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**MANAGEMENT CONTROL
AND UNION POWER**

A Study of Labour Relations in Coal-Mining

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Management Control And Union Power A Study Of Labour Relations In Coal Mining

IM Harris



Management Control And Union Power A Study Of Labour Relations In Coal Mining:

Management Control and Union Power Christine Edwards, Edmund Heery, 1989 Detailing the attempts by the management of British coal companies to achieve control in the presence of one of Britain's most powerful unions Edwards and Heery here describe the processes of labor management employed at each level of the coal mining industry They evaluate the success of these processes in management terms and review the wider frequently unanticipated consequences of their adoption

Industrial Relations in the Privatised Coal Industry Emma Wallis, 2018-02-06 This title was first published in 2000 This book describes and accounts for the patterns of industrial relations which have emerged in the UK coal industry since privatization in 1994 In so doing it also addresses wider issues relating to industrial relations and ownership Labour relations practices currently evident within the industry are compared with those which prevailed during the final years of nationalization and a series of case studies demonstrates that both continuity and change are visible Whilst continuity with the patterns of labour relations established during the final decade of public ownership is shown to have had negative implications for organized labour within the industry however the changes associated with privatization are demonstrated to have been a more ambivalent force This book concludes that privatization has had a significant influence upon industrial relations within the industry and that organized labour has in general been detrimentally affected by these developments

Industrial Relations: Approaches to industrial relations and trends in national systems John E. Kelly, 2002 This set is designed to capture both the complexity of the field of industrial relations globally as well as bringing out the continuing relevance of competing theoretical approaches to the subject [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

The New Division of Labour Wolfgang Littek, Tony Charles, 2011-05-02 No detailed description available for The New Division of Labour

The New Politics of British Trade Unionism David Marsh, 1992 This is an introduction to the politics of trade unionism in contemporary Britain assessing the major changes in legislation policing and attitudes since 1979 as well as the broader social and economic trends to which these have been a response

Employee Ownership, Participation and Governance Dr Andrew Pendleton, 2002-01-04 This volume is an examination of the origins characteristics and performance of employee owned firms It focuses on firms that have converted to either partial or full employee ownership using recent

institutional fiscal and legal innovations Based on five years of empirical research this is a topical contribution to recent debates on the challenging nature of employment **The Labour Market Impact of the EU Enlargement** Floro Ernesto Caroleo, Francesco Pastore, 2010-03-18 Floro Ernesto Caroleo and Francesco Pastore This book was conceived to collect selected essays presented at the session on The Labour Market Impact of the European Union Enlargements A New Regional Geography of Europe of the XXII Conference of the Italian Association of Labour Economics AIEL The session aimed to stimulate the debate on the continuity fracture of regional patterns of development and employment in old and new European Union EU regions In particular we asked whether and how different the causes of emergence and the evolution of regional imbalances in the new EU members of Central and Eastern Europe CEE are compared to those in the old EU members Several contributions in this book suggest that a factor common to all backward regions often neglected in the literature is to be found in their higher than average degree of structural change or more precisely in the hardship they experience in coping with the process of structural change typical of all advanced economies In the new EU members of CEE structural change is still a consequence of the continuing process of transition from central planning to a market economy but also of what Fabrizio et al 2009 call the second transition namely that related to the run up to and entry in the EU

Reward Management Geoff White, Janet Druker, 2004-08-02 There have been fundamental changes in remuneration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development's reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material **The NUM and British Politics** Andrew Taylor, 2017-03-02 This book is the second of two volumes examining the place of the National Union of Mineworkers in post war British politics Covering the years 1969 to 1995 it charts reactions to the pit closures programme of the late 1950s and 1960s and the development of the NUM's reputation as the union that could topple governments This reputation influenced profoundly the relationship between the NUM and successive Labour and Conservative administrations underpinning changes in the state's approach to industrial disputes so vividly manifested in the strike of 1984-85 Following the same intellectual path as volume one this book concentrates on high politics and the relationship between the NUM the government and the National Coal Board It highlights many of the same key themes of the first volume particularly the internal political process whereby the mineworkers' tendency to fragmentation was managed and which was to eventually lead to the breakdown of this internal political process and the fragmentation of the NUM Volume two explores how these fractures impacted upon such key issues as the formation of the Broad Left the election of Joe Gormley as NUM President in 1971 and the strikes of 1972 and 1974 and relations with the

Wilson and Heath governments It then examines the election of Arthur Scargill in 1981 and the subsequent shifting of the union's political centre of gravity together with the Conservative government's determination to use the power of the state to destroy the power of the NUM The myths and legends surrounding the NUM and its power to bring down governments is still strong today yet this book challenges many of the notions surrounding its strength militancy and cohesiveness Instead what emerges is a more complex picture as the union struggled to translate local loyalties into national solidarity Whilst nationalisation initially helped this process growing frustration exploded at the end of the 1960s ushering in a period of

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

Varieties of Unionism Carola Frege, John 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 This book argues that despite structural shifts in the economy and in politics unions retain important functions for capitalist economies as well as for political democracy Union revitalization in the face of their current difficulties is therefore of fundamental importance The book charts the strategies unions are using to respond to global union decline and to revive their fortunes in five countries US UK Germany Italy and Spain providing a wide range of institutional settings union structures identities and union responses It provides a rich source of documentation about union activity but more importantly it goes beyond description to address two of the big questions in comparative research How can we explain cross country differences of union responses to global decline And how effective are these actions in helping to revitalize the labour movements Union strategies and union revitalization outcomes varied strongly across countries and were shaped by national industrial relations institutions as well as by the interactions between union employer and state strategies These findings support the argument for national divergence of the varieties of capitalism literature and challenge the globalization thesis which predicts a degree of

convergence in the fate of union movements across the advanced capitalist world There is no single revitalization strategy that works well for all union movements the same strategy is likely to produce different results in different countries Moreover evidence for variation in revitalization outcomes emerges most clearly when we adopt a multi dimensional conceptualization of revitalization moving beyond union membership and density to embrace economic and political power as well as the institutional dimension of union reform Despite serious revitalization attempts in all countries the scale of revitalization is extremely modest when compared to the great upsurges of unionism in history Varieties of Unionism presents important research and analysis of union strategy for academics and graduate students of Industrial Relations Management Politics Political Economy and Sociology **Historical Dictionary of Organized Labor** J. C.

Docherty,2004-02-03 Thoroughly updated this essential reference source introduces scholars to the study of organized labor on the international as well as national level Contains 400 entries describing the labor movements in countries around the world and the important people organizations ideas and political parties involved in organized labor Includes a summary list of past and present international labor leaders lists of global union federations and the affiliated organizations of major national labor federations and analytical lists of the membership of the International Confederation of Free Trade Unions

Trade Unions and their Members Heeryd,2016-07-27 The issue of trade union democracy has been the subject of considerable controversy in recent years The government has pursued a policy designed in part to give unions back to their members and the decline in the numbers of employees joining unions raises the question of whether trade unionism is losing its relevance This book presents research papers which deal with these issues and reveals how the unions are adopting to legislative and other changes as they enter the 1990s **Historical Dictionary of Organized Labor** James C.

Docherty,Sjaak van der Velden,2012-06-14 Organized labor is about the collective efforts of employees to improve their economic social and political position It can be studied from many different points of view historical economic sociological or legal but it is fundamentally about the struggle for human rights and social justice As a rule 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 History shows that when organized labor is repressed the whole society suffers and is made less just The Historical Dictionary of Organized Labor looks at the history of organized labor to see where it came from and where it has been This is done through a chronology an introductory essay appendixes a glossary of terms and an extensive bibliography The dictionary section has over 400 cross referenced entries on most countries international as well as national labor organizations major labor unions leaders and other aspects of organized labor such as changes in the composition of its membership This book is an excellent access point for students researchers and anyone wanting to know more about organized labor **British Economic and Social History** R. C.

Richardson,William Henry Chaloner,1996 **Global Energy Shifts** Bruce Podobnik,2008-11-20 A timely look at key

transitions in energy use over the past 100 years

Framing Work Edmund Heery, 2016 This book presents a broad ranging survey of contemporary writing about work and employment It identifies three broad traditions of research and commentary on work the unitary perspective the pluralist perspective and the critical perspective and describes the contemporary output of these traditions i e it surveys current research and argument found within these traditions The book also surveys debate between these traditions and the second part of the book presents a detailed account of debate over four current issues These issues are employee participation customer culture equality and diversity and the impact of the global financial crisis The source material for the book comes from the UK USA and other countries and the arguments contained within it have international relevance The book provides an overview of recent work on the employment relationship and the debate and controversy that can be seen in this area of study Framing Work will be of interest to academics researching and writing about employment and to advanced students in Industrial Relations Human Resource Management Organization Studies and Sociology

Heroic Defeats Miriam Golden, 1997 Heroic Defeats is a comparative investigation of how unions and firms interact when economic circumstances require substantial job loss Using simple game theory to generate testable propositions about when these situations will result in industrial conflict Professor Golden illustrates the theory in a range of situations between 1950 and 1985 in Japan Italy and Britain Additionally the author shows how the theory explains why strikes over job loss almost never occur in postwar unionized firms in the United States

Historical Studies in Industrial Relations, 2004

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