

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

John F. Geary

University of Warwick

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

**Roger Blanpain, Frank Hendrickx, Bernd
Waas**



New Forms Of Work Organisation:

New Forms of Work Organisation Lisl Klein, 1976-04-15 Monograph on new forms of work organisation and job design in connection with the quality of working life in Western Europe analyses individual Motivation and attitudes to work and job satisfaction and brief case studies on organisational choice etc and includes current trends and developments Bibliography p 103 to 106

Managing and Developing New Forms of Work Organisation George Kanawaty, 1981 *New Forms of Work Organization in Europe* Peter Grootings, Bjørn Gustavsen, Lajos Hächthy, A remarkable development in the sociology of work in recent years has been the explosion of brilliant cross national and cross cultural studies in Europe examining the conditions of labor against the background of different economic systems and differences within each of the major free market mixed welfare and planned economic systems that dot the European landscape In Vienna and Budapest in particular a group of intellectual workers have gotten together for what can only be described as breakthrough studies in the conditions and purposes of work in post industrial society The question of new forms of work organization focuses on job satisfaction participatory democracy in the work place levels of productivity and issues of health and safety in the occupational environment That these elements are important have long been known But what this collection of studies emphasizes is the specific mix that produced specific outcomes It does not shy away from dangerous and tough questions worker control and control of workers political participation in contexts of authoritarian regimes and personal rewards in contexts that once frowned upon private acquisition of capital The volume is rich in empirical studies and draws the theoretical implications that can and already have had vast policy consequences for workers in the modern context Issues relating to job rotation enrichment enlargement and autonomy and others related to new forms of organization starting with the shop floor and extending throughout the management of the enterprise as a whole are dealt with candidly The social character of labor long frowned upon as a mechanism for evading bread and butter issues is now recognized East and West as a dimension of concern that is growing precisely as the size and character of the labor sector is diminishing This is must reading for those interested in new forms of social and policy synthesis and ways of meliorating competing claims of different sectors in modern societies

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

The Effects on Labour Relations of New Forms of Organisation of Work in Firms Council of Europe. Steering Committee for Employment and Labour, 1994-01-01 On cover title Employment society

Globalisation, New and Emerging Technologies, and Sustainable Development Jesper Lindgaard Christensen, Birgitte Gregersen, Jacob Rubæk Holm, Edward Lorenz, 2021-05-03 This book explores the capacity of the Danish innovation system to respond to key societal challenges including the green imperative of achieving growth with environmental sustainability and the need to adapt to new and possibly disruptive changes in technology often referred to as the Fourth Industrial Revolution The book is divided into four main parts The first describes the evolving characteristics of the Danish system of research and

innovation with special attention to the role of policy at the national and regional levels The second part focuses on interorganisational relations including the position of Danish firms in national and global value chains The third part examines changes in labour markets and in the educational and training system and it considers the impact of new technologies including robotics and artificial intelligence on employment and skills The fourth part turns to issues of climate change and environmental sustainability including an assessment of the Danish economy's success in meeting the challenges of the UN Sustainable Development Goals The book will be of particular interest to small countries of which the Danish innovation system is representative but it also appeals more broadly to an audience interested in innovation systems and policies to support economic development *Flexible Working and Organisational Change* Bram Peper, J. van

Doorne-Huiskes, Laura den Dulk, 2005-01-01 The central aim of this book is to consider to what extent changes in organisations and in the nature of jobs are compatible with the need increasingly expressed by employees for greater integration between work and family life The book questions what sort of dilemmas modern and future employees face in terms of shaping their careers and organising their lives at home The authors formulate answers to these problematic questions by shedding light on relevant developments in the European labour markets the European workplaces in flexible working patterns changing preferences for working hours and in gender relations at work **Policy Responses to New**

Forms of Work OECD, 2019-03-21 This report provides a snapshot of the policy actions being taken by OECD EU and G20 countries in response to growing diversity in forms of employment with the aim of encouraging peer learning where countries are facing similar issues *New Forms of Employment in Europe* Roger Blanpain, Frank Hendrickx, Bernd Waas, 2016-11-30 The full time job is no longer an option for many people seeking employment It has been replaced by an ever expanding plethora of atypical employment relationships designed by employers to streamline their operations and or take advantage of information communications technology Numerous labour law issues arise demanding urgent attention How should law and policy best address these challenges This incomparable and timely book explores this contentious topic in depth presenting ten penetrating essays on aspects of the topic by leading European authorities followed by reports on new forms of employment in thirty five European countries Full scale analysis of new forms of employment their characteristics and their effects on working conditions and the labour market includes such issues as the following employment relationships with more than one employer discontinuous and or intermittent work work based on networking arrangements labour pooling crowdworking and crowdsourcing lack of worker representation rights for vulnerable migrant workers removal of wage and hours threshold false self employment non payment of small amounts e g holiday pay portage salarial voucher based work ICT based mobile work organizations offering specific administrative services need for safety nets for workers and existing and potential monitoring and control mechanisms Relevant EU Directives and national legal frameworks regarding new forms of employment are fully discussed with an emphasis on recent trends and proposed

solutions This volume raises awareness of the problems generated by new emerging forms of employment and provides some answers and insights including lessons to be learned from current developments In particular the authors bringing to light of issues that have not been sufficiently addressed so far under European law will be welcomed by labour law practitioners company legal counsel human resources professionals and academics in the field **Reconnection** Karen Evans, Beatrix Niemeyer, 2006-03-30 This book is based on the work of a European partnership whose members came together from Belgium England Finland Germany Portugal and Greece with the support of funding from the EU Socrates Programme Our goal was to work collaboratively to generate new ways of thinking about the situation of people aged between 14 and 25 who are at risk of or experiencing social exclusion set in the context of a unique international analysis of policies contexts and perspectives on the problems of social exclusion in Europe and the challenges of promoting lifelong learning among those who have rejected it early in life We set out to examine programmes which help people to RE ENTER pathways of education and training but ended with approaches which are better characterised by their ability to RECONNECT people not only to opportunities in the social structures but also to each other and to their communities We have developed new models and guidelines based on analysis of the best of European practice using the distinctive approaches of situated learning By an iterative and collaborative method of working we have arrived at the concept and approaches of Learning Communities Centred on Practice LCPs which lie at the heart of this volume

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