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Le nouvel esprit du salariat

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The New Spirit of the Workforce

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Are new forms of remuneration a trap or a blessing for the salaried workforce?

This work seeks to ground its analysis of the new spirit of the workforce in an empirical study of changes in remuneration. It would seem that what employers pass off as "transcending" wages is actually potentially risky for employees, a denial of the bonds of subordination with an eye to greater company profit and higher performance. While claiming to institute "fair" inequalities, the rise of variable bonuses thus gives rise to profound injustice. This study examines diverse populations from those with high school diplomas to those with advanced degrees, employees to higher executives.
