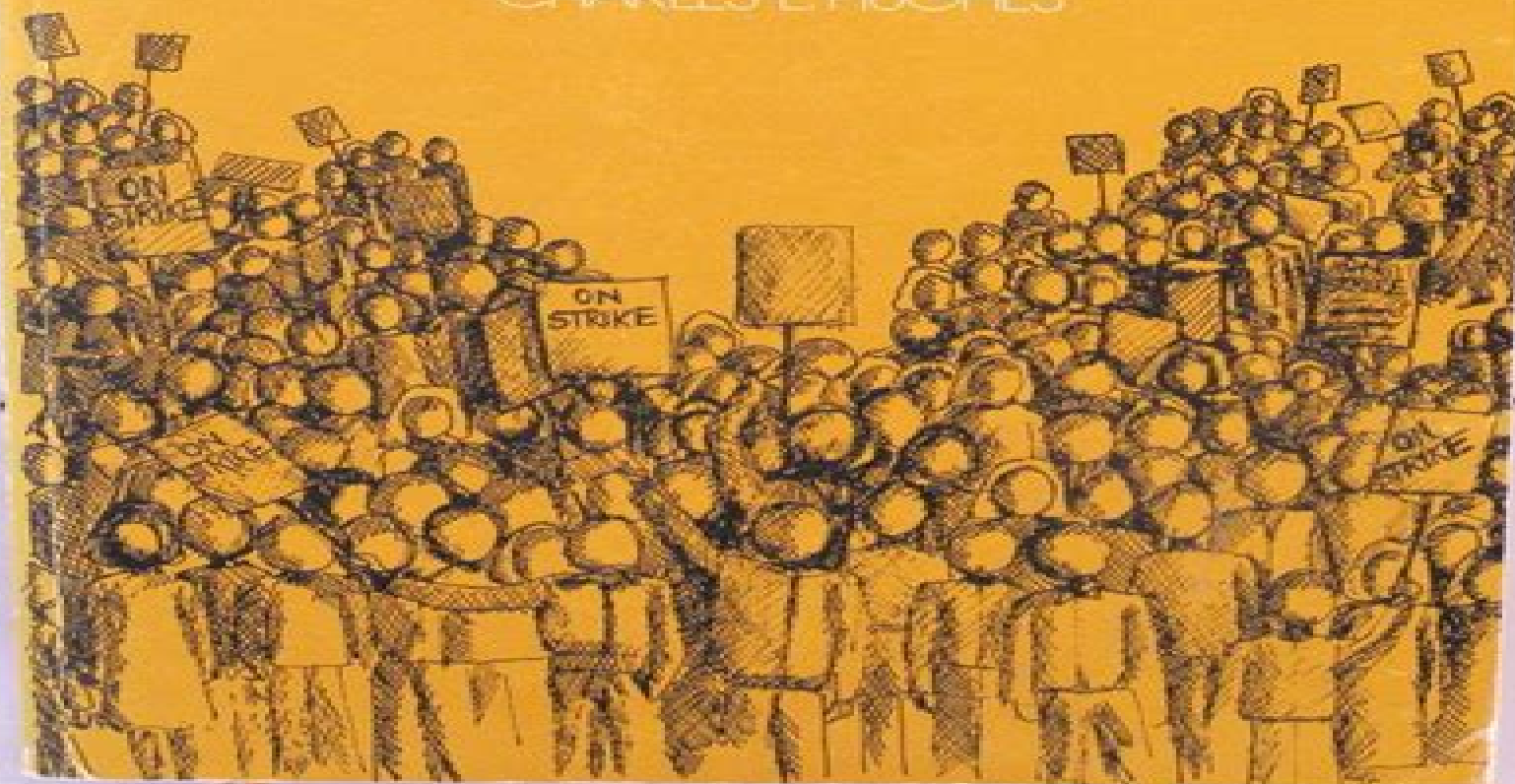


MAKING UNIONS UNNECESSARY

CHARLES L. HUGHES



Making Unions Unnecessary

Charles L. Hughes



Making Unions Unnecessary:

Making Unions Unnecessary Charles L. Hughes, 1976 The author an industrial psychologist management consultant discusses using Management by Objectives to make unions unnecessary just as it achieves objectives relating to sales profits and return on assets In developing strategies to stay union free readers will find out how to take a win win approach in dealing with employee attitudes value systems job design growth opportunity and advancement equal employment opportunity and pay and benefits An extensive appendix includes self audits checklists and surveys to help set up objectives and systems

Pressures in Today's Workplace United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor-Management Relations, 1979

The Rise and Fall of Corporate Social Responsibility Douglas M. Eicher, 2017-05-25 Corporate social responsibility was one of the most consequential business trends of the twentieth century Having spent decades burnishing reputations as both great places to work and generous philanthropists large corporations suddenly abandoned their commitment to their communities and employees during the 1980s and 1990s indicated by declining job security health insurance and corporate giving Douglas M Eicher argues that for most of the twentieth century the benevolence of large corporations functioned to stave off government regulations and unions as corporations voluntarily adopted more progressive workplace practices or made philanthropic contributions Eicher contends that as governmental and union threats to managerial prerogatives withered toward the century s end so did corporate social responsibility Today with shareholder value as their beacon large corporations have shred their social contract with their employees decimated unions avoided taxes and engaged in all manner of risky practices and corrupt politics This book is the first to cover the entire history of twentieth century corporate social responsibility It provides a valuable perspective from which to revisit the debate concerning the public purpose of large corporations It also offers new ideas that may transform the public debate about regulating larger corporations

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2016-05

The Employer's Legal Handbook Fred S. Steingold, 2021-07-01 Handle employment decisions legally and effectively from hiring to firing Employment laws change often Staying on top of them is essential to running an efficient fair workplace and heading off expensive lawsuits Use this must have desk reference to find answers to workplace questions quickly and easily The Employer s Legal Handbook is the go to guide for business owners and managers It covers the most common and current employment law issues you need to know about including applications interviews and hiring must have personnel policies wage and hour laws employee discipline and performance reviews health care insurance and other employee benefits employee taxes and payroll family and medical leave employee privacy illegal harassment and discrimination terminations downsizing and layoffs The 15th edition provides updated 50 state legal information and explains the latest developments in employment law including the rise of the remote workforce and other issues raised by the COVID 19 pandemic

Changing Contours of Work Stephen Sweet, Dr. Peter F. Meiksins, Peter

Meiksins,2020-04-24 A rich analysis of the American workplace in the larger context of an integrated global economy The authors frame the development of jobs in an international comparative perspective revealing the historical transformations of work and the profound effects these changes have had on lives jobs and life chances *Selected Articles on the Open Versus Closed Shop* Edwin Clyde Robbins,1911 *Public Opinion* ,1896 **For The Common Good** Herman E. Daly,1994-04-01 Winner of the Grawemeyer Award for Ideas Improving World Order 1992 Named New Options Best Political Book Economist Herman Daly and theologian John Cobb Jr demonstrate how conventional economics and a growth oriented industrial economy have led us to the brink of environmental disaster and show the possibility of a different future Named as one of the Top 50 Sustainability Books by University of Cambridges Programme for Sustainability Leadership and Greenleaf Publishing From Brass Knuckles to Briefcases ,1979 **The Employer's Legal Handbook** Aaron Hotfelter,2025-07-29 This book is a comprehensive guide to the major legal issues facing employers whether their workforce is on site or remote In Nolo s trademark plain English style this bestseller cuts through the legalese to provide all the information business owners and managers need to know to avoid legal problems and treat employees fairly **Working People of California** Daniel Cornford,2023-11-15 From the California Indians who labored in the Spanish missions to the immigrant workers on Silicon Valley s high tech assembly lines California s work force has had a complex and turbulent past marked by some of the sharpest and most significant battles fought by America s working people This anthology presents the work of scholars who are forging a new brand of social history one that reflects the diversity of California s labor force by paying close attention to the multicultural and gendered aspects of the past Readers will discover a refreshing chronological breadth to this volume as well as a balanced examination of both rural and urban communities Daniel Cornford s excellent general introduction provides essential historical background while his brief introductions to each chapter situate the essays in their larger contexts A list of further readings appears at the end of each chapter This title is part of UC Press s Voices Revived program which commemorates University of California Press s mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1995 Changing Contours of Work: Jobs and Opportunities in the New Economy Stephen Sweet,Peter Meiksins,2013 In the highly anticipated second edition of Changing Contours of Work Jobs and Opportunities in the New Economy authors Sweet and Meiskins once again provide a rich analysis of the American workplace in the larger context of an integrated global economy Through engaging vignettes and rich data this text frames the development of jobs and employment opportunities in an international comparative perspective revealing the historical transformations of work and identifying the profound effects that these changes have had on lives jobs and life chances This text brings into focus the many complexities of class race and gender inequalities in the modern day workplace as well as details the consequences of job insecurity and work schedules

mismatched to family needs Throughout strategic recommendations are offered that could help make the new economy work for us all **Oversight Hearings on the Subject "Has Labor Law Failed"** United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor-Management Relations,1985 **Labor Reform Act of 1977** United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor-Management Relations,1978 Labor Reform Act of 1977 United States. Congress. Senate. Committee on Human Resources. Subcommittee on Labor,1977

Changing Contours of Work Stephen A. Sweet,Peter Meiksins,2008 1 Mapping the Contours of Work 1 Scenes From the New Economy 3 Culture and Work 6 Structure and Work 11 Class Structures 12 Job Markets and Job Demands 13 Demography and the New Labor Force 16 Agency and Careers 18 Conclusion 20 2 How New Is the New Economy 23 The Old in the New 24 A Post Industrial Society 24 The End of Mass Production 26 New Cultures of Control 30 The End of Organized Labor 32 A New Global Economy 36 The Old in the New A Summary 38 Class Chasms in the New Economy 38 Class and Opportunity in the United States 39 Class and Opportunity in the Developing World 44 Are International Economic Divides Widening or Narrowing 46 Conclusion 51 3 Gender Chasms in the New Economy 53 When did Home Work Become Nonwork 54 Women s Participation in the Paid Labor Force in America 57 Gender Inequalities in Compensation 59 Socialization Career Selection and Career Paths 61 Interpersonal Discrimination in the Workplace 68 Structural Dimensions of Gender Discrimination 73 The Devaluation of Women s Work 74 How Job Designs Discriminate 75 Strategies to Bridge the Care Gaps International Comparisons 78 Conclusion 84 4 Race Ethnicity and Work Legacies of the Past Problems in the Present 87 Histories of Race Ethnicity and Work 88 African American Exceptionality 88 The Immigrant Experience 90 The Magnitude of Racial Inequality in the New Economy 93 Intergenerational Transmission of Resources 96 Race Ethnicity and Economic Capital 97 Race Ethnicity and Human Capital 98 Race Ethnicity and Social Capital 100 Race Ethnicity and Cultural Capital 102 Geographic Distribution of Race and Work Opportunity 104 Racial Discrimination 107 Prejudice and Discrimination 107 Racialized Jobs 109 Race Ethnicity and Work Social Policy 110 Affirmative Action 111 Immigration Policy 113 Conclusion 117 5 Whose Jobs Are Secure 119 Risk and Work Historical and Comparative Views 120 How Insecure Are Workers in the New Economy 125 The Costs of Job Loss and Insecurity 130 Responding to Insecurity Old and New Careers 134 Conclusion 139 6 A Fair Day s Work The Intensity and Scheduling of Jobs in the New Economy 141 Time Intensity and Work 142 How Long Are We Working Comparative Frameworks 145 Working Long Working Hard 151 Why Are Americans Working So Much 153 Nonstandard Schedules Jobs in a 24 7 Economy 157 How Americans Deal With Overwork 160 Conclusion 163 7 Reshaping the Contours of the New Economy 165 Opportunity Chasms 166 Class Chasms 166 Gender Chasms 167 Racial and Ethnic Chasms 168 International Chasms 169 The Agents of Change 171 The Role of Individuals 171 The Role of Activist Groups 173 The Role of Organized Labor 175 The Role of Employers 179 The Role of Government 182 The Role of International Organizations 187 Conclusion 192 *Against Labor* Rosemary Feurer,Chad Pearson,2017-03-21 Against Labor highlights

the tenacious efforts by employers to organize themselves as a class to contest labor Ranging across a spectrum of understudied issues essayists explore employer anti labor strategies and offer incisive portraits of people and organizations that aggressively opposed unions Other contributors examine the anti labor movement against a backdrop of larger forces such as the intersection of race and ethnicity with anti labor activity and anti unionism in the context of neoliberalism Timely and revealing Against Labor deepens our understanding of management history and employer activism and their metamorphic effects on workplace and society Contributors Michael Dennis Elizabeth Esch Rosemary Feurer Dolores E Janiewski Thomas A Klug Chad Pearson Peter Rachleff David Roediger Howard Stanger and Robert Woodrum **Hearings, Reports and Prints of the House Committee on Education and Labor** United States. Congress. House. Committee on Education and Labor,1978 **Mastering Public Administration** Jos C. N. Raadschelders,Brian R. Fry,2022-07-13 Raadschelders and Fry provide a singular investigation into the influence of 10 scholars on contemporary public administration as well as how significant their work continues to be on contemporary research In a field that is eclectic and pragmatic it is only fitting that the diversity of the following scholars reflects the diversity of the field of public administration Max Weber Frederick W Taylor Luther H Gulick Mary Parker Follett Elton Mayo Chester Barnard Herbert A Simon Charles E Lindblom Elinor Ostrom and Dwight Waldo The impacts of their personal life experiences on scholarly thought and their ideas about science and a science of public administration are used to enhance an examination of their ideas concepts and theories The writings of such a wide ranging group of scholars are also connected by a recognition of the growth and organizational independence of the field of public administration For the Fourth Edition a new perspective has been included a review of Elinor Ostrom s work provides valuable new material on organization and decision making that is applicable in many disciplines and across many fields In addition substantive updates to the scholarship and analysis found in each of the chapters in the book encourage new avenues for questions insight and exploration in the field of public administration

Making Unions Unnecessary Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Making Unions Unnecessary**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve to the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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Table of Contents Making Unions Unnecessary

1. Understanding the eBook Making Unions Unnecessary
 - The Rise of Digital Reading Making Unions Unnecessary
 - Advantages of eBooks Over Traditional Books
2. Identifying Making Unions Unnecessary
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Making Unions Unnecessary
 - User-Friendly Interface
4. Exploring eBook Recommendations from Making Unions Unnecessary
 - Personalized Recommendations
 - Making Unions Unnecessary User Reviews and Ratings
 - Making Unions Unnecessary and Bestseller Lists
5. Accessing Making Unions Unnecessary Free and Paid eBooks

- Making Unions Unnecessary Public Domain eBooks
- Making Unions Unnecessary eBook Subscription Services
- Making Unions Unnecessary Budget-Friendly Options
- 6. Navigating Making Unions Unnecessary eBook Formats
 - ePub, PDF, MOBI, and More
 - Making Unions Unnecessary Compatibility with Devices
 - Making Unions Unnecessary Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Making Unions Unnecessary
 - Highlighting and Note-Taking Making Unions Unnecessary
 - Interactive Elements Making Unions Unnecessary
- 8. Staying Engaged with Making Unions Unnecessary
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Making Unions Unnecessary
- 9. Balancing eBooks and Physical Books Making Unions Unnecessary
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Making Unions Unnecessary
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Making Unions Unnecessary
 - Setting Reading Goals Making Unions Unnecessary
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Making Unions Unnecessary
 - Fact-Checking eBook Content of Making Unions Unnecessary
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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