

framework back to the qualitative analyses or macroframeworks found in this book. Thus, at the end of reading both books we are left with at least three different frameworks to consider in analysing the relationships between industrial relations systems and industrial democracy: (1) the framework from Chapter 1 emphasizing the effects of the larger social system characteristics on the nature of the industrial relations system, (2) the interorganizational theory framework that serves as a bridge between macrotheories of industrial relations and theories of industrial democracy, and (3) the three-tiered framework in the companion volume used to analyse participation and industrial democracy within organizations. If taken together, I believe these three frameworks hold considerable promise for integrating industrial relations theory and organization theory in a way that can help both fields of study to make more informative public policy contributions than could theories from either field on their own. Unfortunately, this book does not go far enough in spelling out how these three frameworks fit together in a way that supports movement from the macro- down to the microlevel of analysis.

In summary, this book provides valuable descriptions of the industrial relations systems and structures for participation in the 12 countries but falls short of its objective of providing a wider analytical framework for understanding the relationships between industrial systems characteristics and the state of industrial democracy in the different countries. By pointing out, however, that industrial democracy seems to flourish best in industrial relations systems characterized by both strong employers' associations and strong labour movements, it provides an important empirical finding. Finally, when taken together, this book and its companion volume do provide a start towards the synthesis between industrial relations and organizational theory that so many of us would like to see occur.

**Bjørn Gustavsen and Gerry Hunnius: New Patterns of Work Reform: The Case of Norway**

1981, Oslo, Universitetsforlaget, 207 pages.

This book analyses three of the main aspects of work reform in Norway: the development of its Industrial Democracy Programme, the introduction of employee representation onto boards of directors, and the improvement of working environments. Each 'campaign' is discussed in some detail and attention given to the presence or absence of unifying links between them. The authors commence, however, with a brief tour of aspects of labour relations development in Norway, highlighting the degree of institutionalization of industrial relations in general, and conflict resolution in particular, the tradition of state involvement in those relations, and the general union acceptance of the need to seek ways to improve productivity: the authors see this last factor as particularly relevant to the way in which work reform has developed in Norway.

*Paul Blyton*  
Department of  
Business  
Administration and  
Accountancy,  
University of Wales  
Institute of Science and  
Technology,  
Cardiff, Wales

# New Patterns Of Work Reform The Case Of Norway

**De Charles,P J D Drenth,THIERRY HENK**



### **New Patterns Of Work Reform The Case Of Norway:**

*New Patterns of Work Reform* Bjørn Gustavsen, Gerry Hunnius, 1981 Monograph commenting on the development of labour legislation and programmes concerning workers participation and work environment reform in Norway during the 1970s presents an overview of the labour relations system outlines elements of the industrial democracy programme and discusses workers representation on management boards and the company assembly the work environment act of 1977 etc Bibliography pp 185 to 192 and diagrams

**New Forms of Work Organization in Europe** Peter Grootings, Bjørn Gustavsen, Lajos Hächthy, A remarkable development in the sociology of work in recent years has been the explosion of brilliant cross national and cross cultural studies in Europe examining the conditions of labor against the background of different economic systems and differences within each of the major free market mixed welfare and planned economic systems that dot the European landscape In Vienna and Budapest in particular a group of intellectual workers have gotten together for what can only be described as breakthrough studies in the conditions and purposes of work in post industrial society The question of new forms of work organization focuses on job satisfaction participatory democracy in the work place levels of productivity and issues of health and safety in the occupational environment That these elements are important have long been known But what this collection of studies emphasizes is the specific mix that produced specific outcomes It does not shy away from dangerous and tough questions worker control and control of workers political participation in contexts of authoritarian regimes and personal rewards in contexts that once frowned upon private acquisition of capital The volume is rich in empirical studies and draws the theoretical implications that can and already have had vast policy consequences for workers in the modern context Issues relating to job rotation enrichment enlargement and autonomy and others related to new forms of organization starting with the shop floor and extending throughout the management of the enterprise as a whole are dealt with candidly The social character of labor long frowned upon as a mechanism for evading bread and butter issues is now recognized East and West as a dimension of concern that is growing precisely as the size and character of the labor sector is diminishing This is must reading for those interested in new forms of social and policy synthesis and ways of meliorating competing claims of different sectors in modern societies

**Employee Representation** Bruce E. Kaufman, Morris M. Kleiner, 1993

*The Golden Age of Capitalism* Stephen A. Marglin, Juliet B. Schor, 1991 For some twenty years after the Second World War Keynesian economic policies in countries of the capitalist West were successful in generating rapid growth with high employment This golden age of capitalism did not survive the economic traumas of the 1970s nor has the more recent emphasis on monetarist policies and supply side performance succeeded in regenerating comparable growth rates Blending historical analysis with economic theory this book seeks to understand the making and unmaking of this golden age questions the basis of much present policy making and suggests alternative directions for policy

**The Regulation of Continental Shelf Development** Myron H. Nordquist, John Norton Moore, Aldo Chircop, Ronán

Long,2013-08-22 The lack of international conventional law governing the operational aspects of continental shelf activity may be characterized as unfinished business of the UN Convention on the Law of the Sea The Convention adopted in 1982 generally addressed the issue but did not consider more detailed development of the legal regime for the continental shelf In The Regulation of Continental Shelf Development Rethinking International Standards leading experts from around the world identify and explore a multitude of unresolved legal concerns related to the continental shelf The current state of continental shelf activities is explored through the following lenses Contemporary uses including an overview on offshore wind energy in the EU an analysis of the use of submarine cables under UNCLOS and a discussion of the varied potential for mining marine materials Emerging challenges such as ISA seabed mining standards the recent ITLOS decision regarding the Bay of Bengal and the role of the IMO in establishing safety standards for transboundary effects of oil pollution for offshore platforms Comparative best practices in environmental regulation Probabilistic risk assessment with a thorough definition of PRA and a critical examination of continental shelf disasters Decommissioning offshore installations and structures including an overview of the global regime as particularly provided in Articles 60 3 and 80 of UNCLOS Liability and compensation and finally Unfinished business on UNCLOS III The varied voices of experts collected within The Regulation of Continental Shelf Development Rethinking International Standards offer a timely understanding of past present and future issues related to the continental shelf The volume is a must read for all those interested in environmental law and the law of the sea *Risk Governance of Offshore Oil and Gas Operations* Preben Hempel Lindøe,Michael Baram,Ortwin Renn,2014 This book evaluates and compares risk regulation and safety management for offshore oil and gas operations in the United States United Kingdom Norway and Australia It provides an interdisciplinary approach with legal technological and sociological perspectives on their efforts to assess and prevent major accidents and improve safety performance offshore Presented in three parts the volume begins with a review of the technical legal behavioral and sociological factors involved in designing implementing and enforcing a regulatory regime for industrial safety It then evaluates the four regulatory regimes that encompass the cultural legal and other contextual factors that influence their design and implementation along with their reliance on industrial expertise and standards and the use of performance indicators The final section presents an assessment of the resilience of the Norwegian regime and its capacity to keep pace with new technologies and emerging risks respond to near miss incidents encourage safety culture incorporate vested rights of labor and perform inspection and self audit functions This book is highly relevant for those in government business academia and elsewhere in civil society who are involved in offshore safety issues including regulatory authorities and industrial safety professionals The SAGE Handbook of Participatory Research and Inquiry Danny Burns,Jo Howard,Sonia M. Ospina,2021-08-04 This SAGE Handbook presents contemporary cutting edge approaches to participatory research and inquiry It has been designed for the community of researchers professionals and activists engaged in interventions and action for social transformation and for

readers interested in understanding the state of the art in this domain The Handbook offers an overview of different influences on participatory research explores in detail how to address critical issues and design effective participatory research processes and provides detailed accounts of how to use a wide range of participatory research methods Chapters cover pioneering new participatory research techniques including methods that can be operationalised at scale approaches to engaging the poorest and most marginalised and ways of harnessing technologies to increase the scope of participation amongst others Drawing upon a wide range of disciplines and bringing together contributing authors from across the globe this Handbook will be of interest to an international readership from across the broad spectrum of social sciences including social policy development studies geography sociology criminology political science health and social care education psychology business management It will also be an insightful and practical resource for facilitators community workers and activists for social change Part 1 Introduction Part 2 Key Influences and Foundations of Participatory Research Part 3 Critical Issues in the Practice of Participatory Research Part 4 Methods and Tools Part 4 1 Dialogic and Deliberative Processes Part 4 2 Digital Technologies in Participatory Research Part 4 3 Participatory Forms of Action Orientated Research Part 4 4 Visual and Performative Methods Part 4 5 Participatory Monitoring Evaluation and Learning Part 4 6 Mixing and Mashing Participatory and Formal Research Part 5 Final Reflections *Surveillance of the Working Environment and Health*, 1998

**Health and Safety at Work and Its Relevance to Employment Relations Research** Phil James, 2006 **Job Design and Technology** Hans D. Pruijt, 1997-08-28 Despite global competition and the need for speed flexibility and quality trends such as lean production and McDonaldization show that Taylorism remains alive and well in the contemporary workplace There is however a countermovement particularly in North West Europe where successful alternatives are being pursued Job Design and Technology fil **Managing Process Innovation through Exploitation and Exploration** Tor Tønnessen, 2013-12-04 In order to stay efficient companies need to improve their existing business processes on a continuous basis To ensure competitive edge it is essential for companies to adapt radically to new business opportunities and when external demands change However experience and research show that companies have difficulties managing both the continuous improvement of the existing system and radical change at the same time By using TQM and BPR to represent the two approaches to change Tor Tønnessen contributes to the understanding of the challenges of this integration and shows ways to accomplish a successful synergistic combining of the two approaches [American Pragmatism and Organization](#) Nick Rumens, 2016-04-15 Emerging during the late nineteenth century in the diverse scholarship of US commentators such as Charles Sanders Peirce William James and John Dewey American pragmatism shaped many intellectual currents within a range of disciplines including politics education administrative science and religion Despite attracting attention and interest due to its conceptualization of theory in terms of its practical consequences for improving the human condition American pragmatism struggled to maintain its influence and suffered a hiatus until it experienced a renaissance within scholarly

circles during the 1970s While renewed interest in American pragmatism continues to grow with some scholars distinguishing between classical neo and new forms of pragmatism it is only relatively recently that organization studies scholars have drawn upon American pragmatist philosophies for shedding new light on aspects of contemporary organizational life This edited collection builds on this emergent literature in an engaging and scholarly manner American Pragmatism and Organization is a ground breaking collection and distinctive in its book length treatment of American pragmatism as a relevant resource for analysing organisations It draws together an international body of research focused on the interconnections and interplay between American pragmatism and organizational phenomena explores the theoretical possibilities afforded by pragmatist thinking for understanding organization and illuminates the practical advantages of doing so

**The Ambivalent Character of Participation** Francesco Garibaldo, Volker Telljohann, 2010 Participation is a social process which is basically part of an exchange relationship Thus it is principally pluralist and ambiguous in its meaning As a consequence the reconciliation of voices needs innovative approaches to support balanced participation experiences The ambivalent character of participation intends to provide a look at new initiatives in the various fields of work place participation Leading international scholars examine the role of institutional contexts for participation the development of new forms of interest organisation as well as the relationship between organisational performance participation practices and quality of working life The contributions are not limited to taking stock of new experiences in the field of workplace participation but also contribute to designing a new research agenda

**Healthy Work** Namir Khan, Nina Nakajima, Willem H. Vanderburg, 2004 The latest in a series focused on improving health conditions this volume addresses work environments bringing together diverse sources of literature that support preventive approaches to work design and organization This reference provides an overview of relevant literature to engineers managers accountants occupational health and safety specialists and industrial hygienists so that they and other professionals can understand what has caused our workplaces to become primary sources of physical and mental illness By focusing on diagnostic and prescriptive approaches managers can implement designs and decisions that prevent or greatly reduce undesired and harmful effects Other titles in the series include Healthy Cities Sustainable Production Sustainable Energy

**Beyond Theory** Stephen Toulmin, Bjørn Gustavsen, 1996-07-22 Action Research is one of the most practical and down to earth ways of doing research into working life Beyond Theory draws on examples and actual cases to discuss action research within the framework of the modern and postmodern theory of science debate While action research has been much criticized by the traditionalists the book reflects a convergence between action research and positions emerging out of the critique of scientific traditionalism Discussions between these two fields of knowledge originally so very different can enrich both The book will be useful not only to researchers and academics but to anyone who is interested in the role and use of knowledge in social and organizational development

**Handbook of Action Research** Peter Reason, Hilary Bradbury, 2006-01-17 With the Handbook of Action

Research hailed as a turning point in how action research is framed and understood by scholars this student edition has been structured to provide an easy inroad into the field for researchers and students It includes concise chapter summaries and an informative introduction that draws together the different strands of action research and reveals their diverse applications as well as their interrelations Divided into four parts there are important themes of thinking and practice running throughout

*A Handbook of Work and Organizational Psychology* De Charles, P J D Drenth, THIERRY HENK, 2013-05-24 Organizational processes and the organization environment interaction are discussed in this volume of the Handbook of Work and Organizational Psychology Both organizational and environmental characteristics affect the behaviour of individuals and groups but such characteristics are in turn also influenced by behavioural features This volume on organizational psychology covers subject areas such as organization theory organizational culture and change leadership decision making and participation motivation and satisfaction payment systems effective communication and social organizational aspects of automation The final chapter describes the impact upon behaviour and attitudes of the transition of a socialist led society to a market economy

**On Business and Work** Joseph E. Thurman, International Labour Office, International Programme for the Improvement of Working Conditions and Environment, 1993 Comprises 11 essays which analyse changes in work life and in working and management practices since the 1970s and explore future trends The essays cover the developments and trends which have shaped and promoted change government business and trade union initiatives and policies in regard to work organization practical experiences in restructuring work organization and work design

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**Labour and Society**, 1986

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