

## Summaries

### **Gossip in organizations**

by J. Soeters

Attention is paid to the widely neglected phenomenon of gossip in organizations. Using concepts and basic ideas from anthropology and general sociology this phenomenon is analyzed and related to various types of organizational culture. It evolves that gossip at least has two functions in organizations: first, it fosters group cohesion and unifies employees and, second, it plays a role in the permanent struggle for control in the organization. Various types of these functions are discerned.

### **Cohorts without generations**

#### **Cohort replacement and generation formation in the Netherlands**

by Andries van den Broek

The issue of generations was introduced with reference to classic formulations by Comte and Mannheim. Subsequently, Inglehart's theory of a silent revolution, which is based on cohort replacement, and Becker's thesis of generation formation were presented.

The research design entailed the analysis of repeated cross-sectional data. In order to assess net cohort effects, the solution to the identification problem proposed by Mason *et al.* was applied.

The empirical results suggested that cohort replacement was of little importance in bringing about socio-cultural change. Inglehart's silent revolution may continue for a while with respect to citizenship values, but has come to a halt with respect to political styles.

The empirical results generated no support for the generational pattern proposed by Becker. Evaluated within its own terms, hardly any differences between generations could be traced, neither did the analyses of five-year-cohorts support the pattern proposed by Becker.

### **The difference in church-attendance between employed and non-employed women**

by Karin Sanders and Durk Hak

There appears to be a difference in religious participation between working and non-working women, in this article the question is put how this difference can be explained. In order to do so, two already existing explanations are put to the test. In the one explanation (De Vaus & McAllister 1987) it is stated that women with a busy and demanding job lack both energy and time to participate religiously. In the other explanation (among others Lenski 1961) it is stated that religious participation has a conservative effect on the participation of women on the labour-market. By means of the *Familie-enquête* (Ultee & Ganzeboom 1992/1993) in which

the degree of religious participation is operationalized as the frequency of church-attendance, both explanations are put to the test. The outcome supports the explanation that religious participation has a conservative effect on the labour-market participation of women. The question of differences in religious participation and behaviour on the labour-market between women of several denominations, Dutch reformed (*Nederlands hervormd*), Roman catholic and Christian reformed (*gereformeerd*) is also addressed.