

<b>9 Title</b>	<b>Does Standardization Have a Negative Impact on Working Conditions?</b>
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Source	Human Factors and Ergonomics in Manufacturing
Pub Date	2007
<b>Keywords</b>	
Abstract	<p>The aim of this article was to contribute to the discussion about whether standardization has a positive or negative impact on working conditions. The case studies of organizations certified to the quality management standard ISO 9000 served as the empirical base. The article shows that there is no clear and obvious answer about the impact of standardization on working conditions. The consequences for working conditions depend on many variables and may differ considerably from organization to organization. Three primary variables influencing the outcomes for working conditions were identified and discussed: (1) content of the standard, (2) the standardization process, and (3) the degree of standardization. © 2007 Wiley Periodicals, Inc.</p>