

# Contents

Introduction . . . . .	1
György Széll	
I. General Frameworks for the Restructuring	
Labour Relations in Transition in East and West . . . . .	9
György Széll	
Social Spaces and Acting Society . . . . .	29
Csaba Makó and Agnes Simonyi	
Patterns of Work Identity in the Firm and Plant: An East-West Comparison . . . . .	85
Akihiro Ishikawa	
Payment by Results in Transition: Capitalist and Socialist Restructuring . . . . .	93
Marcel Bolle de Bal	
Technical Progress and Decentralization of Socialist Economies . . .	111
Anatol Peretiatkowicz	
Capitalism, Socialism, and Business Organizations . . . . .	123
Monir Tayeb	
II. Self-Management: From the Idea to Reality?	
Incompatible: Bulgaria — From Managed Self-Management to Managerial Management . . . . .	139
Chavdar Kiuranov	
Radical Economic Reform and Democratization Process: A New Challenge for the Sociology of Work . . . . .	147
Natalia Chernina	
The Role of Self-Management in Polish Enterprises . . . . .	156
Maria Jarosz and Marek Kozak	
III. New Forms of Management and Labour	
Hungary's Changing Labour Relations System . . . . .	175
Lajos Héthy	
A Small Factory Working on a Lease Basis in the USSR . . . . .	183
Natalia Chernina	

Collective Forms of Work Organization in Czechoslovak Economic Practice . . . . .	187
Ludovít Czíria	
Intraorganizational Determinants of Worker's Self-Management Activity . . . . .	201
Jolanta Kulpinska	
<b>IV. The Change of Trade Union Structures</b>	
Business Democracy: Work Collective Councils and Trade Unions . .	219
Vladimir Gershikov	
Current Reform Trends in Yugoslavia — A Challenge for Trade Unions . . . . .	230
Aleksandra Kanjuc-Mrcela	
On the Road to Autonomy: The Case of the Hungarian Unions . . . .	239
Csaba Makó and Agnes Simonyi	
Participation and Technological Alternatives in the German Democratic Republic: The Dilemma of Scientific Predication and Co-Management by Trade Unions in the Past and Present . . . . .	249
Volkmar Kreißig and Erhard Schreiber	
<b>V. Legal and Political Restructuring</b>	
Toward a Social Market in Communist Nations . . . . .	263
Severyn Bruyn	
Labour Legislation in a Socialist Country: Bulgaria a Case Study . .	280
Erik Sundberg	
Industrial Democracy and Power Structuration in the Polish Economy . . . . .	299
Witold Morawski	
Transition to Free Market Economy and Romania in the Year 2000. A Manpower Prospective Approach . . . . .	322
Oscar Hoffman	
Effects of Workers' Profit Sharing Revisited: Some Methodological and Substantive Reflections . . . . .	328
Jaroslav Vanek	
Perspectives of Self-Government and De-Alienation in Business in the USSR . . . . .	335
Natalia Chernina	

<b>VI. Instead of a Conclusion</b>	
Dismantling the State and Creating Civil Society . . . . .	343
Severyn Bruyn	
On the Authors . . . . .	355
Name Index . . . . .	359
Subject Index . . . . .	363