

- Talent acquisition
- Talent development
- Talent retention

## CULTURE

Engaged and empowered workers aligned to new digital skills

## FORCE

Collaboration between humans and technology

- Automate/augment operational work
- Automate/augment information work

## SPACE

Connected, secure work environment, independent of place or time

- Connectivity
- Digital Assistance
- Content and collaboration
- Smart facilities

# Future of Work

# Future Of Work Framework

**Michael Hoelscher**



## **Future Of Work Framework:**

### **Research Handbook on the Future of Work and Employment Relations** Keith Townsend, Adrian

Wilkinson, 2011-01-01 This is an enlightening text on the subject of employment and work relations that will be useful for students in economics specifically those studying labor relations Lucy Heckman American Reference Books Annual 2012 The broad field of employment relations is diverse and complex and is under constant development and reinvention This Research Handbook discusses fundamental theories and approaches to work and employment relations and their connection to broader political and societal changes occurring throughout the world It provides comprehensive coverage of work and employment relations theory and practice This up to date research compendium has drawn together a range of international authors from diverse disciplinary backgrounds There are chapters from labour historians theoreticians more mainstream industrial relations scholars sociologists organizational psychologists geographers policy advisors economists and lawyers At the heart of each chapter is the notion that the world of work and employment relations has changed substantially since the halcyon days of IR throughout the Dunlop Era of the 1950s However many areas of enquiry remain and more questions have developed with society and technology This Handbook reflects this view As the field of study and practice continues to evolve throughout the twenty first century what lessons have we learnt from the past and what can we expect in the future Academics and postgraduate students researching industrial relations human resource management employment relations industrial sociology and sociology of work will find this important resource invaluable

### **The Future of Work** Inka

Knappertsbusch, Gerlind Wisskirchen, 2024-12-01 This book takes readers on a journey into the future of work Following the influence of the COVID 19 pandemic working conditions have become more flexible than ever before The freedoms granted within this framework continue to be demanded by many employees There are also numerous companies that have had predominantly positive experiences with this change and would like to continue with it Against this backdrop it is to be expected that the shift away from a traditional working environment due to the four influencing factors of demographic change skills shortages digitalisation and artificial intelligence will accelerate in the future This book provides an overview of the various design options for New Work and highlights their respective advantages and disadvantages It also analyses new trends and forecasts relating to the future of work In addition the relevant legal framework is presented in a concise and easy to understand manner This book provides you with the tools you need to actively shape the future of work in your company in a legally compliant manner The editors Dr Inka Knappertsbusch is a lawyer specializing in employment law and employee data protection at the international commercial law firm CMS Germany She advises companies primarily on restructuring and works agreements in particular on issues related to IT and new work Her work also focuses on data protection and artificial intelligence in employment relationships She is the co editor of the book Arbeitswelt und KI 2030 Dr Gerlind Wisskirchen is a partner and lawyer at the international commercial law firm CMS Germany and advises

multinational corporations in particular on restructuring national and international employment law and compliance issues She is also an expert on the digitalisation of the world of work with experience as a keynote speaker author and lecturer and is the editor of the report Artificial Intelligence and Robotics and Their Impact on the Workplace for the Global Employment Institute The translation was done with the help of artificial intelligence A subsequent human revision was done primarily in terms of content

**The Future of Work** Theo Lynn,Pierangelo Rosati,Edel Conway,Lisa van der Werff,2023-07-29 The COVID 19 pandemic accelerated the adoption of new forms of working and new working arrangements largely enabled by technology The Future of Work is a projection of how work working workers and the workplace will evolve in the years ahead from the perspective of different actors in society influenced by technological socio economic political and demographic changes This open access book is a timely exploration of some of the challenges and prospects for the future of work from two main perspectives how work is changing and how to prepare for work in the future An evidence based assessment of these topics offers some critical perspectives that challenge old assumptions and opens up emerging trends and possibilities for work in the future As part of the Palgrave Studies in Digital Business Enabling Technologies series this book is an essential resource for academics of Business Human Resource Management Organisational Psychology and Industrial Relations aswell as practitioners and policy makers

*The Handbook for the Future of Work* Julie MacLeavy,Frederick Harry Pitts,2024-12-26 The Handbook for the Future of Work offers a timely and critical analysis of the transformative forces shaping work and employment in the twenty first century Focusing on the past two decades the handbook explores how technological advancements automation and a shifting capitalist landscape have fundamentally reshaped work practices and labour relations Beyond simply outlining the challenges and opportunities of automation the handbook integrates these emerging realities with established discussions of work Importantly it moves beyond dominant technology centric narratives probing into broader questions about the nature of capitalism in a time of crisis and the contestation for alternative economic models With contributions from established and emerging authors based in institutions around the world the handbook offers a systematic overview of the developments that have sparked radical shifts in how we live and work and their multifaceted impacts upon social relations and identities practices and sectors politics and environments The handbook is unique in its exploration of the potential for economic transformations to reshape the centrality of work in our social and political imaginaries A useful resource for students and researchers the handbook serves as an essential guide to this new intellectual landscape

**Disability and the Future of Work** Fitore Hyseni,Lisa Schur,Douglas Kruse,Peter Blanck,2025-07-09 This volume of Research in Social Science and Disability brings together leading research that examines how systemic policies and practices pandemic driven transformations and strategies for diversity equity and inclusion DEI continue to shape the employment landscape for workers with disabilities

The Future of Work Thomas Truong,2024-07-02 Artificial intelligence AI stands at the cusp of revolutionizing the global job market echoing previous technological upheavals such as the Industrial

Revolution The Future of Work How AI Will Transform Industries and Jobs delves deeply into the multifaceted impacts of AI on employment offering a comprehensive framework to understand and navigate this landscape The book opens by defining the conceptual and functional parameters of AI emphasizing its capabilities to mimic human reasoning learning and task execution Drawing parallels to historical technological shifts it sets the stage for the profound changes AI brings We then explore the fundamental distinction between job displacement anxiety inducing automation and job transformation opportunities for innovation and creativity Through compelling statistics and predictions from authoritative sources like McKinsey and the World Economic Forum the magnitude of AI s influence becomes palpable Next the narrative zooms into specific industries profoundly affected by AI It scrutinizes high risk sectors such as administrative roles highlighting the susceptibility of tasks like data entry to automation Contrasted with this is the emergence of new roles in data analysis blockchain technology and AI specialization which promise to reshape the employment landscape positively The book does not shy away from addressing the inequities and disparities AI may exacerbate It provides an incisive analysis of gender and geographic impacts shedding light on how women and low income countries face unique challenges These sections thoughtfully consider nuanced aspects of how AI interacts with societal structures urging for equitable solutions Highlighting AI s potential to serve as a force multiplier in enhancing productivity examples are presented from logistics optimization to autonomous negotiations and manufacturing process improvements These case studies showcase AI s role in freeing humans from routine tasks to focus on more complex and rewarding activities propelling businesses toward unprecedented efficiency and growth Recognizing the necessity of proactive measures to manage the transition toward an AI driven future the book underscores the significance of upskilling and reskilling Through inspiring company transformations and individual success stories readers gain practical insights into adapting to new realities Policies aimed at social support redeployment and rigorous training programs are advocated as crucial responses to potential job displacement In its conclusion the book balances a tone of cautious optimism It acknowledges AI s immense potential while prescribing vigilant and forward thinking strategies to harmonize technological advancement with human centric work values The future outlook encourages readiness to continuously adapt emphasizing the notion that AI evolution is an ongoing process set to redefine industries and job markets perpetually The Future of Work How AI Will Transform Industries and Jobs stands out for its unique perspective brought by an AI expert recognized as an MIT AI Innovator Under 35 Europe 2023 This work combines rigorous research with personal insights offering a powerful authoritative analysis necessary for anyone invested in understanding the future of the job market amid AI advancements

**Nordic Future of Work Conference I** Tuomo Alasoini, Jari Lindström, Raymond Torres, Kerstin Ahlberg, Shauna Olney, Antti Kauhanen, Lisbeth Pedersen, Marianna Traustadóttir, Thomas Janson, 2017-11-09

Abstract The conference aimed to identify Nordic and global future of work trends including new forms of work and new technologies and production models resulting from digitalization It pointed to challenges of ensuring adequate protection

employment opportunities and safeguarding competitiveness in the Nordic region amidst rapid technological and demographic changes As policy responses speakers identified the need to invest in education and skills to update policies legislation and collective agreements to better respond to the future labour market Furthermore they emphasised that social protection should have a broad coverage and encourage active labour market participation Global cooperation labour standard and social dialogue are needed to promote decent work Last but not least gender equality is an important principle and policy goal also for the future ILO work

Nordic Conference on Future of Work: Towards the ILO Centenary Lindahl, Björn, Sigurðardóttir, Guðrún Helga, Wallin, Gunhild, 2019-12-05 In connection to the 100th anniversary of the ILO in 2019 the Nordic Council of Ministers arranged a conference to debate the future of work in the Nordics The event was held on the 4th 5th of April in Reykjavik and was the last in a series of four annual conferences The debates centered on the changing labour market and whether the Nordic model will be able to adapt to this The conference lasted two days each with a particular theme 1 Future of Work where the future of the Nordic model was discussed 2 Gender Equality where the debate revolved around the challenges and solutions regarding the inequalities between men and women on the labour market The programme included perspectives from all the Nordic countries as well as from international organisations such as the ILO and the OECD international companies Nordic labour market authorities social partners and companies

**Handbook of Research on Future of Work and Education: Implications for Curriculum Delivery and Work Design** Ramlall, Sunil, Cross, Ted, Love, Michelle, 2021-10-08 Higher education has changed significantly over time In particular traditional face to face degrees are being revamped in a bid to ensure they stay relevant in the 21st century and are now offered online The transition for many universities to online learning has been painful only exacerbated by the COVID 19 pandemic forcing many in person students to join their virtual peers and professors to learn new technologies and techniques to educate Moreover work has also changed with little doubt as to the impact of digital communication remote work and societal change on the nature of work itself There are arguments to be made for organizations to become more agile flexible entrepreneurial and creative As such work and education are both traversing a path of immense changes adapting to global trends and consumer preferences The Handbook of Research on Future of Work and Education Implications for Curriculum Delivery and Work Design is a comprehensive reference book that analyzes the realities of higher education today strategies that ensure the success of academic institutions and factors that lead to student success In particular the book addresses essentials of online learning strategies to ensure the success of online degrees and courses effective course development practices key support mechanisms for students and ensuring student success in online degree programs Furthermore the book addresses the future of work preferences of employees and how work can be re designed to create further employee satisfaction engagement and increase productivity In particular the book covers insights that ensure that remote employees feel valued included and are being provided relevant support to thrive in their roles Covering topics such as course development

motivating online learners and virtual environments this text is essential for academicians faculty researchers and students globally     Sociology and the Future of Work Paul Ransome,2019-01-04 First published in 1999 this book adopts an explicitly forward looking and dynamic approach in trying to understand not only where the sociology of work has come from but of where it is likely to go next For the first time in a single volume it reviews the continuing usefulness of the classical accounts of Karl Marx Max Webster and Emile Durkheim the post industrial accounts of the 1960s and 1970s and the post Fordist accounts of the 1980s and 1990s It provides specific treatment of key topics such as technological change and flexibility the impact of gender on work the changing nature of the relationship between work and personal identity and the possible emergence of economic globalization all of which are currently receiving much academic and popular attention The treatments of gender identity and globalization are challenging and innovative in that they go beyond simply describing current debates and question the validity of some of the premises on which they are based For example that it is not possible to provide a unifying explanation of gender inequality at work because its causes are multiple rather than singular that it is wrong to imply that work will cease to be an important basis of personal identity and that evidence of economic globalization is far too patchy to justify the claim that we are living in a global economy The text combines theoretical analysis with clear descriptions of the key arguments and tests these against current empirical data

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