

NEW FRONTIERS IN EUROPEAN INDUSTRIAL RELATIONS

Edited by
RICHARD HYMAN & ANTHONY FERNET



New Frontiers In European Industrial Relations

**Adrian Wilkinson, Paul J. Gollan, Mick
Marchington, David Lewin**



New Frontiers In European Industrial Relations:

New Frontiers in European Industrial Relations Richard Hyman, Anthony Ferner, 1994-04-06 Building on the highly successful *Industrial Relations in the New Europe* this new text for students of industrial relations and human resource management examines some of the key comparative themes of European industrial relations in the 1990s. A team of internationally renowned contributors has drawn on a wealth of detailed up to date material to analyse the major common trends across countries and to account for the variety of national practice. Each chapter examines and compares different regional experiences to deal with such themes as management strategy the role of unions gender and the labour market collective bargaining change at the workplace the state as employer industrial conflict the European Union dimension and Social Europe the transition to the market economy in Eastern Europe. The editors pay particular attention to developments in Eastern Europe as the former Easter bloc countries struggle to achieve the transition to market economies. The workplace trade unions and the creation of national industrial relations institutions are examined specifically in this context.

European Integration and Industrial Relations P. Marginson, K. Sisson, 2004-07-21 This book comprehensively analyzes the impact of continuing European integration on industrial relations institutions and outcomes. It organizes an immensely rich body of theoretical and empirical material to sustain its core argument that the governance of industrial relations is increasingly multi level. Cross national influences are shown to mix with national ones and involve the European sector and company as well as Community levels. Competing tendencies towards Europeanization Americanization and Re nationalization are identified. The approach is multi disciplinary and truly cross national. It deals with both the theory and practice of industrial relations in contemporary Europe.

Challenges for European Management in a Global Context

M. Geppert, D. Matten, K. Williams, 2016-01-28 This book provides cutting edge research and knowledge and an academic study of the impact of globalisation in different areas affecting management and how management is responding. It gives a comprehensive analysis of what is actually happening and likely future trends. It is not just a focus on convergence arguments but integrates a broader view of still remaining regional and national differences in management and organisation. The book draws on new theoretical approaches in the field of international business highlighting areas such as Anglo German subsidiaries of MNCs HRM practices and change management processes or employment relations in US based MNCs in Europe and many other aspects.

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

Trade Unions in Western Europe Rebecca Gumbrell-McCormick,Richard Hyman,2013-10-03 Trade unions in most of Europe are on the defensive in recent decades they have lost membership sometimes drastically their collective bargaining power has declined as has their influence on government and in many countries their public respect is much diminished This book explores the challenges facing trade unions and their responses in ten west European countries Britain Ireland Sweden Denmark Germany Austria the Netherlands Belgium France and Italy Based on a substantial number of interviews with key union representatives and academic experts in each country together with the collection of a large amount of union documentation and background material the book gives an account of how trade unionism has evolved in each country the main recent challenges that unions have faced and their responses The book engages with the debates of the past two decades on union modernization and revitalization and more generally with theories of institutional change and the literature on varieties of capitalism Some observers ask whether unions remain relevant socio economic actors but challenging times can stimulate new thinking and hence provide new opportunities This book aims to show why trade unions are still important subjects for scientific analysis first as a means of collective voice allowing employees to challenge management control and bringing a measure of balance to the employment relationship second as a form of countervailing power to the socio economic dominance of capital and third their potential as a sword of justice to defend the weak vulnerable and disadvantaged express a set of values in opposition to the dominant political economy and offer aspirations for a different and better form of society

Human Resource Management David G. Collings,Geoffrey Wood,2009 Drawing on contributions from the leading figures in the field Human Resource Management provides students with a well grounded and critical overview of the key issues surrounding HRM from a theoretical and practical perspective

Are Trade Unions Still Relevant? Dr Tom Turner,Dr Daryl D'Art,Dr Michelle O'Sullivan,2013-05-24 This edited collection examines the relevance of trade unions 100 years on from the 1913 Lockout in Dublin The general argument underpinning the papers in this book is that trade unions are still relevant in the 21st century since they provide an independent collective representation for workers and address the power imbalance between the worker and employer All of the chapter authors are based at the Department of Personnel and Employment Relations Kemmy Business School University of Limerick The chapters are grouped under three broad headings The demand for trade unions in the 21st century partnership at work and the legal context of union recognition and case studies dealing with union organising and recognition campaigns This book provides a focus on an area not covered in any detailed way by any comparable text book It will be of interest to undergraduates and postgraduates in the area of employment relations and to practioners such as trade union officials and human resource managers In addition it will be of interest to a wider body of academics internationally who wish to

understand trade unions in Ireland for comparative purposes *Managing Human Resources* Stephen Bach,2009-02-09 This new and thoroughly revised edition of the best selling Personnel Management text by Stephen Bach provides an authoritative analysis of the latest developments in the field for students and professionals new chapters reflect the importance of the EU dimension the new diversity race agenda led by Brussels the extended network organization new training practices and the growing importance of MNCs both for the UK economy as a whole and as a guide to best practice clearly and comprehensively explains the current complex HR scene with its different levels and layers *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

Research Handbook on Migration and Employment Guglielmo Meardi,2024-07-05 This insightful Research Handbook presents a comprehensive overview of the core issues concerning the integration of migration and employment studies highlighting the interdisciplinary and global perspectives required to understand the complexity of labour migration

Cross National Research Methods Linda Hantrais,Stephen P. Mangen,1996-01-01 This is a resource book for social scientists engaged in cross national comparative research It critically examines the methodological and managerial issues which arise from such work with a particular focus on the economic and social policy agenda of the European Union Experts from across Europe and from different disciplinary backgrounds draw upon their own experience of conducting cross national comparisons to offer well informed guidance on how to overcome the pitfalls and problems they have encountered

Changing Forms of Employment Rosemary Crompton,Duncan Gallie,Kate Purcell,2002-03-11 During the last two decades there has been widespread evidence of change in specific aspects of employing organizations employment and employment related institutions Changing Forms of Employment looks at the underlying trends which generate pressures towards a fundamental reshaping of social institutions in three ways changes in the organization of production particularly those associated with the growth of service dominated economics the effects of technological change particularly those associated with Information Technology the erosion of the male breadwinner or single earner model of employment and household These trends have resulted in strains and ruptures in the organization and regulation of employment and related institutions including trade unions employers and households The task of the next decade is to both reconstruct relationships and to renew institutions **Working for McDonald's in Europe** Tony Royle,2004-08-02 The McDonald s Corporation is

not only the largest system wide sales service in the world it is a phenomenon in its own right and is now recognized as the most famous brand in the world By providing a detailed analysis of the extent to which the McDonald s Corporation adapts or imposes its labour relations policies in Europe this volume represents a real life case study revealing the interaction between a global multi national enterprise and the regulatory systems of a number of different European countries Key features include an overview of the McDonald s Corporation s development and structure an analysis of its corporate culture and the issues of franchising an examination of key union strategies including systems of co determination consultation and collective bargaining a chapter dealing specifically with European legislation in particular the McDonald s European Works Council The author systematically analyzes the conflict between the McDonald s Corporation and the industrial relations systems of the European countries within which it operates and exposes this conflict as an unequal struggle between economic liberalism and collectivism

Changing Work Relationships in Industrialized Economies I?ik Urla

Zeytino?lu,1999-11-15 This book examines changing work relationships in industrialized economies within the context of economic restructuring and demographic variables The goal of this book is to examine experiences of industrialized economies in dealing with changing work relationships and discuss policy implications of creating such work relationships The thesis of the book is that non standard employment forms in restructuring economies affected all workers but particularly females and the youth Other demographic variables of education level race ethnicity immigrant status ability and economic class were also underlying forces in the construction and arrangements of non standard work Research shows both positive and negative effects of changing work relationships on workers though there is no conclusive result whether one or the other affect is stronger The discussion in this book pays attention to this debate and sheds light on it This book differs from others in its comprehensiveness of the coverage of work relationships referring to part time temporary casual telework and self employment without employees in its examination of a variety of variables including gender age race ethnicity immigrant status ability education level and economic class in the analysis of the topic in relation with the economic restructuring and in its initiative in collaboration of researchers from a variety of backgrounds and regions of the world that have expertise on changing work relationships

Varieties of Unionism Carola Frege,John E. Kelly,2004-08-19 As unions face an ongoing crisis all over the industrialized world they have often been portrayed as outmoded remnants of an old economic structure *Varieties of Unionism* presents important comparative research and analysis of union strategy and shows why revitalization is of fundamental importance

Understanding Human Resource Development Jim McGoldrick,Jim Stewart,Sandra Watson,2003-09-02 This edited volume contains original chapters by some of the leading researchers and writers in HRD It provides a definitive work on the design and conduct of research in HRD and identifies and examines the possibilities and limitations of particular methods and techniques Emerging debates on the purpose nature and practice and theoretical base of HRD are examined Each chapter is structured with Statement of aims Description of theoretical and

empirical context Identification and examination of methodological issues Description and evaluation of research design
Critical analysis and evaluation Key learning points **Law and Governance in an Enlarged European Union** George A. Bermann, Katharina Pistor, 2004-11-10 This book's principal aim is to critically address the institutional and substantive legal issues resulting from European enlargement chiefly those relating to the legal foundations on which the enlarged Union is being built The accession of new Member States creates the potential for a stronger and more powerful Europe Realising this potential however will depend on the ability of the EU to develop functional and effective governance structures both at the European level and at the level of the individual Member States While the *acquis communautaire* will ensure that formal laws in the new Member States will be aligned with those of existing members the question remains as to how effective institutions will be in implementing changes and what effects the imposed changes will have on the legitimacy of the new legal framework This book containing the work of leading scholars in law and social sciences examines the current and future legal framework for EU governance and the role that new members will or will not play in the creation of that framework paying particular attention to the specific challenges membership in the EU poses to the acceding states of Central and Eastern Europe It is a book which will contribute to and influence debates over constitutionalism and legal harmonisation in the EU *The Oxford Handbook of Participation in Organizations* Adrian Wilkinson, Paul J. Gollan, Mick Marchington, David Lewin, 2010-02-18 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

Strategic Choices in Reforming Public Service Employment C. Dell'Aringa, G. Della Rocca, B. Keller, Giuseppe Della Rocca, 2001-09-25 Although many industrialized countries have had to face the same political and economic pressures in reforming their public sectors there have been different reactions and a diversity of solutions to the emerging problems This book examines the most significant initiatives targeted towards the restructuring of public sector employment relations in countries belonging to the Organization for Economic Cooperation and Development The contributors focus on national and local governments and health education and social services The first section provides an up to date analysis of six European countries The second part considers the USA Canada New Zealand Australia and Japan

Historical Dictionary of Organized Labor Sjaak van der Velden, 2021-04-22 From the start of its existence organized labor has been the voice of workers to improve their economic social and political positions Beginning with small and very often illegal groups of involved workers it grew to the million member organizations that now exist around the globe It is studied from many different perspectives historical economic sociological and legal but it fundamentally involves the struggle for workers rights human rights and social justice In an often hostile environment organized labor has tried to make the world a fairer place Even though it has only ever covered a minority of employees in most countries its effects on their political economic and social systems have been generally positive Despite growing repression of organized labor in recent years membership numbers are still growing for the benefit of all employees including the non members Historical Dictionary of Organized Labor Fourth Edition makes the history of this important feature of life easily accessible The reader is guided through a chronology an introductory essay 600 entries on the subject appendixes with statistical material and an extensive bibliography including Internet sites This book gives a thorough introduction into past and present for historians economists sociologists journalists activists labor union leaders and anyone interested in the development of this important issue

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