AND THEIR CORRELATES.
METHODS AND RESULTS OF INVESTIGATIONS INTO OCCUPATIONAL
VALUES OF THE ENGINEERS IN MACHINE INDUSTRY

In the paper the following problems are discussed:

- 1) theoretical problems concerning the value of various aspects of occupation for every worker;
- 2) methodological problems of the investigations mentioned in the title;
- 3) description of the investigation method applied by the author in regard to the engineers;
- 4) the most important investigation results.

The variable differentiating preferences most strongly appeared to be the position in the management. Socio-demographic characteristics and even the content of work appeared to be less important. At the same time the engineers under investigation are to a greater extent professionally oriented than interested in managing and organizing.

JADWIGA STANISZKIS

THE SYSTEMIC DETERMINANTS OF INDUSTRIAL ENTERPRISE
FUNCTIONING IN POLAND

The paper analyses the causes and course of three processes in the socio-economic macro-system which determine the functioning of an industrial enterprise in contemporary Poland. The processes are as follows:

- economic and political cycles,
- the process of totalization and detotalization,
- the stabilization of the system identity.

The originality of the authors approach consists in treating crises as moments of particular regulations in the system on the one hand and on the other in an attempt to reveal the endogenic character of the three processes mentioned above.