



Participation and Democracy at Work

Essays in Honour of Harvey Ramsay

**Edited by Bill Harley,
Jeff Hyman and Paul Thompson**

**Critical Perspectives on Work
and Organisations**

David Knights, Paul Thompson,
Chris Smith, Hugh Willmott



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Harvie Ramsay

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Participation and Democracy at Work Harvie Ramsay, 2005-03-02 Bringing together essays by leading scholars on the subjects of participation and democracy this text offers new perspectives on key themes and debates within a critical area of organisational behaviour **The Oxford Handbook of Participation in Organizations** Adrian Wilkinson, Paul J.

Gollan, Mick Marchington, David Lewin, 2010-02-19 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

Theoretical Perspectives on Work and the Employment Relationship Bruce E. Kaufman, Industrial Relations Research Association, 2004 Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unfulfilled challenge This text presents contributions from 15 scholars

developing their perspectives on work and the employment relationship **Rhetoric and the Politics of Workplace Innovation** Martin Beirne, 2013-10-01 This book provides a critical insight into the ongoing debates and controversies that surround employee empowerment and workplace innovation It highlights competing interests and conflicting values and illuminates some basic tensions between confident rhetoric and everyday realities Martin Beirnes contribution marks a contrast with established academic investigations in this area It combines sober analysis with advocacy to claim space for a research based activism among coalitions of critical researchers and like minded practitioners that can anticipate and promote genuinely enriching and empowering ways of managing and organizing work Advanced students of management and

organization will discover an invaluable thought provoking resource It offers fresh insights stimulating arguments and applied knowledge that will also appeal to managers with responsibility for work and employee relations and to educators and researchers in the areas of critical management studies work and employment *Improving Working as Learning* Alan Felstead, Alison Fuller, Nick Jewson, Lorna Unwin, 2009-05-07 Interest in learning at work has captured the attention of many people around the world often taking centre stage in policy debates This book is about the everyday learning that goes on in workplaces ranging from offices factories and shops to gyms health centres and universities Each chapter presents evidence taken from both private and public sectors to illustrate how employers researchers and policy makers can Improve the conditions for nurturing and sustaining learning at work Build appropriate workforce development plans within given constraints Recognize that the creation and use of knowledge is widely distributed Mobilize existing workplace resources to support learning This topical book will appeal to an international readership of undergraduate and postgraduate students vocational teachers and trainers human resource professionals policy makers and researchers **Handbook of Research on Employee Voice** Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, Richard B. Freeman, 2020-06-26 This thoroughly revised second edition presents up to date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives Exploring the previously under represented paradigm of the organizational behaviour approach new chapters take account of a broader conceptualization of employee voice Written by expert contributors this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining individual processes mutual gains task based voice and grievance procedures **Empowerment and Innovation** Martin Beirne, 2006-01-27 Employee empowerment is one of the most widely touted and potentially potent concepts in modern management It raises fundamental questions about the nature and scope of management and organisation and about the respective roles and responsibilities of front line practitioners The terms for a viable collaboration between employers managers and employees also come under scrutiny *Unity*, 2006 [Handbook of Research on Comparative Human Resource Management](#) Chris Brewster, Wolfgang Mayrhofer, Elaine Farndale, 2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world **The Oxford Handbook of Mutual, Co-operative, and Co-owned Business** Jonathan Michie, Joseph R. Blasi, Carlo Borzaga, 2017 This Handbook investigates all types of member owned organizations whether consumer co operatives agricultural and producer co operatives or worker co operatives among many others The chapters reflect the latest academic research and thinking on each topic as well as

reporting the relevant policy debates Managing Human Resources Stephen Bach, Martin Edwards, 2013-01-22 This revised edition is a comprehensive authoritative set of essays It is more detailed and analytical than the mainstream treatments of HRM As in previous editions Managing Human Resources analyses HRM the study of work and employment using an integrated multi disciplinary approach The starting point is a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm The consequences of HRM need to incorporate analysis of employees and other stakeholders as well as the implications for organizational performance

International Abstracts of Human Resources ,2006 **Classical Marxism in an Age of Capitalist Crisis** William Briggs, 2019-03-14 Will capitalism survive forever Capitalism has always lived in and with crisis Wars revolutions economic depression and repeated recessions the threat of nuclear annihilation and ecological disaster have all failed to break the dominance of this economic and political system Challenging the predominance of capitalism in a world fraught with inequalities this book returns to classical Marxism to reaffirm its relevance It explores the contradictions within capitalism as well as explains why Marxism has been unable to mount a sustained challenge to capitalism In order to explore concrete alternatives in a period of increasing capitalist globalisation and crisis it goes on to present perspectives by which theory and practice might be reunited to building independent political and organisational structures A search for something better this volume will be an engaging read for scholars and researchers of politics especially political theory and political economy economics and sociology *Consultation at Work* Mark Hall, John Purcell, 2012-10-25 The book examines the origins of consultation and the current changing approaches of the EU UK governments employers and union bodies to the regulation of this aspect of employment relations Particular attention is paid to the implementation of the new EU Directive on the Information and Consultation of Employees *Voice and Non-union Workplace* Paul J. Gollan, 2005 The papers in this e book examine the development of non union employee relations practices and outcomes from an international perspective focusing on firms attempting to provide workers with a voice The papers draw primarily on in depth case studies as a means to assess the impact of voice arrangements on employee relations processes and outcomes Human Resource Management Derek Torrington, Laura Hall, Carol Atkinson, Stephen Taylor, 2020 For undergraduate business and management courses as well as CIPD accredited courses Develop skills to put theory into practice using academic research and current issues Human Resource Management 11th Edition by Torrington Hall Taylor and Atkinson is praised for its comprehensive scope of topics coverage of important HRM issues and succinctness It is a great introduction to human resources for students pursuing undergraduate business and management courses as well as those on CIPD accredited courses Human resource management helps those aspiring to or working in HR or management *Human Resource Management* Jawad Syed, Robin Kramar, 2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition's success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven

into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking

Labour Research ,2006 International Human Resource Management Miguel Martinez Lucio,2013-12-10 An innovative and thought provoking resource designed to support the study of International and Human Resource Management and Employment Relations Written by an internationally renowned team of experts and underpinned by cutting edge research International Human Resource Management tackles a broad range of controversial and often marginalised issues associated with globalisation and its impact on multinational companies and employees Prepare to be gripped by fascinating and sometimes shocking revelations about the darker realities of a more globalised context and to emerge fully aware of these issues in the workplace and in employment generally A truly global range of case studies and examples within the book plus carefully selected journal articles online will further enhance your learning experience and outcomes Visit the companion website for PowerPoint slides additional case studies online journal articles and web links related to topics covered in the book

Towards a European Labour Identity Michael Whittall,Herman Knudsen,Fred Huijgen,2007-05-07 Since 1996 a growing number of European employees have access to a European works council EWC a transnational employee body designed to complement national forms of labour representation This volume brings together a hep hive of contributors who present valuable new insights into how employee representatives from different European countries perform their jobs as members of European Works Councils in an attempt to develop some sense of a common European labour identity The transnational character of the EWC makes it an ideal microscopic structure through which the wider discourse surrounding identity especially when associated with globalization Europeanization and mobility can occur Towards a European Labour Identity examines not only the workings of the EWCs utilising individual case studies but also analyses and asses the link with the broader discussions on European identity as well as European trade union co ordination and solidarity

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