

Researching *the* World of

WORK

STRATEGIES AND METHODS IN
STUDYING INDUSTRIAL RELATIONS

KEITH WHITFIELD AND
GEORGE STRAUSS
EDITORS

Researching The World Of Work Strategies And Methods In Studying Industrial Relations

Greg J Bamber, Russell D Lansbury



Researching The World Of Work Strategies And Methods In Studying Industrial Relations:

Researching the World of Work Keith Whitfield, George Strauss, 1998 The contributors to this text on industrial relations research methods represent four countries and a range of fields including economics sociology psychology law history and industrial relations They identify distinct strategies and suggest approaches for future appropriation **Researching the**

World of Work George Strauss, Keith Whitfield, 2018-05-31 This book the first on industrial relations research methods comes at a time when the field of industrial relations is in flux and research strategy has become more complex and varied Research that once focused on the relationship between labor and management now involves a wider range of issues This change has raised a number of key questions about how research should be done The contributors represent four countries and a range of fields including economics sociology psychology law history and industrial relations They identify distinctive research strategies and suggest approaches that might be appropriate in the future Among their concerns are the relative value of qualitative and quantitative methods of using primary and secondary data and of single versus multimethod techniques

The Evolution of Korean Industrial and Employment Relations Young-Myon Lee, Bruce E. Kaufman, 2018-06-29 The Evolution of Korean Industrial and Employment Relations explores current employment and workplace relations practice in South Korea tracing their origins to key historical events and giving cultural politico economic and global context to the inevitable cultural adaptation in one of Asia's miraculous democracies **Field Guide to Researching Employment and**

Industrial Relations Jane Parker, Noelle Donnelly, Sue Ressa, Mihajla Gavin, 2024-11-08 The field of employment and industrial relations explores a myriad of complex topics themes and phenomena and this book provides a guide for researching this fascinating area Investigating micro meso macro and cross national forms of analysis it is a crucial toolkit for researchers to consult in their studies **Building Trust and Constructive Conflict Management in Organizations**

Patricia Elgoibar, Martin Euwema, Lourdes Munduate, 2016-06-24 This book presents the most recent theoretical insights and practical intervention methods to rebuild trust between management and organized employees in organizations Offering a multidisciplinary perspective on trust and conflict management in organizations the book draws from diverse fields such as organizational psychology business law industrial relations and sociology It examines the often encountered breaches of trust between management and organized workers and the resulting destructive social conflicts social actions strikes or dramatic business decisions Its focus is on trust and conflict management at the organizational level in an industrial relations context that of employee representatives and management The book introduces a new theoretical approach the Tree of Trust designed to analyse and mediate the interconnected levels of trust and distrust in industrial relations It presents case studies and practical recommendations to build trust and constructive conflict management in the organizations and illustrates these by means of experiences from different countries around the globe Voices from the Shop Floor Anne Marie

Greene, 2017-07-12 This title was first published in 2001 This edition presents the view that strategies which aim for team

building without recognizing the importance of diversity are likely to have limited success This volume makes use of the an ethnographic account of an occupational industry based around lock manufacturing in England plus a number of ethnographically informed industrial relations accounts from the developing world The book presents some examples from the lock industry ethnographies exploring the experience of work on the assembly line in a lock factory from both the perspective of an ethnographic observer and then from the perspective of two assembly line workers themselves It also presents a developing world example The ethnographic observer s view is complemented and challenged by the accounts of the people rersearched The accounts provided give a small glimpse of the many themes that arise in the workplace

Comparative Employment Relations Susan Milner,2017-09-16 Comparative Employment Relations explores the interconnectedness of contemporary European economies by examining employment relations in three key European countries France Germany and Britain It offers an in depth comparative analysis of the issues that stand at the heart of employment relations pay and working conditions and how these are determined power relations between capital and labour how employment should be regulated and what role the state plays Key benefits Written in an engaging and accessible style Offers a unique systematic comparison between the three countries Handles complex theoretical concepts in a straightforward and innovative way This book fills the gap between single country studies of employment relations and more broad brush multi country approaches making it ideal for both undergraduate and postgraduate students studying employment and industrial relations

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

Researching Amongst Elites Luis L.M. Aguiar,Christopher J. Schneider,2016-04-22 Academics often direct their research across in order to examine issues that grip members of the middle classes or down in order to understand the difficulties workers and other marginalized groups endure Research that is directed up at individuals and groups with positions of greater wealth and power is less common yet studying up can contribute to our understanding of growing inequality economic polarization and social change by studying the rich powerful and elite in our society Presenting the latest empirical case studies from Canada The USA and Australia this volume explores the challenges and difficulties involved in conducting research amongst the rich and elite whilst shedding light on the manner in which power is harnessed protected and controlled to manage and manipulate resources A demonstration of the importance of studying up to our understanding of decision making governance and the nature of contemporary democracy in the global economy Researching Amongst Elites will be of interest to sociologists anthropologists and geographers working in areas such as social research methods social stratification the sociology of elites and relations of class wealth and power

The SAGE Handbook of Industrial Relations Paul Blyton,Edmund Heery,Nicolas Bacon,Jack Fiorito,2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top

flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a compete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

Employment with a Human Face John W. Budd, 2018-07-05 John W Budd contends that the turbulence of the current workplace and the importance of work for individuals and society make it vitally important that employment be given a human face Contradicting the traditional view of the employment relationship as a purely economic transaction with business wanting efficiency and workers wanting income Budd argues that equity and voice are equally important objectives The traditional narrow focus on efficiency must be balanced with employees entitlement to fair treatment equity and the opportunity to have meaningful input into decisions voice he says Only through a greater respect for these human concerns can broadly shared prosperity respect for human dignity and equal appreciation for the competing human rights of property and labor be achieved Budd proposes a fresh set of objectives for modern democracies efficiency equity and voice and supports this new triad with an intellectual framework for analyzing employment institutions and practices In the process he draws on scholarship from industrial relations law political science moral philosophy theology psychology sociology and economics and advances debates over free markets globalization human rights and ethics He applies his framework to important employment related topics such as workplace governance the New Deal industrial

relations system comparative industrial relations labor union strategies and globalization These analyses create a foundation for reforming employment practices social norms and public policies In the book s final chapter Budd advocates the creation of the field of human resources and industrial relations and explores the wider implications of this renewed conceptualization of industrial relations

The SAGE Dictionary of Qualitative Management Research Richard Thorpe, Robin Holt, 2007-12-19 This comprehensive work extends general ideas concepts and techniques of qualitative research into the realm of management research This is a crucial reference tool for anyone conducting research in this field of study CHOICE With over 100 entries on key concepts and theorists the Dictionary of Qualitative Management Research provides full coverage of the field explaining fundamental concepts and introducing new and unfamiliar terms This book provides Definitions Examples in the field of management studies Criticisms and possible future directions Engagingly written by specialists in each area this dictionary will be the definitive and essential companion to established textbooks and teaching materials in qualitative management research

International and Comparative Employment Relations Greg J Bamber, Russell D Lansbury, 2020-07-25 The most comprehensive and authoritative comparative analysis of employment relations Thomas Kochan Massachusetts Institute of Technology United States breaks new ground as an integrated account of the forces shaping employment relations William Brown University of Cambridge United Kingdom Established as the standard reference for a worldwide readership of students scholars and practitioners in international agencies governments companies and unions this text offers a systematic overview of international employment relations Chapters cover the United Kingdom United States Canada Australia Italy France Germany Denmark Japan South Korea China and India Experts examine the context of employment relations in each country economic historical legal social and political They consider the roles of the major players employers unions and governments They outline the processes of employment relations collective bargaining and arbitration consultation and employee involvement Topical issues are discussed non unionised workplaces novel forms of human resource management labour law reform multinational enterprises networked organisations differences between Asian and Western companies small and medium sized enterprises migrant workers technological change labour market flexibility and pay determination This sixth edition is fully revised with an emphasis on globalisation and comparative theories including concepts of convergence It offers a new framework for varieties of capitalism in the Introduction and concludes with an insightful account of the forces shaping employment relations in the world economy

Reassessing the Employment Relationship Edmund Heery, Peter Turnbull, 2010-11-10 Reassessing the Employment Relationship is an edited volume written by leading academics at Cardiff Business School Reflecting on the employment relationship as one of the central institutions of advanced capitalist economies it provides an extensive survey of the changing world of work The book offers a multi disciplinary analysis of the contemporary workplace and focuses on the key influences that are shaping the employment relationship globalization financialization regulation and the search for ethical

standards in human resource management There is insightful and authoritative treatment of some of the main developments in the employment relationship such as the rise of knowledge and customer service work increasing income inequality new forms of management control over work the spread of non union industrial relations and the rise to prominence of work life integration Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship and is an indispensable aid to students studying Industrial Relations Human Resource Management

Organizational Studies and Business Ethics PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at Cardiff University UK EDMUND HEERY is Professor of Employment Relations at Cardiff University UK PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University UK

Systems of Production

Brendan Burchell, Simon Deakin, Jonathan Michie, Jill Rubery, 2005-08-19 An impressive array of expert contributors come together to provide a study of issues such as labour market regulation and wages that have arisen from the fact that people have come to accept longer working hours as a way of life

Research Design Catherine Hakim, 2012-11-12 Providing a practical overview for graduates and professional researchers this book highlights the central issues involved in the design of medium to large scale social and economic research Covering both theoretical and policy research Hakim sets out the key features strengths and limitations of eight main types of study with illustrations from real life research of the kinds of questions each can best be used to answer This book also offers a more general pragmatic discussion of strategies for choosing between one design and another and on how different types of study can be successfully combined in wider ranging research programmes In this expanded second edition the author has added new material on areas of contemporary significance across the social and economic sciences New features to this edition are a chapter on cross national comparative studies more examples throughout the text of comparative research both within Europe and across modern societies discussions of student theses advocacy research selection effects and collaboration

Work Matters Sharon Bolton, Maeve Houlihan, 2009-02-09 Work Matters brings together a strong collection of narratives from the ethnographic field to discover the reality of pressure and change in the modern workplace Chapter by chapter experts in the field of work and employment examine empirical accounts and explain the forces shaping today's organisations through a critical contemporary perspective The result is a powerful compendium of voices that will provoke a reassessment of work trends and inform the future of policy and managerial practice Key benefits Understand the real issues that affect modern worklife within global capitalism from a range of perspectives Evaluate key debates about work quality through a flexible critical mindset and a social perspective Build a strong social understanding of work place issues through a diverse and international set of field accounts from the UK Europe the US Australia and New Zealand

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

On the Front Line Stephen J. Frenkel, Marek Korczynski, Karen A. Shire, May Tam, 2018-10-18 The importance of customer service is widely emphasized in business today This book offers the first comprehensive analysis of the organization and dynamics of front line work The volume is based on a four year study of over a thousand employees and eight leading companies in the United States Australia and Japan On the Front Line reveals similarities and differences found in work environments such as variance in authority relations and division of labor as well as significant contrasts between management approaches used in Japan and those used in the United States and Australia By examining how work differs among service sales and knowledge based settings it also shows how bureaucratic entrepreneurial and network forms of organization coexist in the informational economy This seminal analysis of work in the service sector offers both a benchmark for consultants working with customer contact organizations and valuable information for anyone concerned with the changing nature of work

Research Methods in Labour Law Alysia Blackham, Sean Cooney, 2024-08-06 This Handbook provides an accessible overview of the different methods approaches and theories which can be used to enrich labour law research Drawing on cutting edge research projects leading scholars present insights and reflections on the past present and future of labour law scholarship

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