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Azkoaga

CUADERNOS DE CIENCIAS SOCIALES Y ECONOMICAS

7, 1-150, 1999
ISSN: 1137-442X

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Fernández Ferreros, Julián (Reckitt & Colman, S.A. Dpto. de Recursos Humanos Luis Power, 1-7. 48014 Bilbao); **Ayestarán Etxeberria, Sabino** (Univ. del País Vasco. Fac. de Psicología. Dpto. de Psicología Social. Avda. Tolosa, 70. 20018 Donostia); **Ibarbia Leon, Cristina** (Omnitriton. Paseo del Prado, 387, Col. Lomas del Valle, Zapopan, Guadalajara, Jalisco México. C.P. 45129); **Entrenamiento en liderazgo y desarrollo de los equipos de trabajo** (Leadership training and development of the work teams) (Orig. es)

In: *Azkoaga*. 7, 3-16

Abstract: The investigation described below is an attempt to prove the effectiveness of a leadership training program for developing capabilities and qualifications in middle management. It is hoped that the training will help improve relations and efficiency in the participants' immediate environment: the work team. The groups investigated belong to an important industrial enterprise in the Basque Autonomous Community.

Key Words: Effectiveness. Training. Leadership. Development. Skills. Work team.

Filbet, Michel (Eusko Ikaskuntza Fac. Pluridisciplinaire. 29-31, cours du Comte de Cabarrus. F-64100 Baiona): **Organisation par projet et nouvelles technologies de l'information** (Project organization and new information technologies) (Orig. fr)

In: *Azkoaga*. 7, 17-39

Abstract: The teachings of modern science cannot leave sciences of organization and the technologies of the system of information untouched. These have to evolve in order to meet the organizational challenges corporations have to meet. The increasing importance of cooperative work and the technological evolution of teamwork tools also brings about an evaluation of project and meeting management tools. For reasons which are deeply imbedded in corporate culture, technology is often insisted upon. Innovation also has to be considered under the point of view of the organization.

Key Words: Project organization. Corporate development. Information system.

Analytic Summary

Larralde, Xabi (Eusko Ikaskuntza. Fac. Pluridisciplinaire. 29-31, cours du Comte de Cabarrus. F-64100 Baiona): Trajectoire des petites firmes coopératives dans des secteurs d'activités innovants. Le cas de la SEI. (Experiences of small cooperative companies in sectors of innovate activities. The case of SEI) (Orig. fr)

In: *Azkoaga*. 7, 41-105

Abstract: XX.The present work discusses of the capacity of corporate theories in an industrial economy to understand the dynamics of organization with the example of a computer services company in Bayonne that was declared bankrupt in 1994: SEI. Neoclassical theory does not take into account the particularities of a service activity submitted to strong technological evolution. A first interpretation of the history of SEI by means of concepts from the evolutionist theory allows us to distinguish the main limitation of the latter: to totally ignore the institutional dimensions of a company. However these dimensions seem to have conditioned in an important manner the history of SEI, which, in 1983, adopted the status of a Cooperative Company.

Key Words: XX.Corporate theory. Technological innovation. Cooperative Company. Corporate history. Computer Services. Evolutionist theory.

Martín Ramos, Angel; Martín García, Juan; Martínez Rodríguez, Patricia; Tenes Iturri, Néstor: (Eusko Ikaskuntza. Miramar Jauregia-Miraconcha, 48. 20007 Donostia): Experiencia y perspectiva de la regeneración urbana en los países de Europa Occidental (Experience and perspective of urban regeneration in Western European Countries) (Orig.es)

In: *Azkoaga*. 7, 107-131

Abstract: This study is on the regeneration of what has already been playing a growing role in the evolution of contemporary cities. The overcoming of an exclusively cultural perspective in the preservation of old quarters of towns and the recovery of our heritage of buildings were the precedents of a field of assorted and complex action that it has involved a wide scope of incandescent urban problems, manifesting advantageous alternatives in urban economy and vigorous city organisation potentials on an increasingly decisive social means in the evolution of post -industrial cities.

Key Words: City planning. Urban regeneration. Land Planning. Western Europe.

Reboredo Olivenza, José Daniel (Instituto Nacional de Empleo. José Atxotegi 1. 01009 Vitoria-Gasteiz): Educación, formación y empleo en la Comunidad Autónoma del País Vasco.education, formation and employment in the Autonom Community of the Basque Country) (Orig. es)

In: *Azkoaga*. 7, 133-147

Abstract: The politics have different opinions about the high grade of unemployment (cyclic component, geographic and social differences, etc.) and about the measures to take for stop it. Specially interest about these latters, is the new tendency of increase in the individual and colective enterprises for employment creation, whose object is stuggle againts the particular economic troubles of cities or regions and promote his development in active way.

Key Words: Education. Training. Employment. Autonomous Community of the Basque Country.