



Alternative Industrial Relations Systems

- Nonunion Industrial Relations Patterns
 - Nonunion industrial relations systems exhibit three basic patterns
 - The common element across the three nonunion patterns is that management policy is influenced by a desire to stay nonunion
 - Policies are also guided by the firm's desire to pursue objectives that have little to do with union status
 - Many firms' policies contain elements of one of more of these patterns

Managing To Stay Nonunion

CO Houle



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