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Illusions of Opportunity. Book Description: Employees expect organizations to offer an equitable distribution of rewards in promotion, compensation, and job challenge to those who work hard. According to Sonia Ospina, the realities of the workplace confound that expectation, since organizational practices of labelling and ranking individuals create inequality.

Illusions of Opportunity: Employee Expectations and ...

Illusions of Opportunity documents the pervasiveness of this contradiction by focusing on three groups of workers within a large public organization in a major city. Exploring individual and collective attempts to make sense of reward distribution, Ospina found that each group endorsed a different definition of merit. The definitions represented an attempt on the part of each group to justify ...

Illusions of Opportunity: Employee Expectations and ...

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