

New Forms of Work Organization and Employee Involvement in Two Case Study Sites: Plural, Mixed and Protean

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This article critically examines the introduction of new forms of work organization and employee involvement in two American electronics companies operating in the Republic of Ireland. The success of these initiatives was found to be intimately related to three factors: management commitment, workers' response and operational pressures. It was found that a number of different forms of labour regulation existed side-by-side within the same organization. This paper tries to account for the persistence of these 'older' forms of labour regulation. In addition, it is argued that workers remain suspicious of, and removed from, management.

Introduction

At present the industrial relations landscape would seem to be marked with little else but untenable positions, places fit only to retreat from. And this is true of both trade unions and employers. Management has endeavoured to dispense with an adversarial approach to employee relations and instead adopt more consensual forms of labour regulation. The 'old' unionism has had to concede that the ground it once occupied is moving fast from under its feet. Commentators speak of the need for or, indeed, the existence of, a new industrial relations, a movement from compliance to consent, the adoption of human resource management techniques and a new realism among trade unions (for example Bassett, 1986). In this varied literature new economic pressures are ascribed a talismanic presence. The new industrial relations (NIR) and human resource management (HRM) bespeak of a renewed effort and concern among employers to survive in the face of an austere economic environment.

Economic and Industrial Democracy (SAGE, London, Newbury Park and New Delhi), Vol. 14 (1993), 511-534.

New Forms Of Work Organisation

Rachel S Tattersall



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