Abduction, 108	Bank advertisement, 222
Academic studies, 5	Bartlett test, 38
"Acceptance of low status" strategy, 79	Behavior-focused strategies, 123
Activities of daily living (ADLs), 182	Behavior-oriented strategies, 123
Actor network theory (ANT), 111, 114	BERTopic machine learning tool, 91–92
Adhocracy cultures, 185	Bespoke perfumers, 232
Advertisements, 212, 218	and creative persons behind
magazine, 220	perfume creation, 236–238
in Turkey, 219	Bibliography publication year
worker in, 219	spectroscopy, 14
Advertiser associations, 220	Blue collars, 5–6, 20, 68, 106
Advertising, 217	Blue-collar employees, 53, 70, 88
associations, 220	methodology, 91-92
Agent-based modeling (ABM), 109	relationship between topics and
Agents, 109–110	sentiments, 97–99
American Health Care Association,	research on, 89–91
171	results, 92–99
American Health Care Association	Blue-collar jobs, 28, 69, 215
and National Center for	Blue-collar workers, 4, 24, 32–33, 53,
Assisted Living (AHCA/	68, 74, 88, 200 (see also Gray
NCAL), 171	collar workers (GCW))
American Marketing Association, 220	collective strategy, 76–79
Animals, 111	conceptual framework, 69
Antisocial behaviors, 22–23	describing status and social
Architectures, 111	identity, 69–71
Area Health Resource File (AHRF),	factors determining identity
186	enhancement strategies,
Artificial intelligent systems, 114	71–73
Artists, 243	individual mobility, 73–74
Arts, 141	literature on strategy practitioners,
Asia-Pacific cluster, 16	199–202
Audience surveys, 144	managerial implications, 82
Augmentation	resigning to fate, 79
devices, 114	self-monitoring, 75–76
studies of GCW, 113	Body mass index, 10
technologies, 113	Burnout, 36
Australia Council, 143	Businesses, 87–88
Autonomy, 232, 243, 245, 251	
boundaries of, 247	California Assembly Bill 5, 254, 256–257
cultural laborer's suppositions, 230	Cambridge Social Ontology Group, 160

Capabilities, 163	Computerized management concepts,
Capitalist society, 165	111
Causal power, 163	Computerized organization theory
Centrality, 107, 125	concepts, 111
Certified nursing assistants (CNA), 169	Confidence interval, 10
Chemists, 236	Confirmatory factor analysis, 38, 54
Chi-square test, 94	Constructive thought pattern
Cinema, 144	strategies, 123
Citation analysis, 13	Constructive-dependent validity, 54
co-citation analysis, 15–16	Content analysis, 212, 221
Cited document, 13	Contented bourgeoisie, 232
Cited source, 13	Control variables, 26, 187
Clan cultures, 185, 187	Conventional strategic management
Class	perspectives, 201
class-based TF-IDF scores, 92	Copenhagen Psychosocial
concept, 4, 213	Questionnaire-3rd version
consciousness, 4	(COPSOQ-3), 38
formations, 4	Couriers, 88
relations, 164–165	employees, 90–91
struggle, 4	experiences, 89
Classical capitalism, 242	COVID-19, 168
Classical management approach, 123	deaths, 176
Closed networks, 124–125	mortality, 173
CMS Nursing Home COVID-19	pandemic, 88, 90, 170–171, 183
Public File, 172, 176	period, 217
Co-citation analysis, 15–16	Craftsmanship, 234
Co-occurrence networks, 10	Creation of perfumes
Co-occurrence analysis network	bespoke perfumers and creative
parameters, 11	persons behind perfume
Cognitive demands, 38, 40	creation, 236–238
Cognitive work demands, 34	creative process involved in
Cohen Kappa, 93–94	perfume creation, 233–236
Collars, 164, 212	literature review, 231
illusion of, 212–217	significance of creative labor in
Collective strategy, 76–79	perfume creation, 231–233
Collectivity, 164	Creative culture industry, 244
Combined reliability (CR), 54	Creative industry, 243–244
Communities, 160	members, 243
Comparative fit index (CFI), 54	Creative labor, 230, 243, 246
Comparison dimension, 70	phenomena, 230
Comparison group, 70	significance of creative labor in
Compensation, 92	perfume creation, 231–233
Competing values framework (CVF), 185	Creative laborers, 232
Computer, 111	Creative perfumery, 233
modeling, 108	Creative process, 237
technology, 109	involved in perfume creation, 233–236

Creative Professionals, 231	Effie Awards (2020), 212, 220
Creative work, 230	Effie winning campaigns, 221
Creativity, 230, 232	Emerging economy, 257
Criterion-dependent validity, 54	Emotional work demands, 34
Critical management studies, 112	Employee
Criticism, 215	employee-centered HRM practices,
Cultures of solidarity, 78	184
• ,	voice, 23
Data collection, 144–145	workload indicators, 41
methods, 41	Employee empowerment, 169,
tools, 38	174–175
Data set, 13	conceptual framework, 171
Decision-making practices, 169	on COVID-19 cases, 170–171
Decreasing hindering job demands	implications for policy or practice,
(DHJD), 57	177
Degree of changeability of group	implications for Public Health
position, 72	Management, 177
Degree of interest, 74	limitations, 176
Delivery industry, 88–91	methods, 171–173
Democratization of strategy, 198	results, 173
Dependent variables, 172, 186	Employers, 74
Designers, 243	Empowerment, 144, 149
Digital ethnographic method, 245	Entertainment, 144
Digital tools, 114	Essential oils, 233
Digital transformation, 107, 111, 115	Ethical voice, 20–21
Digitalization, 242	behavior, 25
Direct supervisors, 25	European Commission, 255
Disability, 140, 142, 146, 148	study, 244
arts organizations, 149	European Union approach, 255
prescriptive and descriptive of	European weighty cluster, 16
understandings, 151	European-based home appliance
representation, 143	manufacturing company, 36
social model, 144	Exploration Diagrams, 258
Disabled arts workers, 140	r · · · · · · · · · · · · · · · · · · ·
Disabled gray-collar workers, 150	Factorial map, 12
social inclusion for, 146–147	Fair share, 257
Disabled people, 140	Fordism, 214
in arts, 141	Fordist system, 214
Dispositions, 163	Four-stage model of creative process,
Distribution of variables, 37	234
Dualistic passion model (DPM), 48	Fragrances, 230–231
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	market, 235
Economic Class Model, 4	Fragrant substances, 233
Economy, government role in, 255	Freelance illustrator
Editions de Parfums Frédéric Malle	creativity industry, economy, and
(EPFM), 231, 237	role of illustrators, 243–245
(,

research design and methodology,	Government role in economy, 255
245–246	Gray collar workers (GCW), 106, 112
theory and findings, 246	121, 127, 140, 142, 200 (see
Freelance system, 244	also Blue collar workers)
Freelancer, 246–247, 249	agent-based modeling of networks
Frozen food advertisement, 224	108–111
	ANT, 111–112
Game theory, 109	leadership in, 129, 136
Gender, 33–34	literature on strategy practitioners,
blue-collar workers, 32–33	199–202
data collection tools, 38	network analyses in different
findings, 38	perspectives, 107
JD-R Model, 34	OMS for, 112–115
literature review and developing	SNA, 107
hypothesis, 33–36	Gray collars, 127, 140, 199
methodology, 36	concept, 121
psychosocial risks, 33	employees, 121
role in assessments of employees'	Gray-collar disabled arts workers
psychosocial risks, 32	data analysis, 145
sampling and data collection,	data collection, 144–145
36–38	findings, 146
social role theory and gender,	gray-collar workers, 142
33–34	literature review, 142
Generative Social Science approach, 111	method, 144
Gig economy, 142	social inclusion, 142-144
Gig workers	social inclusion for disabled
California Assembly Bill 5,	gray-collar workers,
256–257	146–147
exploration diagrams, 258	study setting, 141–142
fair share, 257	Gross domestic product (GDP), 257
final comparison, 258	Group status stability, 71
government role in economy, 255	Group-oriented culture, 185
interview, 259–261	•
methodology, 254	Harmonious passion (HP), 48, 57
potential activities, 256	HDBSCAN algorithm, 92
SDG, 257	Herfindahl-Hirschman-Index (HHI),
shareable and sustainable	172, 187
economies law center, 257	Heritage, 234
sharing economy, 254–255	Hierarchical cultures, 185, 187
upcoming approaches by nations,	High Medicaid nursing homes, 192
255–256	High self-monitors, 75
Word Frequency Query, 258	Hill-Burton Act, 170
Globalization, 32	Honest brokerage values, 130
Gold collars, 106	Human capital theory, 171
Government reimbursement	Human chemistry, 236
mechanisms, 168	Human dignity, 147

Human resource management practices (HRM practices), 184, 186	Job crafting, 47, 49, 52, 59 concept of, 49
Human resource system, 184	measurements, 53–57
Human resources management, 174–175	research method, 52
,	results, 57–61
I4.0, 106	role in effect of job passion on job
Identity enhancement strategies,	satisfaction, 47
factors determining, 71–73	sample and procedures, 52–53
Illustrators, 243–244	scale, 53
Immaterial labor, 215, 242	theoretical framework, 47–52
In-degree centrality, 25	variable, 59
Incentive systems, 191	Job demands, 34–35
Incident rate ratios (IRRs), 187	Job demands and resources (JD-R),
	32–36
Increasing challenging job demands	
(ICJD), 57	model, 34–35, 49–50
Increasing structural job resources	theory, 33–34
(ISJR), 57	Job design theory, 49
Independent variables, 172, 186–187	Job passion, 46
Individual ethical voice behavior, 25	scale, 53
Individual mobility, 73	Job performance, 20–21
informal workplace learning, 74	Job resources, 34–36
Industrial revolution, 4, 88	Job satisfaction (JS), 36, 46–47, 57
Informal learning, 74	scale, 53
Informal process, 49	
Information centrality, 107–108	Keiser–Meyer–Olkin coefficient, 38
Information flows of networks, 108	Knowledge worker, 4
Information transfer, 108	
Inspiration, 234	Landscape suitability model, 110
Institutional translation, 114	Lay-off procedures, 92–93
Intellectual structure of academic	Leadership, 120
studies on blue-collar workers	theories, 122
citation analysis, 13–16	Learning-adaptation process, 110
conceptual analysis, 10–13	Licensed practical nurses (LPN), 169
findings, 6	Liquid working class, 212–217
methodology, 5–6	Long-Term Care Focus (LTC Focus),
productivity and evolution of field,	186
6–10	Longitudinal SNA, 109
social structure, 16	Low level management, 207
universities, 16	Low-status strategy, 79
Intended negative ties, 21–22	"Lower tiered" nursing homes, 186
Interaction process, 121	
Intergroup behavior, 71	Machines, 111
Internal documents, 144	Management studies, 106
Internal relations, 163	Mann–Whitney- <i>U</i> Test, 38
Internet of things (IoT), 106, 114	Market cultures, 185, 187
Interviews, 41	Marxian theory, 164–165

Mass markets, 235	Network analysis, 130
Material inequalities, 68	in different perspectives, 107–112
"Material labor" approach, 213	Network mechanism, 124
Media representation	gray-collar employees in, 134
bypassed, 224	of study, 130
concept of representation in media	Networks, 27
studies, 217–218	concepts, 114
findings, 221	network-based approach, 126
illusion of collars, 212–217	self-leadership and network
(in)visible, 222–223	centrality in military units,
methodology, 220-221	126–129
(un)voiced, 223–224	New International Division of
Media studies, concept of	Cultural Labor, 243
representation in, 217–218	Non-human actors, 111
Mediator, personal reputation as, 23–24	Non-profit organizations, 220
Medicaid, 170, 183, 186	Nursing Home Reform, 170
nursing homes, 168	Nursing homes, 168, 170, 177, 182
Medicare, 168, 170, 176, 183	care, 169, 183, 185
Medicare Advantage (MA), 172, 187	industry, 168
Merit pay, 191	Nursing staff turnover, 183
Middle level management, 207	rates, 186, 188
Military organizations, 120	NVivo software, 254
Military personnel, 120	
conveniences for, 121	Observation, 41
past identities, 120	Obsessive passion (OP), 48–49, 57
Military units, self-leadership and	Occupation concept, 11
network centrality in,	Occupational risks, 32–33
126–129	Old Age Assistance program, 170
Modern management approach, 123	Omnibus Budget Reconciliation Act
Money, 111	(1987), 170
Monte Carlo simulations, 26	Open strategy (OS), 198
Multi-group confirmatory factor	literature, 201
analysis, 54	Open-ended interview questions, 245
	Operational level, 198
National Disability Insurance Scheme	Orange collars, 106
(NDIS), 141	Organisation for Economic
Natural extracts, 233	Co-operation and
Natural reward strategy, 123	Development, 260
Nature of collar, 164–165	Organization studies, 106
propositions, 165–166	Organizational culture, 184–186
theory of social positioning, 161–164	Organizational culture assessment
Negative binomial regression model, 172	instrument (OCAI), 186
Negative emotional experiences, 50	Organizational democracy (OD), 198
Negative social identity, 70	literature, 202
Negative ties, 20, 22, 25	Organizational mnemonic studies
construct of, 21	(OMS), 107

critical perspectives, 114–115 functional perspectives, 113 for GCW, 112	intended and perceived negative ties and, 21–22 limitations, 28
· · · · · · · · · · · · · · · · · · ·	1 .
interpretative perspectives, 113 Organizational mnemonics, 112	measures, 24
	as mediator, 23–24
Organizational process, 122	method, 24
Organizational resources, 184	negative ties, 25
Organizations, 88	in organizations, 22
Out-degree centrality, 107	participants and procedure, 24
D 1 : 251	personal reputation, 25
Pandemic, 251	results, 26–27
Parfums Hermes's exclusive perfumer,	subjective performance, 25
234	theory and hypotheses, 21
Partial least squares method, 54	Personalized consultation, 238
Partial least squares path analysis	Pink collar, 106
(PLS-SEM), 57	Poisson log-linear regression, 187
Passion, 47	Policies, 256
elements of, 48	makers, 183
harmonious, 48	Positional interaction, 161
obsessive, 48–49	Positional powers, 162–163
scale, 54	Positioning process, 164
Passionate employees, 49	Precariat concept, 214
Path analysis method, 26	Prestige markets, 235
Patient Protection and Affordable	Private pay, 183
Care Act, 170	Production process, 4, 224
Perceived negative ties, 21–22	Progressive artists, 232
Performance evaluation reports, 41	Propositions, 165–166
Performing arts, 140–141, 146, 148	Protecting Access to Medicare Act
organizations, 141	(2014), 170
Perfume creation	Psychosocial risks, 32–33
bespoke perfumers and creative	Public health management,
persons behind, 236–238	implications for, 177
creative process involved in,	•
233–236	Qualitative methodology, 220
Perfume designers, 231	Qualitative methods, 41
couple of, 234	Quantitative demands, 34
Perfume industry, 232	,
Perfume making, 236	Racial/ethnic disparities in nursing
Perfume workers, 237	homes, 169
Perfume workshops, 238	Re-engineering process, 235
Perfumery, 230–232	Registered nurses (RN), 169
Personal reputation, 25	Relational social ontology, 160–161
construct of, 21	Relative deprivation, 72
control variables, 26	Relative Deprivation Theory
ethical voice behavior, 25	(RDT), 69
cuitcui voice ociiavioi, 23	(KD1), 0)

Representation in media studies,	for disabled gray-collar workers, 146
concept of, 217–218	of disabled people, 140
Research techniques, 122	empowerment, 149
Resource-based view (RBV), 184, 201	participation, 147
Resources, 150	representation, 148
Root mean square of estimation error	Social media, 250, 254
(RMSEA), 54	Social network analyses (SNA), 107
Roster method, 25	information centrality, 107–108
	Social networks, 20, 124–126
SAP, 205	diagram, 130
Secondary datasets, 172	theory, 125
Self-determination, 147	ties, 130, 132
Self-leadership, 122	Social ontology, 161
approach, 124, 128	Social phenomenon, 161–162
concept, 127	leadership, 125
data and methods, 129–134	Social positioning, 160
of gray-collar workers, 122	theory, 161–164
and network centrality in military	Social positions, 162
units, 126–129	Social psychology, 46
phenomenon, 129	Social reality, 4
social network metrics criteria used	Social role theory, 33–34
for actors, 131	Social science, 111
social networks, 124–126	Social Security Act (SSA), 170
theoretical framework, 122	Social ties, 121, 127
Self-leadership Questionnaire (SLQ), 129	Social totalities, 160
Self-management, 123	Sociology of translation, 111
Self-monitoring, 75–76	Status, 70
Self-verification theory, 24	Strategic management literature, 201
Semi-structured interviews, 245	Strategic planning phase (SP phase), 200
Sentence-BERT (SBERT), 92	Strategizing process, 205
Sentiment analysis, 91, 96	Strategy, 198, 201
Shareable and Sustainable Economies	literature on strategy practitioners,
Law Center Research, 254	199–202
Shareable economies law center, 257	making process, 199
Sharing economy, 254	in practice, 198
beneficial outcomes, 254	process, 199, 205
challenges, 255	Strong ties, 124
Skilled conformers, 232	Structure of Variance, 54
Smart PLS statistical program, 57	Subjective Performance, 25
Social capital concept, 124, 129	Super-Creative Core, 232
Social classes, 4, 220	Survey data, 186
Social group, 164	Sustainable Development Goals
Social identity, 70	(SDGs), 254, 257
Social Identity Theory (SIT), 68, 71	Sustainable economies law center, 257
Social inclusion, 142–144	System Justification Theory (SJT), 69,
access, 146	73, 79

Taxes, 257	Unions, 257
Texts, 111	contracts, 78
Thematic analysis, 212	United Kingdom's Uber market, 256
Top management, 186, 200, 202–204	Upper-echelons theory, 205
Topic modeling, 91–92	US federal government, 170
Total institutions theory, 120	US nursing homes, 182
Traditional economy, 256–259, 261	
Traditional HRM practices, 184	VADER sentiment tool, 96
Transatlantic Trade and Investment	VAF values, 59
Partnership, 256	Variables, 120
Tucker Lewis index (TLI), 54	Video game workers, 142
Turkish freelance illustrators, 243	
production, 245	Weak ties, 124
Türkiye Effie Awards, 220	Web of Science, 5
Turnover, 91	White collars, 106
TV ads, 221	class, 215
worker in, 225	workers, 4, 250
Two stage method, 61	Wikipedia, 106
Two-dimensional approach, 48	Word Frequency Query, 258
	Work environment, 89
UCINET 6.0 program, 130	Work-related psychosocial risks,
UK's Department of Culture, Media	32–33
and Sport (DCMS), 244	Workers, 4, 212 (see also Gig workers)
UMAP algorithm, 92	bypassed, 224
Under-resourced nursing homes, 168,	concept of representation in media
170, 174–177, 183	studies, 217–218
analysis, 187–188	findings, 221
conceptual framework, 184-185	illusion of collars, 212–217
control variables, 187	(in)visible, 222–223
data, 186	methodology, 220-221
dependent variables, 186	(un)voiced, 223–224
independent variables, 186–187	Workforce, 216
methods, 186	classifications, 106
results, 188	World Economic Forum, 106
in US, 184	World Trade Organization, 256