

Books and Literature Review Society (BLRS) presents:

Critical Review of the Article:	Globalization, Downsizing and Insecurity: Do We Need to Upgrade Marx's Theory of Alienation?
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**Abstract**

Earlier, this author investigated and found wanting popular claims that technical and social organizational changes associated with globalization have now greatly lessened alienation for factory workers in fully industrialized countries. Here he follows up his suggestion that any credible account of globalization must consider increased competition and employment insecurity and their effects upon alienation. Theoretically, decreased security could have made workers more concerned with having any employment at all and less with intrinsically interesting work over which they have control. Nevertheless, research on the 1930s and the current period of downsizing provides much more support for decreased security having further disempowered workers. Demands at work may well have increased more for managers and professionals, but they have also had greater resources for coping with such increased demands. While these new developments suggest that Marx's theory of alienation needs to be updated, they are consistent with its original thrusts.

Summary

Marx's theory of alienation means differences among social groups with different aspects of human nature due to their classes. In fact, Marx said that alienation is a system of division among social classes. In capitalist mode of production, these classes are labor and bourgeoisie. But, in this article, writer criticized Marx theory of alienation with highlight increasing tendencies in labors competitions due to their skills in USA and Canada. Writer argues that due to the differences among skills and experiences, their wages are varied among each other. This is not an insecurity of job, but every working man is making its own space in the working environment. And, this is a globalized phenomenon. Job security is a question in capitalist environment but which owner will want to leave its skill labor? This is a general question. Writer argues that psychologically, employee-employer relations mean qualitatively economic exchange. If employer wants to downsize its employees' ratio, this does not mean to exploit rights of labor class. He is actually managing his resources according to his profit and market access.

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Research Methodology

Writer firstly described theoretically Marxist theory of alienation and then he compared it with other capitalist theories and then qualitatively, he related social alienation with the employer-employee economic based relations.

Personal Idea

By examining this article, I learn that economics is always based on employee-employer relations. No one employer can hire extra labor or cannot pay extra wages than the profit ratio to the labor. Hence, this is natural social alienation between labor and owner classes that exists globally. Everywhere in world, business is based on working relations. Skilled and technical labor finds their space in working environment according to their skills with competition. Therefore, we cannot conclude that the downsizing is an exploitative phenomenon by the owner class but it is based on economic environment. If market tendency is low, downsizing will be occurred, and it would be called economic rationalism. Otherwise, market at boosting stage automatically creates new opportunities for the new labor.