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Managing Employee Rights and Responsibilities Chimezie A. B. Osigweh, 1989-11-03 A companion to the editor's previous volume *Communicating Employee Responsibilities and Rights* this book summarizes the current state of knowledge in the area of employee responsibilities and rights and points to future directions for research and practice The contributors examine the theory behind employee rights and responsibilities and suggest the need for a shift from discipline specific orientations to the development of an interdisciplinary paradigm They emphasize the need to look at rights and responsibilities issues from a broad management context and examine the management of the various issues in modern organizations Detailed case studies of programs that have worked well short case examples court decisions and quantified data document specific ideas throughout the book The book is divided into four sections beginning with two introductory essays Three chapters follow that address legal issues such as legislation to protect against unjust discharge the current status of wrongful dismissal legislation and trends in Title VII discrimination legal theories In the next seven chapters that address human resources and management education perspectives the contributors treat topics involving positive discipline internal mechanisms for resolving employee complaints the ombudsman model of managing employee rights whistleblowing and the responsibilities of management education to help fulfill the rights of students and future business leaders The concluding section contains two chapters and

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