



New Forms of Work Organization: Challenge for North American Unions

Rankin, Tom

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New Forms Of Work Organization The Challenge For North American Unions

Grace Budrys



New Forms Of Work Organization The Challenge For North American Unions:

New Forms of Work Organization Thomas Donald Rankin,1990 **High Performance Work and Learning Systems**,1992 **Working in the Service Society** Cameron Lynne Macdonald,Carmen Sirianni,1996 Essays and case studies on the problems of organizing and new models of unionism in the context of women s work culture multiracial workplaces contingent and part time work and participatory innovations to improve service and experience of work simultaneously Back cover When Doctors Join Unions Grace Budrys,2018-10-18 Current and anticipated changes in this country s health care system are likely to add momentum to the physicians union movement according to Grace Budrys She documents the emergence and development of the Union of American Physicians and Dentists UAPD founded in the San Francisco Bay area in 1972 and suggests it may be a harbinger of renewed organizing efforts throughout the country Representing both salaried and private practice doctors the UAPD gained strength in the early 1980s during the crisis in malpractice suits and surged again in recent years in response to steadily increasing medical corporatization Budrys argues that the approach to modernization now favored across the country resembles that of the industrialization era As health organizations become larger more centralized and more hierarchical decisions are made further from the work site and some traditional responsibilities are delegated to lower paid less trained workers Nevertheless the image of blue collar industrial workers organizing into unions is not easily reconciled with our society s image of physicians as highly trained and highly skilled members of a profession long considered the bastion of individualists Budrys suggests that doctors unions in general and the UAPD in particular may provide a model for other nontraditional groups and occupations seeking solutions to contemporary problems in the workplace After discussing the laws governing workers organizing rights and their interpretation by the courts she concludes with commentary on the organizing activity taking place among highly paid and highly educated workers **Work and Employment in the High Performance Workplace** Giles Anthony,Jacques Belanger,Paul-Andre Lapointe,Gregor Murray,2013-10-11 There is a general consensus that deep seated changes are reshaping the way production and work are organized the way employees employers and their representatives deal with each other and the way governments seek to shape society In this work a group of leading scholars take stock of the evidence and implications of the new workplace Drawing on examples from a variety of national contexts they seek to characterize the nature of contemporary workplace change and assess its implications for the organization of work for workers for employment relations and for public policy **The Future of Trade Unionism** Magnus Sverke,2019-05-23 First published in 1997 this volume discusses the conditions for contemporary and future unionism in the light of recent economic political and managerial changes It presents theoretical and empirical research from Australia Austria Canada Denmark Italy the Netherlands New Zealand Russia South Africa Sweden and the United States Part 2 provides a rich international description of threats and challenges to contemporary and future unionism Part 3 focuses on union strategical and structural change

Part 4 is concerned with the consequences of the changing union environment for member union relations Magnus Sverke and the contributors here present research addressing how the changing environmental conditions affect unions and their members and demonstrate the importance of applying an international and multi disciplinary perspective on the analysis of these issues **Handbook of Collaborative Management Research** A. B. Shani,Susan Albers Mohrman,William A.

Pasmore,Bengt Stymne,Niclas Adler,2007-08-23 This handbook provides the latest thinking methodologies and cases in the rapidly growing area of collaborative management research What makes collaborative management research different is its emphasis on creating a close partnership between scholars and practitioners in the search for knowledge concerning organizations and complex systems In the ideal situation scholars and their managerial partners would work together to define the research focus develop the methods to be used for data collection participate equally in the analysis of data and work together in the application and dissemination of knowledge The handbook contains insightful reflections on the state of the art as well as detailed descriptions of the collaborative efforts of an international group of leading edge academics and their practitioner counterparts The applications of collaborative research methods included in this volume include those aimed at individual development organizational development regional development efforts and economic policy The insights from the cases suggest that collaborative management research has been a highly effective means of getting at issues that other research methods and intervention techniques have failed to address The rationale for conducting this highly engaging type of research is explored in the first section of the handbook followed by sections that offer new methodologies descriptive cases views from those directly involved and issues and enablers about the use of this approach in advancing knowledge and practice The handbook does appeal to scholarly practitioners as well as practical scholars **Public Sector Employment in a Time of Transition** Dale Belman,Morley Gunderson,Douglas Hyatt,1996 Examines the transformation of the employment relationship in governmental agencies with particular emphasis on human resources policies and workplace practices

Robust Unionism Arthur B. Shostak,2019-05-15 In Robust Unionism Arthur B Shostak provides an informed survey of organized labor s innovations and adaptations in recent years If labor is to realize its full potential in the coming decade he contends new strategies modern technologies and novel alliances are imperative Shostak provides a wealth of case studies and anecdotes and analyses of labor s specific triumphs in a time of adversity He argues for the necessity of learning from every success as well as every failure if organized labor is to become a politically powerful and socially dynamic agent for change **Working People** Desmond Morton,1998 Desmond Morton highlights the great events of labour history the 1902 meeting that enabled international unions to dominate Canadian unionism for seventy years the Winnipeg General Strike of 1919 and an obscure 1944 order in council that became the charter of labour s rights and freedoms He looks at the new model unions that used their members dues and savings to fight powerful employers and describes the romantic idealism of the Knights of Labor in the 1880s one of the most dramatic and visionary movements ever to seize the Canadian imagination

He recounts the desperate struggles of miners loggers and fishers to protect themselves from both employers and the dangers of their work Working People explores the clash between idealists who fought for such impossible dreams as an eight hour day socialism holidays with pay industrial democracy and equality for women and men and the realists who wrestled with the human realities of self interest prejudice and fear Morton tells us about Canadians who deserve to be better known such as Phillips Thompson Helena Gutteridge Lynn Williams Huguette Plamondon Mabel Marlowe Madeleine Parent and a hundred others whose struggle to reconcile idealism and reality shaped Canada more than they would ever know This new edition brings the book up to date with discussions of globalization and its challenge to nationally based workers organizations Employee Representation Bruce E. Kaufman, Morris M. Kleiner, 1993 **Total Quality in**

Managing Human Resources Joe Petrick, 2017-10-06 Human resource management is a particularly challenging role both domestically and globally This challenge can be viewed either as an opportunity or as a threat As an opportunity the principles and practices of total quality presented in this book can help human resource professionals or anyone who manages people transform institutionalized mediocrity into organizational excellence The focus of this book is on managing the difference TQ makes in human resources Whereas the traditional nature and scope of responsibility for most human resource professionals has been that of staff support geared to administrative compliance the total quality approach offered here reveals the keys to developing and sustaining commitment to world class performance These keys include strategic input and continual improvement of the human resource system to enhance internal and external customer satisfaction both now and in the future The full meaning of these new TQ role demands is explored in light of the driving forces reshaping the HR environment into the 21st Century In addition this book offers practitioner assessment instruments practical TQ tools and specific implementation steps to take in order to make the TQ difference in managing human resources domestically and globally **Relations of Global Power** Gary Teeple, 2011-01-01 This collection of original articles offers an up to date

critical review of the global political economy today covering such topics as international finance corporate governance military power international labour standards global health human rights and more Assembling a group of top scholars the editors are able to provide a wide ranging yet coherent survey of contemporary international institutions and how they are governed In the process they offer a useful basis for understanding the financial crisis of 2008 Relations of Global Power is the only book available that examines the many different dimensions of the international regulatory structure across a range of issues placing them all within the context of neoliberal globalization It will be of interest to scholars of political science sociology policy studies public administration and global studies and will also appeal to activists and members of alter globalization movements **New Approaches to Disability in the Workplace** Terry Thomason, John F. Burton, Douglas Hyatt, 1998 This volume examines questions related to the prevention compensation and accommodation of work disabilities It focuses on disabilities arising out of workplace activity Leadership for Change and School Reform Kathryn Riley, Karen

Seashore Louis, 2013-01-11 School reform is a top priority for governments today This timely and challenging book edited by leading international researchers Kathryn Riley and Karen Seashore Louis offers a rich comparative perspective on leadership for change and school reform Contributors from North America Europe and Australia demonstrate how school leadership is influenced by global pressures differing national and state contexts and local concerns They illustrate the limitations of reform initiatives which focus on school leaders to the exclusion of the many other organisations which affect school such as national and local governments professional associations and school communities This book raises some important questions such as How can school leaders create intelligent thinking schools How can leadership and learning be linked together What are the characteristics of effective local education authorities and school districts What is the role of teacher organisations in educational reform and change What happens if businesses teachers parents and local communities have different views of what makes a good school The text illustrates the ways in which leadership is rooted in learning and identifies new directions for school leadership It challenges conventional notions of leadership offering an expanded view which sees leadership just as an individual role based function but as a network of relationships among people structures and cultures This lively and provocative book should be read by all those interested in education reform **Beyond Survival**

Cyrus Bina, Laurie M. Clements, Chuck Davis, 2016-09-16 This text uses an innovative approach to the dynamics of labour's decline and proposes policy initiatives necessary for its revitalization The book emphasises the need for restructuring of capitalism on a global scale and challenges traditional economic and industrial relations wisdom **Employment Relations in a Changing World Economy** Richard M. Locke, Thomas A. Kochan, Michael J. Piore, 1995 Comprises essays which examine changes in industrial relations and work structures in 11 countries **Knowledge-driven Work** Joel

Cutcher-Gershenfeld, 1998 Knowledge Driven Work is a pioneering study of the cross cultural diffusion of ideas about the organization of work These ideas linked with the knowledge of the workforce are rapidly becoming the primary source of competitive advantage in the world economy The book provides an in depth look at eight Japanese affiliated manufacturing facilities operating in the United States combined with examinations of their sister facilities in Japan The authors offer their insights into the complex process by which elements of work systems in one country interact with those in another They trace the flow of ideas from Japan to the US and other nations and the beginnings of a reverse diffusion of innovation back to Japan The authors organize their findings into six categories the cross cultural diffusion of work practices team based work systems kaizen and employee involvement employment security human resource management and labor management relations Their study of team based work systems yields a taxonomy of teams and reveals some conflicts between the desire for self management and the existence of interdependencies Investigations into kaizen ongoing incremental improvement indicate that its emphasis on employee driven systematic problem solving makes it a strong counterpoint to the idea of top down re engineering Looking at employment security the authors note that while most US managers believe that it restrains

managerial flexibility managers at the firms they observed see it as essential to the flexibility associated with teamwork and kaizen The study of human resource management practices suggests competitive advantages in diverse older unionized and urban work forces and emphasizes the importance of wide ranging training programs in a work system premised on a long term perspective The wildcard in the work places observed is labor management relations the area in which Japanese managers have been least likely to import their ideas The authors report on several situations in which existing labor management structures remained untouched with mixed results greater labor management consultation for example but also increased ambiguity of roles The thread running through all of these areas of work is virtual knowledge an ephemeral form of knowledge derived from a particular combination of people focused on a given issue The authors point out that this powerful form of knowledge is only effectively harnessed in environments that are free of fear that have established procedures for collective problem solving and that have some stability in group composition They claim that too often companies allow virtual knowledge to dissipate squandering opportunities to create more competitive workplaces For those organizations that have succeeded in anticipating and channeling it however virtual knowledge leads to a knowledge driven workplace and continuous improvement

Just Words Joel Bakan, 2017-06-22 The Canadian Charter of Rights is composed of words that describe the foundations of a just society equality freedom and democracy These words of justice have inspired struggles for civil rights self determination trade unionism the right to vote and social welfare Why is it then that fifteen years after the entrenchment of the Charter social injustice remains pervasive in Canada Joel Bakan explains why the Charter has failed to promote social justice and why it may even impede it He argues that the Charter's fine sounding words of justice are just words Freedom equality and democracy are fundamental principles of social justice The Canadian Charter of Rights and Freedoms entrenches them in Canada's highest law the constitution Yet the Charter has failed to promote social justice in Canada In *Just Words* Joel Bakan explains why Sophisticated in its analyses but clearly written and accessible *Just Words* is cutting edge commentary by one of Canada's rising intellectuals

Worker Leadership Fred Stahl, 2013-09-27 How to increase both job satisfaction and enterprise productivity and make American manufacturing competitive again How can American manufacturing recapture its former dominance in the globalized industrial economy In *Worker Leadership* Fred Stahl proposes a strategy to boost enterprise productivity and restore America's industrial power Stahl outlines a revolutionary transformation of industrial culture that offers workers real control of production operations and manufacturing processes as well as a monetary share of the savings from productivity gains Stahl develops this new Theory of Worker Productivity into a strategy of Worker Leadership with concrete real world examples Combining some of the methods of lean manufacturing made famous by Toyota with genuine worker empowerment unlike anything at Toyota Worker Leadership creates highly productive jobs loaded with responsibility and authority Workers Stahl writes love these jobs precisely because of the opportunities to be creative and productive Worker Leadership also offers important benefits for

organized labor It promotes the vitality and growth of labor unions through a shared responsibility with management for growth and profitability Stahl s approach was inspired by changes implemented at John Deere factories by a general manager named Dick Kleine Stahl uses the story of Kleine s transformation of the Deere factories to construct a checklist of essential conditions for Worker Leadership He also discusses competition with China and South Korea and tells the story of production that GE recently reshored from China to the United States Stahl considers the potential for applying Worker Leadership beyond manufacturing provides a brief history of manufacturing and even reveals the dark side of Toyota s system that opens another competitive opportunity for America Worker Leadership offers a blueprint for global competitive advantage that should be read by anyone concerned about America s current productivity paralysis

Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **New Forms Of Work Organization The Challenge For North American Unions**

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