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## **The Implications of Flexible Work: Membership in Organizations Revisited\*\***

The erosion of standard forms of employment is creating new needs and management requirements in organizations. This article examines the polarization within the workforce. The classical approach of the core and marginal workforce based on the work of Doeringer and Piore (1971) will be reshaped by looking at conceptions of organizational boundaries. Moreover, the impact of shifting employment relations on coupling and membership in organizations will be discussed to conclude that the loosening of coupling has implications for the willingness of members to integrate in organizations.

Key words: **flexibility, organizational boundaries, structural coupling, membership** (JEL: M12, M51, M54)

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