Examining the exclusion of employees with Asperger syndrome from the workplace

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Personnel Review
ISSN: 0048-3486
Publication date: 27 July 2012

Abstract
Purpose
The purpose of this paper is to critically examine reasons for disproportionately high levels of exclusion from the workplace of adults with Asperger syndrome.

Design/methodology/approach
The methodology adopted involves empirical analysis of secondary, qualitative datasets. The twin datasets applied are examined using labour process analysis.

Findings
The main findings highlight the role of new and subtle forms of management control, a deficient yet necessary conflict dynamic in the employment relationship, and a reluctance of employers to involve third parties, in the exclusion process.

Research limitations/implications
The study is limited because of the use of secondary datasets. Further research should be based on primary data collection and analysis, particularly in terms of seeking the views of other important parties to the exclusion process.

Practical implications
The problem of exclusion is unlikely to be improved without considering strategies to address the challenging customary social relations between employer and employee.

Social implications
Improving employment inclusion is likely to reduce mental health problems for adults with Asperger syndrome and reduce the burden on those who play a broader supporting role.

Originality/value
The topic of Asperger syndrome and employment has yet to permeate the academic literature on human resource management, employment relations and organisation studies.

Keywords
Employment, Asperger syndrome, Exclusion, Autism, Human resource management

Citation
https://doi.org/10.1108/00483481211249148

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