

Rapunzel's Daughters makes me remember all the issues, time, trauma, and changes associated with my own hair. I also have thought more deeply about my girl's "wild-child" hair (as I call it) and how society and I react to it. I am now convinced of the central importance of hair in women's lives. In the end, we see the incredible role that hair plays in how we view ourselves and are viewed by others.

This book will be useful in undergraduate courses in women's studies and sociology of gender. In addition, scholars who study physical appearance, gender, and the body will find it a helpful study. It is also a great trade book that should interest many nonacademics.

PATRICIA DRENTEA
University of Alabama—Birmingham

Competing Devotions: Career and Family among Women Executives. By Mary Blair-Loy. Cambridge, MA: Harvard University Press, 2003, 269 pp., \$39.95 (cloth).

Flat Broke with Children: Women in the Age of Welfare Reform. By Sharon Hays. New York: Oxford University Press, 2003, 290 pp., \$30.00 (cloth).

DOI: 10.1177/0891243204267958

Although the authors explore divergent populations and ask different research questions, the contradictory values concerning work and family emerge as central in both Hays's and Blair-Loy's investigations of working mothers' experiences. Together, they demonstrate not only the structural but the moral tensions under which mothers labor in the United States.

In *Competing Devotions*, Blair-Loy examines how gendered schemas of work and family devotion influence women's professional and personal lives. Institutionalized cultural schemas define "what is possible or reasonable" (p. 116); "schemas of devotion" order cognition and evoke powerful emotional and moral evaluations of personal actions, providing life with meaning and creating a connection with something larger than the individual (pp. 9, 177). The "work devotion" schema centers on the dedication of significant time and allegiance to a corporation, to the exclusion of outside responsibilities (pp. 23-24, 34-35). The "family devotion" schema, predicated on a traditional marriage model of a wife's provision of a husband's physical and emotional needs in exchange for financial security and status, defines marriage and motherhood as women's most important roles in life (pp. 50-52). Blair-Loy maintains that we must understand the conflicting demands of work and family devotion schemas in terms of morality because they involve "emotionally salient, moral definitions of what it is to be a good worker and a good parent." These definitions shape workplace ideologies, expectations, and promotional requirements while also influencing the domestic division of labor (pp. 177-78).

Blair-Loy investigates two groups of "unusually career-oriented and successful" women in financial services, a highly competitive and demanding field. These women enjoyed significant personal resources, including advanced educations, supervisory status, autonomy in their jobs, and high salaries. The first group, 56 primarily white, "career-committed" women, had reached the upper echelons of their organizations and ascribed to the work devotion schema. The "family-committed" group of 25 white women focused initially on their

Competing Devotions Career And Family Among Women Executives

**Karen Korabik, Donna S. Lero, Denise L.
Whitehead**

Competing Devotions Career And Family Among Women Executives:

Competing Devotions Mary Blair-Loy, 2005-11-17 *Competing Devotions* focuses on the broad social and cultural forces that create women's identities and shape their understanding of what makes life worth living. Mary Blair-Loy examines the career paths of women financial executives who have tried various approaches to balancing career and family.

Competing Devotions Mary Blair-Loy, 2003 **The Routledge Companion to Wellbeing at Work** Cary Cooper, Michael Leiter, 2017-05-18 Over recent years many companies have developed an awareness of the importance of an active rather than passive approach to wellbeing at work. Whilst the value of this approach is widely accepted, turning theory into effective practice is still a challenge for many companies. *The Routledge Companion to Wellbeing at Work* is a comprehensive reference volume addressing every aspect of the topic. Split into five parts, it explores different models of wellbeing, personal qualities contributing to wellbeing, job insecurity and organizational wellbeing, workplace supports for wellbeing, and initiatives to enhance wellbeing. The international team of contributors provide a solid foundation to research and practice, including contemporary topics such as architecture, coaching, and fitness in the workplace. Edited by two of the world's leading scholars on the subject, this text is a valuable tool for researchers, students, and practitioners in HRM and organizational psychology.

Knowing Her Place Valerie Bevan, Caroline Gatrell, 2017-12-29 More women are studying science at university and they consistently outperform men. Yet still significantly fewer women than men hold prestigious jobs in science. Why should this occur? What prevents women from achieving as highly as men in science? And why are so few women positioned as creative genius research scientists? Drawing upon the views of 47 female and male scientists, Bevan and Gatrell explore why women are less likely than men to become eminent in their profession. They observe three mechanisms which perpetuate women's lowered place in science: subtle masculinities whereby certain forms of masculinity are valued over womanhood; motherhood in which women's potential for maternity positions them as other; and the image of creative genius which is associated with male bodies, excluding women from research roles.

For the Family? Sarah Damaske, 2011-10-03 In the contentious debate about women and work, conventional wisdom holds that middle class women can decide if they work, while working class women need to work. Yet even after the recent economic crisis, middle class women are more likely to work than working class women. Sarah Damaske deflates the myth that financial needs dictate if women work, revealing that financial resources make it easier for women to remain at work and not easier to leave it. Departing from mainstream research, Damaske finds three main employment patterns: steady, pulled back, and interrupted. She discovers that middle class women are more likely to remain steadily at work, and working class women more likely to experience multiple bouts of unemployment. She argues that the public debate is wrongly centered on need, because women respond to pressure to be selfless mothers and emphasize family need as the reason for their work choices. Whether the decision is to stay home or go to work, women from all classes say work decisions are made for their families. In *For the*

Family Sarah Damaske at last provides a far more nuanced and richer picture of women work and class than the one commonly drawn

Degrees of Difference Nancy S. Niemi, 2017-04-19 This volume investigates the dissonance between the supposed advantage held by educated women and their continued lack of economic and political power Niemi explains the developments of the so called female advantage and boy crisis in American higher education setting them alongside socioeconomic and racial developments in women s and men s lives throughout the last 40 years Exploring the relationship between higher education credentials and their utility in creating political economic and social success Degrees of Difference identifies ways in which gender and academic achievement contribute to women s and men s power to shape their lives This important book brings new light to the issues of power gender identities and the role of American higher education in creating gender equity

Flexible Work Arrangements Lisa Fisher, 2017-07-25 Organizations and U S workers across the life course indicate increased interest in flexible work arrangements More organizations have flexibility on the books but rates of utilization remain low and both workers and organizations note operational challenges and concerns Noticing the commonality of these experiences across organizational settings and the need for more in depth examination of workplace structure and culture not limited to circumstances immediately surrounding flexibility Lisa Fisher set out to identify specific elements of the structure and culture of work that impeded flexibility in an organization that had a history of struggle with it Using interviews and non participant observation to conduct a qualitative case study she found that the struggle happening on the ground within the daily processes of work was not the result of unsupportive management or overly cautious employees Instead she found evidence of something much more powerful and all encompassing a system of silence surrounding flexibility Fisher begins the book with a thoughtful account of the history and current state of flexibility in the U S within a framework that considers changing demographics organizational perspectives neoliberalism globalization and lingering problems with how we think about flexibility She then provides an in depth analysis of the structure and culture of work at the organization studied which culminates in a model specifying the workings of the system of silence as a phenomenon nested within the work environment and larger cultural ideas about work and workers Fisher shows how things assumed to be unrelated to flexibility can still have bearing on the ways that an organization understands and approaches it She thereby develops a rich informative account of struggle and resilience change and adaptation confusion and sense making and obstacles and pathways an account which suggests important theoretical implications and provides practical tips for organizations that are serious about flexibility

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

Misconceiving Merit Mary Blair-Loy, Erin A. Cech, 2022-06-16

Misperceiving merit excellence and devotion in academic STEM The cultural construction of merit in academic STEM The work devotion schema and its consequences Mismeasuring merit the schema of scientific excellence as a yardstick of merit Defending the schema of scientific excellence defending inequality The moralization of merit consequences for scientists and science

Gender Linda Brannon, 2016-12-19

Gender Psychological Perspectives synthesizes the latest research on gender to help students think critically about the differences between research findings and stereotypes provoking them to examine and revise their own preconceptions The text examines the behavioral biological and social context in which women and men express gendered behaviors The text s unique pedagogical program helps students understand the portrayal of gender in the media and the application of gender research in the real world Headlines from the news open each chapter to engage the reader Gendered Voices present true personal accounts of people s lives According to the Media boxes highlight gender related coverage in newspapers magazines books TV and movies while According to the Research boxes offer the latest scientifically based research to help students analyze the accuracy and fairness of gender images presented in the media Additionally Considering Diversity sections emphasize the cross cultural perspective of gender This text is intended for undergraduate or graduate courses on the psychology of gender psychology of sex psychology of women or men gender issues sex roles women in society and women s or men s studies It is also applicable to sociology and anthropology courses on diversity Seventh Edition Highlights 12 new headlines on topics ranging from gender and the Flynn effect to gender stereotyping that affects men Coverage of gender issues in aging adults and transgendered individuals Expanded coverage of diversity issues in the US and around the globe including the latest research from China Japan and Europe More tables figures and photos to provide summaries of text in an easy to absorb format End of chapter summaries and glossary Suggested readings for further exploration of chapter topics Companion website at www.routledge.com/cw/Brannon containing both instructor and student resources

Handbook of Research on Gender and Leadership Susan R. Madsen, 2024-01-18

Although some progress has been made in recent decades in getting women into top positions in

government business and education there are persisting challenges with efforts to improve opportunities for women in leadership This essential second edition of the Handbook of Research on Gender and Leadership comprises the latest research from the world's foremost scholars on women and leadership exposing problems and offering both theoretical and practical solutions on strengthening the impact of women worldwide **Working in America** Amy S. Wharton, 2015-11-17 The Great Recession brought rising inequality and changing family economies New technologies continued to move jobs overseas including those held by middle class information workers The first new edition to capture these historic changes this book is the leading text in the sociology of work and related research fields Wharton's readings retain the classics but offer a new spectrum of articles accessible to undergraduate students that focus on the changes that will most affect their lives New to the fourth edition *Psychology for Business Success* Michele A. Paludi, 2013-03-25 This comprehensive four volume work presents practical up to date recommendations in areas impacting all job applicants and employees including work life balance diversity management performance recruitment training programs and employee conflict This four volume set uniquely integrates legislation management theories and social science research to cover a variety of human resource management topics such as leadership and managerial styles generational conflict in the workplace techniques for evaluating employee performance and workplace violence In addition best practices for policies investigation procedures and implementing training programs are covered all information that can result in dramatic improvements in the workplace environment and business success Every recommendation in this set is reflective of as well as responsive to the needs of employees The overall objective of the work is to provide readers with effective management strategies to work strategically ethically honestly and effectively with people Additionally the contents emphasize the importance of gaining an understanding of the strategic influences on managing people for example documenting the connections between business and psychological strategies like effective listening *Power Women* Nancy Wang Yuen, Deshonna Collier-Goubil, 2021-10-05 How do Christian women navigate the call to both the academy and motherhood In this unique resource by and for Christian academic mothers contributors combine research with personal stories to provide wisdom encouragement and solidarity Hear from women with a similar vocational journey who come from different backgrounds academic disciplines and stages of parenting and career Work, Family, and Leisure Robert M. Orrange, 2007 Work Family and Leisure explores the plans and aspirations of twenty something law and MBA students for work family and leisure Through in depth interviews Robert Orrange captures the hopes dreams anxieties and fears that these professional school students have about their own personal futures By placing the study in the context of major late 20th century social transformations Orrange illuminates the complexity and uncertainty of the life planning process in today's risk society These future professionals expect to achieve solid success in their careers but are wary of the demands and uncertainties associated with the big time However the men and women also seem to hold asymmetrical views about equality in marriage and some of the women envision that they may

end up relying upon friends as a family support system In spite of these uncertainties most of these future lawyers and business professionals hope to derive satisfaction and meaning through their families and they anticipate integrating leisure time with spouses and children as opposed to colleagues and clients Their privatized images of the good life define a life politics that seemingly eschews commitments to the larger societal community a stance that may prove unsustainable in light of the growing economic risks confronting the middle class today In the end Orrange argues that the professional middle class may have to emerge from their private havens and champion the cause of a good society for all if they are to preserve their own cherished way of life

Handbook of the Sociology of Morality Steven Hitlin, Stephen Vaisey, 2010-10-17 Human beings necessarily understand their social worlds in moral terms orienting their lives relationships and activities around socially produced notions of right and wrong Morality is sociologically understood as more than simply helping or harming others it encompasses any way that individuals form understandings of what behaviors are better than others what goals are most laudable and what proper people believe feel and do Morality involves the explicit and implicit sets of rules and shared understandings that keep human social groups intact Morality includes both the shoulds and should nots of human activity its proactive and inhibitive elements At one time sociologists were centrally concerned with morality issues like social cohesion values the goals and norms that structure society and the ways individuals get socialized to reproduce those concerns In the last half century however explicit interest in these topics has waned and modern sociology has become uninterested in these matters and morality has become marginalized within the discipline But a resurgence in the topic is happening in related disciplines psychology neurology philosophy and anthropology and in the wider national discourse Sociology has much to offer but is not fully engaged in this conversation Many scholars work on areas that would fall under the umbrella of a sociology of morality but do not self identify in such a manner nor orient their efforts toward conceptualizing what we know and should know along these dimensions The Handbook of the Sociology of Morality fills a niche within sociology making explicit the shared concerns of scholars across the disciplines as they relate to an often overlooked dimension of human social life It is unique in social science as it would be the first systematic compilation of the wider social structural cultural cross national organizational and interactional dimension of human moral understood broadly thought feeling and behavior

The New Normal of Working Lives Stephanie Taylor, Susan Luckman, 2017-12-06 This critical international and interdisciplinary edited collection investigates the new normal of work and employment presenting research on the experience of the workers themselves The collection explores the formation of contemporary worker subjects and the privilege or disadvantage in play around gender class age and national location within the global workforce Organised around the three areas of creative working digital working lives and transitions and transformations its fifteen chapters examine in detail the emerging norms of work and work activities in a range of occupations and locations It also investigates the coping strategies adopted by workers to manage novel difficulties and life circumstances and their understandings of the

possibilities trajectories mobilities identities and potential rewards of their work situations This book will appeal to a wide range of audiences including students and academics of the sociology of work and labor history and those interested in understanding the implications of the new normal of work and employment

The American People Reynolds Farley, John Haaga, 2005-09-08 For more than 200 years America has turned to the decennial census to answer questions about itself More than a mere head count the census is the authoritative source of information on where people live the types of families they establish how they identify themselves the jobs they hold and much more The latest census taken at the cusp of the new millennium gathered more information than ever before about Americans and their lifestyles The American People edited by respected demographers Reynolds Farley and John Haaga provides a snapshot of those findings that is at once analytically rich and accessible to readers at all levels The American People addresses important questions about national life that census data are uniquely able to answer Mary Elizabeth Hughes and Angela O Rand compare the educational attainment economic achievement and family arrangements of the baby boom cohort with those of preceding generations David Cotter Joan Hermsen and Reeve Vanneman find that unlike progress made in previous decades the 1990s were a time of stability and possibly even retrenchment with regard to gender equality Sonya Tafoya Hans Johnson and Laura Hill examine a new development for the census in 2000 the decision to allow people to identify themselves by more than one race They discuss how people form multiracial identities and dissect the racial and ethnic composition of the roughly seven million Americans who chose more than one racial classification Former Census Bureau director Kenneth Prewitt discusses the importance of the census to democratic fairness and government efficiency and notes how the high stakes accompanying the census count especially the allocation of Congressional seats and federal funds have made the census a lightning rod for criticism from politicians The census has come a long way since 1790 when U S Marshals set out on horseback to count the population Today it holds a wealth of information about who we are where we live what we do and how much we have changed The American People provides a rich detailed examination of the trends that shape our lives and paints a comprehensive portrait of the country we live in today A Volume in the Russell Sage Foundation Census Series

Embodying Women's Work Gatrell, Caroline, 2008-09-01 Caroline Gatrell argues that a woman's employment is inextricably linked to her gender and that expectations regarding family practices and women's labour have a strong and often negative impact on women's career progress

Working in America Amy Wharton, 2022-12-30 This leading comprehensive text for courses on the sociology of work covers many vital new topics since the last edition 2015 just as it continues to offer foundational writings and discusses different types of jobs inequality and intersectionality work and family and more New to this edition The gig economy and new digital platforms and their effects on how work is organized Precarious work and precarious workers changes that reflect fundamental changes in employment relationships increased job insecurity and how people think about their jobs The new retail from customer interactions to a world where consumption is driven by data science The latest research on call

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