

Picturing Flexibility

A selection of pictures taken by participants at the special issue meeting
(Journal of Energy History)
in Lancaster, January 2020

The challenge was to take a picture that in some way captured flexibility in energy supply and/or demand.

These are the results.





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Motivating by flexible and high-performance work practices

Lawler (2008) shows how organisations can gain strategic advantages by the way they organise their employees (their 'human capital'). Two broad sets of practices that organisations use are flexible working and high-performance work systems.

Flexible work practices

Most organisations operate some form of workplace flexibility. Whyman et al. (2015) distinguish three forms of flexibility:

- **Numerical:** adjusting the number of employees or their working hours through practices such as part-time working, overtime, shifts, job sharing, or zero-hours contracts.
- **Functional:** adjusting the content of people's jobs, or how they are expected to perform them, through practices such as autonomy, team working, training and job enrichment.
- **Cost:** managers begin adjusting pay so that part of it is related to performance over a period, usually by paying a bonus if this meets the performance targets.





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Positioning ideas...

An initial ordering of articles in the special issue: enacted in the cold and the dark and in Bowland North courtyard



One version of the special issue sequence

Jacopo in South Dakota, or was it
North Dakota?

Stan as Clarence in
Montreal

The
atlantic

