

# RETHINKING INDUSTRIAL RELATIONS

Mobilization, Collectivism and Long Waves

JOHN KELLY



# Rethinking Industrial Relations

**TD Snyder**



## **Rethinking Industrial Relations:**

*Rethinking Industrial Relations* John Kelly, 2012-10-12 This original book is a wide ranging radical and highly innovative critique of the prevailing orthodoxies within industrial relations and human resource management It covers central problems in industrial relations the mobilization theory of collective action the growth of non union workplaces and the prospects and desirability of a new labour management social partnership an historical account of worker collectivism organization and militancy and state or employer counter mobilization a critique of postmodernism and accounts of the end of the labour movement Containing a detailed examination of the evolution of industrial relations it argues that the area is often under theorized and influenced by the policy agenda of the state or employers and will prove informative reading for students of industrial relations

*Rethinking Industrial Relations* John Kelly, 2002-01-31 This original book is a wide ranging radical and highly innovative critique of the prevailing orthodoxies within industrial relations and human resource management It covers central problems in industrial relations the mobilization theory of collective action the growth of non union workplaces and the prospects and desirability of a new labour management social partnership an historical account of worker collectivism organization and militancy and state or employer counter mobilization a critique of postmodernism and accounts of the end of the labour movement Containing a detailed examination of the evolution of industrial relations it argues that the area is often under theorized and influenced by the policy agenda of the state or employers and will prove informative reading for students of industrial relations

**Renewal in the French Trade Union Movement** Heather Connolly, 2010 Drawing on ethnographic research in the breakaway trade union movement Fédération des Syndicats Solidaires Unitaires et Démocratiques SUD this book explores broad questions of trade union renewal in France The SUD movement emerged in 1988 with the avowed intention to revitalise French trade unionism Since its emergence the movement has increasingly been cited as a prime instigator of social unrest in France In a wider context of union decline in Europe this research considers to what extent and in what ways SUD has been able to develop and sustain collective organisation identity and mobilisation Research was conducted in a local level union of SUD Rail a union which emerged in the French public railway sector in 1996 from an ideological split within one of France's largest trade union confederations the Confédération Française Démocratique du Travail CFDT From an ethnographic perspective the book contributes a thick description of trade unionism at the local level and drawing on social movement theory analyses activists attempts to confront and renew practices and structures in trade unionism The book evaluates the success of the SUD movement and the prospects for a more sustained renewal of French trade unionism

Elgar Introduction to Theories of Human Resources and Employment Relations Keith Townsend, Kenneth Cafferkey, Aoife M. McDermott, Tony Dundon, This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study

*Work and Pay in 20th Century Britain* Nicholas

Crafts, Ian Gazeley, Andrew Newell, 2007-01-11 From assembly line to call centre this volume charts the immense transformation of work and pay across the 20th century and provides the first labour focused history of Britain Written by leading British historians and economists each chapter stands as a self contained reading for those who need an overview of the topic as well as an introduction to and analysis of the controversies among scholars for readers entering or refreshing deeper study The 20th century was a period of unrivalled change in the British labour market Technology social movements and political action all contributed to an increased standard of living while also revolutionizing what workers do and how they do it Covering a range of topics from lifetime work patterns and education to unemployment and the welfare state this book provides a practical introduction to the evolution of work and pay in 20th century Britain *New Forms and Expressions of Conflict at Work* G. Gall, 2013-01-29 This collection analyses new forms and expressions of conflict at work under capitalism Using theoretical and empirical approaches it demonstrates an underlying historical continuity to new forms and expressions of conflict at work and a path dependency by country and culture **Workers and Labour in a Globalised Capitalism** Maurizio Atzeni, 2013-11-25 An introduction to work and society for undergraduate and postgraduate students This new text brings together international experts on work and employment from a range of disciplines to debate key themes and issues related to work in a globalised economy **On New Terrain** Kim Moody, 2017-11-20 A detailed and provocative study of how capital has changed since the 1980s and its effects on the working class and political parties in the USA Scottish Left Review On New Terrain challenges conventional wisdom about a disappearing working class and the inevitability of a two party political structure as the only framework for struggle Through in depth study of the economic and political shifts at the top of society Moody shows how recent developments in capitalist production impact the working class and its power to resist the status quo He argues that this transformed industrial terrain offers new possibilities for organization in the workplace and opens doors for grassroots independent political action strengthened by reemerging labor and social movements From the logistics revolution to the unprecedented concentration of business and wealth in the hands of the one percent On New Terrain examines the impact of the current economic terrain on the working class in the United States Looking beyond the clichés of precarity and the gig economy Moody shows that the working class and its own self activity are essential in the global battle against austerity A masterful and much needed book Solidarity Immediately shakes the reader by offering a hard hitting concrete and sober analysis of the transformation of both the capitalist and working classes of the USA Bill Fletcher Jr coauthor of Solidarity Divided He explodes myths about the gig economy and the potential to transform the Democratic Party Readers will put the book down convinced that there is a way for workers to win LaborNotes **Employment with a Human Face** John W. Budd, 2018-07-05 John W Budd contends that the turbulence of the current workplace and the importance of work for individuals and society make it vitally important that employment be given a human face Contradicting the traditional view of the employment relationship as a purely economic transaction with

business wanting efficiency and workers wanting income Budd argues that equity and voice are equally important objectives The traditional narrow focus on efficiency must be balanced with employees entitlement to fair treatment equity and the opportunity to have meaningful input into decisions voice he says Only through a greater respect for these human concerns can broadly shared prosperity respect for human dignity and equal appreciation for the competing human rights of property and labor be achieved Budd proposes a fresh set of objectives for modern democracies efficiency equity and voice and supports this new triad with an intellectual framework for analyzing employment institutions and practices In the process he draws on scholarship from industrial relations law political science moral philosophy theology psychology sociology and economics and advances debates over free markets globalization human rights and ethics He applies his framework to important employment related topics such as workplace governance the New Deal industrial relations system comparative industrial relations labor union strategies and globalization These analyses create a foundation for reforming employment practices social norms and public policies In the book s final chapter Budd advocates the creation of the field of human resources and industrial relations and explores the wider implications of this renewed conceptualization of industrial relations

*Theories and Concepts in Work and Employment Relations* Andrew Smith,Pauline Dibben,Adrian Wilkinson,2025-06-09 This comprehensive book explores key theories and concepts in the study of work and employment relations Expert authors provide a detailed guide to the essential theories behind the ever changing world of employment presenting their own perspectives on these ideas

*Hazard or Hardship* Jeffrey Hilgert,2014-02-15 Today hazardous work kills 2 3 million people each year and injures millions more Among the most compelling yet controversial forms of legal protection for workers is the right to refuse unsafe work The rise of globalization precarious work neoliberal politics attacks on unions and the idea of individual employment rights have challenged the protection of occupational health and safety for workers worldwide In *Hazard or Hardship* Jeffrey Hilgert presents the protection of refusal rights as a moral and a human rights question Hilgert finds that the protection of the right to refuse unsafe work as constituted under international labor standards is a failure and calls for a reexamination of worker health and safety policy from the ground up The current model of protection follows an individual employment rights framework which fails to protect workers against the inherent social inequalities within the employment relationship To adequately protect the right to refuse as a human right both in North America and around the world Hilgert argues that a broader protection must be granted under a freedom of association framework *Hazard or Hardship* will be a welcome resource for labor and environmental activists trade union leaders labor lawyers and labor law scholars industrial relations experts human rights advocates public health professionals and specialists in occupational safety and health

**People and Culture in Construction** Andrew Dainty,Stuart Green,Barbara Bagilhole,2007-05-07 Construction is one of the largest and most people intensive industrial sectors In many countries however construction is also one of the most highly criticized in terms of its employment practices and industrial relations

People and culture are too often seen as variables that must be manipulated in the cause of improved productivity. This important new work provides an essential corrective to the current literature by focusing on people and culture rather than sector efficiency. It presents the latest thinking from a diversity of perspectives derived from a major ESRC seminar series and invited contributions from leading researchers. Its interdisciplinary approach draws together industry and research and is international in its relevance. Through several multidisciplinary themes, *People and Culture in Construction* explores the industry's labour market and the major influences on employment patterns, examines how to improve the image and reality of the construction sector as an employer, looks at the forces shaping the industry and implications for its stability, considers the current composition of the workforce and the potential impacts of workforce diversification, analyzes the impact of government targets and policies on construction working practices and culture, and investigates how to address the skills shortfall currently affecting the industry's performance.

*Class Struggle on the Home Front* G. Cassano, 2009-11-27. *Home Front* examines the gendered exploitation of labor in the household from a postmodern Marxian perspective. The authors of this volume use the anti-foundationalist Marxian economic theories first formulated by Stephen Resnick and Richard Wolff to explore power domination and exploitation in the modern household.

*Critical Perspectives on Work and Employment in Globalizing India* Ernesto Noronha, Premilla D'Cruz, 2017-03-30. This book showcases issues of work and employment in contemporary India through a critical lens, serving as a systematic scholarly and rigorous resource which provides an alternate view to the glowing metanarrative of the subcontinent's ongoing economic growth in today's globalized world. Critical approaches ensure that divergent and marginalized voices are highlighted, promoting a more measured perspective of entrenched standpoints. In casting social reality differently, a quest for solutions that reshape current dynamics is triggered. The volume spans five thematic areas subsuming a range of economic sectors. India is a pre-eminent destination for offshoring, underscoring the relevance of global production networks.

Theme 1: Yet the creation of jobs has not transformed employment patterns in the country but rather accentuated informalization and casualization.

Theme 2: Indeed, even India's ICT-related sectors, perceived as mascots of modernity and vehicles for upward mobility, raise questions about the extent of social upgrading.

Theme 3: Nonetheless, these various developments have not been accompanied by collective action; instead, there is growing evidence of diminished pluralistic employment relations strategies.

Theme 4: Emergent concerns about work and employment, such as gestational surrogacy and expatriate experiences, attest to the evolving complexities associated with offshoring.

Theme 5: *The ^AOxford Handbook of Contextual Approaches to Human Resource Management* Dr. Emma Parry, Dr. Michael J. Morley, Dr. Chris Brewster, 2021-05-25. The *Oxford Handbook of Contextual Approaches to Human Resource Management* provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities.

*Union Organizing* Gregor Gall, 2003-08-29. After many years of indifferent decline, trade union membership is now being revitalized, strategies known as

union organizing are being used to recruit and re energize unions around the globe This book considers exactly how trade unions are working to do this and provides a much needed evaluation of these rebuilding strategies By comparing historical and contemporary case studies to assess the impact of various organizing campaigns this book assesses the progress of unions across Europe and America It raises key debates about the organizing culture and considers the impact of recent union recognition laws on employers and the government s Fairness at Work policy A topical and in depth study into the experiences of trade unions across Europe and America this is a comprehensive and thought provoking book which is essential reading for those in the industrial relations field

**The International Handbook of Labour Unions** Gregor Gall,Adrian Wilkinson,Richard Hurd,2011-01-01 This insightful Handbook examines how labour unions across the world have experienced and responded to the growth of neo liberalism Since the 1970s the spread of neo liberalism across the world has radically reconfigured the relationship between unions employers and the state The contributors highlight that this is the major cause and effect of union decline and argue that if there is to be any union revitalisation and return to former levels of influence then unions need to respond in appropriate political and practical ways Written in a clear and accessible style the Handbook examines unions efforts to date in many of the major economies of the world providing foundations for understanding each country Policymakers analysts academics researchers and advanced students in employment industrial and labour relations as well as political economy will find this unique Handbook an important resource to understanding the contemporary plight and activity of labour unions

*Partnership and Modernisation in Employment Relations* Miguel Martinez Lucio,Mark Stuart,2004-10-28 This collection examines the significance of partnership based approaches to the modernization of employment relations Drawing from the work of leading researchers the contemporary interest in partnership is situated within an historical political and practical context Particular attention is given to exploring and understanding the practices an

**Research Handbook on Contemporary Human Resource Management for Health Care** Aoife M. McDermott,Paula Hyde,Ariel C. Avgar,Louise FitzGerald,2024-02-12 This insightful Research Handbook delivers a comprehensive analysis of the significant contemporary trends and issues affecting human resource management HRM for health care and their subsequent impact on individuals organisations and national health services This title contains one or more Open Access chapters

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