RESTRUCTURING THE EMPLOYMENT RELATIONSHIP

DUNCAN GALLIE, MICHAEL WHITE, YUAN CHENG AND MARK TOMLINSON

Restructuring The Employment Relationship

Jamie Peck

Restructuring The Employment Relationship:

Restructuring the Employment Relationship Duncan Gallie,2023 This study presents an analysis of the changes in British work experiences and employment relationships between the 1980s and 1990s and examines the impact of new technologies new management policies and contracts **Restructuring the Employment Relationship**,1998

Restructuring the Employment Relationship Jean Marie Clifton, 2000 The Changing Nature of Work Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, Kevin Gallagher, 1998-10 Human impacts on the environment are largely driven by economic forces If a more ecologically sustainable world is to be achieved significant changes must be made to the current growth and consumption dependent economic system The Frontier Issues in Economic Thought series was designed to assist the growing number of economists and others who are responding to the need for new thinking about economics in the face of environmental and social forces that are reshaping the world The Changing Nature of Work examines the causes and effects of the rapid transformation of the world of work It provides concise summaries of the key writings on work and workplace issues extending the frontiers of labor economics to include the often overlooked social and psychological dimensions of work The book begins with a foreword by former Secretary of Labor Robert Reich that presents labor in contemporary perspective An introductory overview provides a brief history of the changing nature of work and situates current problems in the context of longer term developments Following that are eight topical sections that feature three to five page summaries for each of the ten to twelve most important articles or book chapters on a subject Sections cover new directions in labor economics social and psychological dimensions of work and unemployment globalization and labor new technologies and organizational change flexibility and internal labor markets new patterns of industrial relations family gender paid and unpaid work difference and diversity in the workplaceThe book provides a roadmap for scholars on the vast and diverse literature concerning labor issues and affords students a guick overview of that rapidly changing field It is an important contribution to the series and is a valuable book for anyone interested in labor as well as for students and scholars of labor economics industrial sociology industrial relations social psychology and their respective disciplines **Employment** Relations Pauline Dibben, Geoffrey Wood, Gilton Klerck, 2011-02-18 Drawing on the latest research Employment Relations is a key text for anyone studying the CIPD Level 7 Advanced module Managing Employment Relations as well as all those looking to expand their knowledge and understanding in this area Covering both the conceptual debates and contextual factors relating to employment relations as well as key management interventions this is invaluable reading for anyone looking to understand both the theory and practice of employment relations With coverage of the main players in employment relations Trade Unions Employers and the State and critical discussion of the local national and global effects on employment relations Employment Relations provides a thorough grounding in the international context of employment relations With comprehensive consideration of key workplace issues including employee engagement discrimination conflict downsizing and redundancies this is ideal reading for students and practitioners alike Packed with exercises examples and case studies this book allows readers to take a critical approach to this crucial topic Online supporting resources include an instructor s manual lecture slides additional cases annotated web links and further reading Law, Corporate Governance and Partnerships at Work Mr Anthony O'Donnell, Ms Meredith Jones, Ms Shelley Marshall, Professor Ian Ramsay, Professor Richard Mitchell, 2013-02-28 This book examines how businesses manage their labour systems and particularly how they manage the complex interaction of factors which give rise to instances of partnership style relations between businesses and their employees The book draws from the literature concerning Varieties of Capitalism VoC and the different institutional and regulatory designs inherent in different types of political economy. The book is informed by a new and extensive set of empirical data from Australia that examines the activities of national and multinational business corporations their outlooks and relationships with stakeholders and relates these to new and evolving theoretical frameworks based in political economy and law The book places the Australian regulatory model within this international debate and assesses the extent to which the system does or does not fit into the general categorisation created in the VoC literature Labor, Business, and Change in Germany and the United States Kirsten S. Wever, 2001 Comprises five papers which compare industrial relations in Germany and the USA Focuses on the intersection between the strategies and practices of employers unions and employer associations and the cultural and institutional frameworks within which they operate Includes a general comparison of employment relations in the two countries Changing Industrial Relations & Modernisation of Labour Law Marco Biagi, 2003-01-01 Thirty three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of the late Marco Biagi a man who at the time of his violent and untimely death had shown himself to be the most insightful and committed international scholar in this complex and controversial and as it proved even dangerous field The topics covered range over many of Professor Biagi's special interests including the following the formulation of a new basis for labour law that could resolve new issues employee protection in corporate restructuring the trend toward individual enterprise bargaining a new European employment policy and what it might entail the growing phenomenon of flexibilisation the effects of an aging workforce the crucial nexus of free trade labour and human rights the promise of EU enlargement and protection of part time workers There is a lot of insight innovation and just clear thinking in this wide ranging and far reaching book It will be of exceptional value to scholars lawyers and others concerned with the extensive and unpredictable changes under way in today s world of work Sourcebook of Labor Markets Ivar Berg, Arne L. Kalleberg, 2012-12-06 A distinguished roster of contributors considers the state of the art of the field at the turn of the 21st century and charts an ambitious agenda for the future Following what the editors describe as an evolutionist approach to the study of labor markets the chapters address issues of continuity and discontinuity in a wide range of topics including markets and institutional structures employment relations and work structures patterns of stratification in the United States and

public policies opportunity structures and economic outcomes Research Handbook of Comparative Employment Relations Michael Barry, Adrian Wilkinson, 2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences. This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses The publishers too deserve accolades for their professionalism and first rate copy editing and production Debi S Saini Vision the Journal of Business Perspectives The book is a comprehensive volume of studies on employment relations in a wide variety of settings an enriching compendium Silvia Florea Management of Sustainable Development The Research Handbook of Comparative Employment Relations is an essential resource for those seeking to understand contemporary developments in the world of work and the way in which employment relations systems are evolving around the world Special consideration is given to the impact of globalisation and the role of multinational corporations including their consequences for the fate of workers rights under existing national systems of employment relations ER regulation This Handbook is unique in taking an explicitly comparative approach by discussing ER developments through a series of paired country comparisons These chapters include a wide selection of countries from all regions looking beyond those that are frequently discussed The expert contributors also examine comparative issues from a range of perspectives including industrial and employment relations political economy comparative politics and cross cultural studies These impressive features make this important reference tool the most comprehensive of its kind Academics and students in final year undergraduate and postgraduate courses interested in employment relations will find this compendium enriching and insightful **Challenges of European** Employment Relations Linda Dickens, Søren Kaj Andersen, International Industrial Relations Association. European Regional Congress, 2008-01-01 Has European economic and market integration curtailed the autonomy of national industrial relations actors and institutions Or has it reinforced their roles in securing much needed economic adjustment This important book offers a deeply informed comparative perspective on these questions drawing on empirical research on changing conditions within and beyond the EU The book builds on papers presented at the 8th European Regional Congress of the International Industrial Relations Association held in the UK in September 2007 The authors are leading academic authorities from Austria Belgium Canada Denmark Germany The Netherlands Norway Spain and the United Kingdom With detailed attention to such pervasive factors as the consequences of EU enlargement the shift from manufacturing to services changes in the gender composition and demographic profile of the labour force and the growing influence of multinational companies the authors address such issues as the following response of national employment regulatory traditions to

globalization privatization outsourcing and budgetary pressures emergence of new forms of competitive advantage for both employers and employees impact of EU mandated information and consultation mechanisms possibility of international union action and transnational solidarity flexicurity and the changing demographics of the labour force gender democracy in trade unions trade union mergers statutory minimum conditions as an alternative to collective bargaining regulation or culture change to promote equality treatment of posted and migrant workers within increasingly transnational labour markets growth in variable pay systems and possible rebirth of vocational training systems and apprenticeships Offering in depth comparative insights into the way in which national and international systems of employment relations are evolving rapidly in the face of cross cutting pressures for change this book illuminates a vastly complex state of affairs In practical terms its many insights into how current trends affect specific working conditions open the way to new initiatives in developing and maintaining a just and equitable employment relations regime for Europe and beyond 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 Research Handbook on Contemporary Human Resource Management for Health theoretical and practical perspective Care Aoife M. McDermott, Paula Hyde, Ariel C. Avgar, Louise FitzGerald, 2024-02-12 This insightful Research Handbook delivers a comprehensive analysis of the significant contemporary trends and issues affecting human resource management HRM for health care and their subsequent impact on individuals organisations and national health services This title contains one or more Open Access chapters The Global Labour Market Roger Blanpain, Michele Tiraboschi, Pablo Arellano Ortiz, 2008-01-01 As global power relations increasingly favour international capital it becomes crucial for labour and employment lawyers to center their field in a supranational context As long as wages social security and taxes remain national matters states compete at this level in order to attract foreign investment This does not bode well for employees or the self employed Most ameliorative measures come in the form of unenforceable and soft laward guidelines and recommendations The conference recorded in this vitally important book confronts this losing battle of local responses to global challenges The book reprints the papers submitted to that conference by twenty three outstanding scholars from fourteen countries Among the many critical issues they expose and discuss are the following and the proliferation of varieties of non standard employment and protection of migrant workers and rights by regional organizations and global and regional trends in the human resources function and work training and education policy and effectiveness of equality and non discrimination standards and involvement of employees in workplace decisionmaking and and the need for an equitable social safety net In the course of the discussion the authors examine cases from many countries including not only EU Member States both West and East and the U S but also Japan Chile South Africa and Indonesia With a focus on the nexus of multinational enterprises and international standards the book provides both a sharp image of where labour law stands in

todayand's worldand revealing serious social problems in a clearer light than is usually encounteredand and a very valuable guide to directions to pursue and potential solutions offered by some of the most engaged and committed minds in the field It is an indispensable resource for legal workers in this and eye of the stormand of globalization Change at Work Peter Cappelli, Laurie Bassi, Harry Katz, David Knoke, Paul Osterman, Michael Useem, 1997-02-27 A far reaching transformation is taking place in the US in the relationship between employers and employees The lessons learned from Japan and from best practice companies like IBM about how job security training and internal development can improve employee commitment and performance have given way to a new set of lessons about how companies can redue fixed costs increase flexibility and improve performance by eliminating the elaborate employment systems that prepared employees for long careers in the company Where the old arrangement protected employees from outside market forces the new ones drag the market right back in through downsizing contingent workforces hiring on the outside for new skills and compensation contingent on overall organizational performance New work systems that reengineer processes and empower employees flatten the organizational chart cutting management jobs in particular and reducing opportunities for career development The new arrangements shift many of the risks of business from the firm to the employees and make employees rather than employers responsible for developing their own skills and careers They also increase the demands placed on workers while reducing what they receive back for their efforts While morale is down and stress is up employee performance seems to be rising largely because of fear driven by the shortage of good jobs Change at Work explores the theme that employees have paid the price for the widespread restructuring of American firms as illustrated by reduced security greater effort and hours and reduced morale In this important study commissioned by the National Planning Asociation's Committee on New American Realities the authors consider how individuals and employers need to adapt to the new arrangements as well as the implications for important policy issues such as how skills will be developed where the attachment to the firms is sharply reduced The future is uncertain but the authors argue that the traditional relationship between employer and employee will continue to erode making this work essential reading for managers concerned with the profound impact corporate restructuring has had on the lives of workers <u>Labour Relations in a Changing Environment</u> Alan Gladstone, Hoyt Wheeler, Jacques Rojot, François Eyraud, Ruth Ben-Israel, 2015-03-30 No detailed description available for Labour Relations in Work-place Jamie Peck, 1996-04-06 Challenging the prevailing idea that labor markets are a Changing Environment governed by universal economic processes this significant work argues instead that labor markets develop in tandem with social and political institutions and thus function in locally specific ways Focusing on the complex social processes that lie at the heart of the labor market the author offers a provocative new perspective and proposes new ways of conducting research in the area **Industrial Relations** ,2009 The Future of Labour Law B. A. Hepple, 2004-10 This book by an internationally distinguished group of scholars examines the future of labour law from a wide variety of perspectives

Working in Restructured Workplaces Daniel B. Cornfield, Karen Campbell, Holly J. McCammon, 2001-07-27 What are the contemporary trends in workplace restructuring and the sociological impact on workers lives Around what concepts will work be organized and groups and individuals motivated in their work into the new century To give you definition and answers to these contemporary questions the editors of the sociological quarterly Work and Occupations assembled Working in Restructured Workplaces It addresses contradictory influences in contemporary workplace restructuring its impact on workers lives and the direction and nature of future changes in the workplace This authentic collection of sociological thought and research consists of previous works in Work and Occupations and some commissioned specifically for this book to focus on the nature causes and consequences of workplace restructuring The editors introduce a new concept of workplace restructuring to broaden your perspective and then assess implications for workers and their lives The chapters address four major themes Reconfiguring workplace status hierarchies Casualization of employment relationships Restructuring and worker marginalization Comparative labor responses to global restructuring The last two chapters chart new research agendas on the boundaries and durability of workplace restructuring

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