

RETHINKING INDUSTRIAL RELATIONS

Mobilization, Collectivism and Long Waves

JOHN KELLY



Rethinking Industrial Relations Mobilisation Collectivism And Long Waves

**Fiona Christie, Marilena
Antoniadou, Kevin Albertson, Mark
Crowder**

Rethinking Industrial Relations Mobilisation Collectivism And Long Waves:

Rethinking Industrial Relations John E. Kelly, 1998 Discusses theories of labour relations and labour mobilization Looks at the influence of long term economic changes on labour relations during the 19th century Speculates on the future of the labour movement *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

Handbook of Research on the Global Political Economy of Work Maurizio Atzeni, Dario Azzellini, Alessandra Mezzadri, Phoebe Moore, Ursula Apitzsch, 2023-10-06 This ground breaking Handbook broadens empirical and theoretical understandings of work work relations and workers It advances a global intersectional labour studies agenda laying the foundations for the politically emancipatory project of decolonising the political economy of work

Diversity Management in the UK Anne-marie Greene, Gill Kirton, 2010-02-25 A comprehensive and critical review of the global scholarly literature on diversity this book presents findings from original UK based research involving in depth organizational case studies interviews observation and documentary data from over fifty organizations Analyzing the findings from the perspective of key stakeholder groups diversity practitioners line managers trade union equality officers workplace trade union representatives and employees it addresses a range of questions including How is the diversity concept developing in the UK Has the UK deconstructed and reconstructed the diversity concept to fit with the legal social and economic context of UK organizations How are organizations in the public and private sectors responding in practical terms to the diversity concept What is the legacy of the traditional equal opportunity concept What are the experiences of different organizational stakeholders of diversity management Whose interests does diversity management serve Looking at many of the weaknesses associated with more traditional equal opportunity policy approaches this book is excellent reading for all students of international business entrepreneurship and small businesses

Employee Relations in the Public Services Susan Corby, Geoff White, 2002-01-22 Almost a fifth of all employees work in the public sector Employees working in the civil service NHS local government education the police and fire services also represent a large and growing body of students taking degree courses at universities Exploring this important and rapidly changing area this book outlines the main developments in the public sector since 1979 including topical issues such as the rise of new public management decentralisation and contracting out Themes which currently affect public sector employees are examined including

decentralization contracting out fragmentation and the growth of individualism in the employment contract This stimulating up to date and intellectually rigorous text is thematic rather than sector specific and reflects the way this subject is taught in a range of courses It will complement alternative texts in this area and will be a valuable resource for students of public policy public sector management human resource management employee and industrial relations **Financial Services**

Partnerships Peter Samuel,2013-11-12 The purpose of this book is to evaluate the debate on partnership using original research data Samuel provides a novel categorisation with which to synthesise and clarify a highly diverse literature on labour management partnership thus helping to refine the contemporary partnership debate Secondly he clarifies the circumstances under which effective labour management partnership is possible while simultaneously elaborating why the achievement of mutual gains is highly improbable in a liberal market context Thirdly the book presents an integrated analysis of the interplay between macro meso industry and micro level factors Fourthly the research design enables the study to go beyond the case studies to make defensible empirical generalizations at the level of the industry Finally it advances a theoretical explanation of labour management partnerships in liberal market economies by bridging two opposing neo institutional positions in the social sciences **Gender, Diversity and Trade Unions** Fiona Colgan,Sue

Ledwith,2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce Stitching Governance for Labour Rights Juliane Reinecke,Jimmy Donaghey,2023-03-16 This book shows how

the Rana Plaza disaster led to voluntary labour governance initiatives based on a model of transnational industrial democracy

Clusters and Globalisation Christos Pitelis,Roger Sugden,James R. Wilson,2006-01-01 Clustering as an economic policy concern has become increasingly fashionable The authors of this book shed light on this subject of which there remains remarkably little understanding and even less agreement regarding what clusters are what they require for success and what impacts they are likely to have in different contexts locally nationally and globally Clusters and Globalisation brings together scholars with different perspectives and theoretical groundings and from different disciplines to consider conceptual arguments and case study material In doing so the volume identifies key characteristics and requirements of the forms of cluster that are especially significant for the attainment of economic success in a globalising world This unique critical analysis of clusters in the framework of globalisation will strongly appeal to students and academics with an interest in economic development public policy and globalisation The book will also be of great interest to researchers in policy agencies concerned with local economic development and the design of cluster policies **Employee Representation in**

Non-Union Firms Paul Gollan, 2006-12-28 Provides a wide ranging and though provoking analysis of non union forms of employee representation While it will unquestionably be of interest to scholars and students specializing in the burgeoning field of non union employee relations there is much useful material that could inform union responses to membership decline British Journal of Industrial Relations Paul Gollan s book is an important contribution to our understanding of the significance of non union employee representation in Britain and its implications for the future of employment relations It is highly recommended Russell Lansbury Professor of Work Organisational Studies University of Sydney Can employees have effective voice without independent collective organisation In the UK unlike most of continental Europe government and employers typically answer yes Gollan s detailed study provides sound reasons for scepticism Richard Hyman Department of Industrial Relations LSE We know very little about the non union sector in Britain despite the fact that it now embraces the clear majority of the workforce The publication of Paul Gollan s Employee Representation in Non Union Firms therefore represents a very important addition to the field Based on extensive and detailed in depth study of some leading non union employers it throws new light on the ways in which employee interests are represented in such firms Prof John Kelly Birkbeck College Are non union systems of representation NER an acceptable alternative to union based systems or do they infact complement more traditional forms of union representation Bruce Kaufman Georgia State University Robinson College of Business This book is the first of its kind to answer this challenging question It offers a comprehensive overview of NER in the UK and locates UK practice within an international context Readers are invited to consider the potential implications and limitations of NER arrangements and to examine how unions respond to these NER arrangements through bargaining consultation and representation processes Throughout issues are addressed on both a macro and micro level The book reviews the literature and examines current practice using survey data and original case analysis Engaging readers who are studying industrial relations human resource management employee involvement and consultation unions and management strategy it will also be appeal to practioners working in these areas Case Study Material available Go to the Sample Materials and Chapters link on the left navigation bar to access this excellent additional resource **Civil Society and Legitimate European**

Governance Stijn Smismans, 2006-01-01 Smismans gathers a fine selection of papers The book gains particular authority from its interdisciplinary approach Ulrike Ehling European Law Journal This book explores the concept of civil society which over recent years has been revived and introduced into the institutional debate within the EU Significantly EU institutions themselves have made reference to civil society and on an academic plane it has been argued that the debate on the legitimacy of European governance should value the role of civil society organisations Bringing together lawyers and political scientists the book studies the role of civil society organisations in the multi level context of European governance Civil Society and Legitimate European Governance bridges the distance between normative suggestions legal instruments and empirical analysis Providing original contributions to the research on European governance this book will appeal to all

scholars and students with an interest in European integration and European institutions

Worker Voice Greg Patmore, 2016-03-31 The book aims to understand work participation in the workplace or worker voice by examining the inter war experience in Australia Canada Germany the UK and the US

Human Resource Management John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold's Human Resource Management builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning

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

Employment, Trade Unionism, and Class Gregoris Ioannou, 2021-07-18 The economic crisis has brought about a watershed in institutional political and social relations reshaping the labour market and the class structure in southern Europe This book provides a critical comparative assessment of the dynamics of change in the employment field focusing on Spain Greece and Cyprus The book assesses how the liberalization and deregulation processes and the promotion of market enhancing reforms progressed in three different national settings identifying the forces agents contexts and mechanisms shaping the employment and industrial relations systems The comparative perspective used deciphers the interplay of external and internal dynamics in the restructuring of the labour field in Southern Europe examining austerity and its contestation in connection with prevailing societal ideologies and class shifts The first part of the book sets the theoretical and historical context the second is comprised of three empirical national case studies and the third discusses comparatively the handling of the crisis its impact and its legacy from the standpoint of a decade later The book presents differences in industrial relations systems trade union forms and class composition dynamics accounting for the development of the crisis and the reshaping of the employment field after one decade of crisis It will be of value to researchers academics professionals and students working on issues of employment and industrial relations labour market and labour law political economy and class structure as well as those interested in the contemporary society and economy of southern Europe in general and Spain Greece and Cyprus in particular

Organizational Leadership John Bratton, 2020-02-29 Organizational Leadership provides an accessible critical and engaging analysis of what constitutes leadership today Demonstrating leadership as an interconnected process between leaders followers and context the book ensures a rounded understanding of theory and practice to support students throughout their course and future career Part 1 Contextualising Leadership examines the internal and external forces influencing leadership addressing issues such as ethics power culture and innovation Part 2 Leadership Theories reviews and analyses traditional and contemporary theories of leadership Part 3 Managing People and Leadership builds on the idea of leadership as a human process and considers how complementary aspects of HRM can inform leadership practice and its outcomes on employees and organizational performance Part 4 Contemporary Leadership considers topical issues including the shift of leadership studies towards followership gender and leadership and pro environmental leadership Bringing complex theories and concepts to life through a range of case studies and examples the book is further supported by a series of fascinating expert video conversations with those in leadership roles From small social businesses to major multi nationals from the NHS to the frontline military teams the videos offer a unique insight into the diverse reality of leadership in practice today

Employment Relations Cecile Bingham, 2016-03-26 Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2017 In this new original book Cecile Bingham puts fairness trust organisational justice and power at the heart of employment relationships in a variety of settings This thought provoking text provides academic practical and theoretical

insights into the contested nature of contemporary work and employment relations at workplace level It should become essential reading for students scholars practitioners and policy makers in the field Professor David Farnham University of Portsmouth UK Mapped to CIPD learning outcomes at level 5 and level 7 Employment Relations Fairness and Trust in the Workplace critically reflects on current research commentary evidence and practice in the employment relationship with a unique focus on organizational justice Combining theoretical concepts tools and models with practical examples it is packed with innovative learning features designed to help students to engage with the subject including Extracts of recent news items linked to chapter content Insights to help link theory and practice supported by podcast interviews on the book s companion website A series of case study snippets activities and revision exercises The book is complimented by a companion website featuring a range of tools and resources for lecturers and students including PowerPoint slides Instructors manual multimedia links podcasts and free SAGE journal articles Suitable for Undergraduate and Postgraduate students on Employment Relations Industrial Relations or HRM courses

Work in Challenging and Uncertain Times Patricia Leighton,Tui McKeown,2020-07-12 This book was written as the Coronavirus COVID 19 pandemic began to have a devastating effect on employment across the globe The crisis has served to highlight many deepseated often longstanding challenges to employment relationships These include uncertainties and fears about the impact of technological advances concerns about safety and wellbeing and controversies around emerging business and employment models It is difficult to avoid the fear that the combination of these and other practices will lead to a race to the bottom The book calls for a radical rethink and reassessment of the core values underlying employment relationships In *Work in Challenging and Uncertain Times* the authors take a refreshingly realistic view of how contemporary work relationships are managed and look to how they will need to change in the future Some key questions are posed such as who is the employer in complex skills supply chains how do we ensure a skilled workforce in a context of fragmentation and increasing individualization in a context of AI robots etc what does it mean to be human and how do we achieve change and improvement Based on extensive research presented in an accessible and engaging style the book provides insights valuable to students of employment relationships HRM and employment law as well as to practitioners and policy makers It draws on a range of academic disciplines and thoughts from interviews with key practitioners and commentators on workplace as well as students

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 Decent Work Fiona Christie, Marilena Antoniadou, Kevin Albertson, Mark Crowder, 2021-09-29 Addressing changes to today's work and employment relationships this volume offers suggestions for how public and private sector policy and practice can support the realisation of Decent Work while exploring urgent and practical possibilities to secure fair and decent working lives for all

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