

SUMMARIES

S. CORTELLAZZI - I. PICCOLI, *Professional development: Regional middle-management role, professionalism and unionistic attitudes*

The findings of a research conducted on two « typical » regions (Lombardy and Tuscany) are presented and discussed. The former has a centralized professional development education system with courses mainly addressed to basic education, the latter has a de-centralized system widely delegated to local institutions (provinces, communes).

The regional middle-management role has been focussed on the actual kind of job done, work location, contractual aspects, relationships with higher management and with subordinates, attitudes towards colleagues, experience and skills, future expectations.

The main findings are that all in all these workers are rather satisfied with their jobs: major differences characterize, however, different levels of management, in terms of their different skills, tendency to innovation and acceptance of union policies.

L. BOVONE, *Work ethics and motivations to work in contemporary Italy*

The author compares the theoretical problem of work ethics and of work ideology to the motivation crisis in contemporary Italy. More specifically, the historical trend which leads from the classical manager (entrepreneur) — instrumentally and expressively motivated to work — to the fall of the ideology of work in the contemporary welfare state is analyzed. The last part of the paper reports the results of two recent surveys based on two different populations: managers and students.

The hypothesis is verified that in fact the two different samples have a different attitude towards the work, based on a different motivation to work.

M. COLASANTO, *The « new » professionalism: topics and problems for a hypothesis*

The issue of professionalism is widely under discussion in Italy both from the point of view of the adequateness of the school to provide professional skills to the students and the work itself (in terms of mobility and equal opportunities, for instance).

The purpose of this paper is to find adequate survey instruments to study the changes in the ways of production, and their effects. A major effect is done in identifying a framework to interpret correctly the role of different variables, like technology, business management models, industrial relations system, cultural environment.

E.M. TACCHI, *The Organization Department in the framework of the structural development of the Italian firms*

During the second post-war period the evolution of the organizational structures of the Italian firms has been centered on a gradual development of new management functions, mainly. This diversification process enables the firm to react more promptly and with a higher degree of flexibility to its strategic needs.

Starting from the beginning of the seventies the Personnel Department — and more recently the Organization Department — covered an increasing importance.

A recent survey on the Organization Department, conducted by means of a questionnaire administered to the people responsible of Organization on a sample of 126 companies has shown an increasing relevance of the Organization Department in largest companies.

In the opinion of the interviewees the « distribution » of the organizational power in the firm has changed in the late years. In particular, the labour force and the economic-institutional environment appears to have an increasing say in the matter.

F. VILLA, *Twenty years of « Sociologie du travail » (1959-1978): elements for a systematic bibliography*

This review had its origins in connection with the beginning of studies in industrial and work sociology in France, and with the activity of G. Friedmann who at the early beginning of the second post-war period was one of the major supporters of this sociological field of knowledge.

The socio-historical orientation of the review has become more and more strong; deepness and flexibility of its investigation about the various industrial countries and the attention given to their historical process of evolution are its main characteristics.

Besides the traditional industrial and organizational sociology topics, attention has been given to social movements, urban sociology, sociology of medicine. Sociology of development has been an area of constant interest, since the beginning of the review.

The whole content of the first twenty years (434 articles and papers) has been ordered and classified into 17 classes which can be used both for systematic reading purposes and for having an overall evaluation of the contribution of « Sociologie du travail » to the development of industrial and work sociology.