Managing to Change?

British Workplaces and the Future of Work

Michael White, Stephen Hill, Colin Mills and Deborah Smeaton

The Future of Work Series General Editor: Peter Nolan





Managing To Change British Workplaces And The Future Of Work

Adrian Wilkinson, Nicolas Bacon, Tom Redman, Scott Snell

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financialization regulation and the search for ethical standards in human resource management There is insightful and authoritative treatment of some of the main developments in the employment relationship such as the rise of knowledge and customer service work increasing income inequality new forms of management control over work the spread of non union industrial relations and the rise to prominence of work life integration Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship and is an indispensible aid to students studying Industrial Relations Human Resource Management Organizational Studies and Business Ethics PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at Cardiff University UK EDMUND HEERY is Professor of Employment Relations at Cardiff University UK PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University UK The Meaning of Work in the New Economy C. Baldry, P. Bain, P. Taylor, J. Hyman, D. Scholarios, A. Marks, A. Watson, Kay Gilbert, Dirk Bunzel, Gregor Gall, 2007-03-27 This book analyzes the multiple levels of meaning which people attach to work today and the role of work in people s lives By looking at call centres and software development the book evaluates some of the claims made for the knowledge economy and argues that defining the work life boundary is a constant problem for many workers Work-Life Balance in the 21st Century D. Houston, 2005-04-04 As we begin the twenty first century UK employees work the longest hours in Europe Workplace stress and home responsibilities are among the top five causes of absence from work Yet work life balance has emerged as a key concern for employers policy makers and the media This edited volume contains findings from 14 research projects within the ESRC s Future of Work Programme The research examines the notion of employment flexibility and the effects of gender and care responsibilities on work and work performance Conflicting needs of employers and employees and the gender divisions in work and family life call into question the feasibility of achieving the Government's aim of work life balance for everyone Managing Human Resources Stephen Bach, 2009-02-09 This new and thoroughly revised edition of the best selling Personnel Management text by Stephen Bach provides anauthoritative analysis of the latest developments in the field forstudents and professionals new chapters reflect the importance of the EU dimension thenew diversity race agenda led by Brussels the extended networkorganization new training practices and the growing importance of MNCs both for the UK economy as a whole and as a guide to bestpractice clearly and comprehensively explains the current complex HRscene with its different levels and layers

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role the recession played in shaping employees experiences of work It draws on findings from the 2011 Workplace Employment Relations Study comparing these with the results of the previous study conducted in 2004 These surveys each collecting responses from around 2 500 workplace managers 1 000 employee representatives and over 20 000 employees provide the most comprehensive portrait available of workplace employment relations in Britain The book provides an in depth analysis of the changes made to employment practices through the recession and of the impact that the economic downturn had on the shape and character of the employment relationship Ethnicity and Gender at Work H. Bradley, G. Healy, 2008-04-30 Using an international approach this book demonstrates the way that the intersection of gendered and ethnic identities operate at work and home It provides an authoritative account of ethnicity and gender at work and the theoretical underpinning explanations Modernising European Union labour law Great Britain: Parliament: House of Lords: European Union Committee, 2007-06-27 In its Green Paper about the need for labour market reform the European Commission argued that the increasing diversity of 21st century working relationships means that existing labour law is no longer adequate This report brings together the evidence from a wide range f experts and representative bodies about these issues as they affect the UK labour market It finds that the evidence does not support the Commission The consensus is that the relatively light regulation of the UK labour market is advantageous and that problems of social disadvantage and structural unemployment are better addressed by measures aimed at tackling poor skills and social inequality rather than changing labour law The report therefore recommends that efforts at EU level should focus on the promotion and sharing of good practice rather than the introduction of new legislation **Resourcing and Talent Management** Stephen Taylor, 2014-02-24 Resourcing and Talent Management is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module Mapped to the CIPD unit this textbook offers broad and accessible coverage of topics such as employment markets flexibility fairness diversity human resource planning recruitment employer branding retention and retirement Dismissals and redundancy are also discussed in depth This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples content on technological developments including e recruitment and resourcing through social media and increased coverage of ethics and CSR Its comprehensive scope makes it ideal for those studying any resourcing talent management or recruitment and selection module Online supporting resources for lecturers include an instructor s manual lecture slides and feedback on exercises in the book Student resources include web links for each chapter **Employee Voice and Participation** Jeff Hyman, 2018-06-13 Employee participation and voice EPV concern power and influence Traditionally EPV has encompassed worker attempts to wrest control from employers through radical societal transformation or to share control through collective regulation by trade unions This book offers a controversial alternative arguing that in recent years participation has shifted direction In Employee Voice and Participation the author contends that participation has moved away from employee attempts to secure autonomy and

influence over organisational affairs to one in which management ideas and initiatives have taken centre stage This shift has been bolstered in the UK and USA by economic policies that treat regulation as an obstacle to competitive performance Through an examination of the development of ideas and practice surrounding employee voice and participation this volume tracks the story from the earliest attempts at securing worker control through to the rise of trade unions and today s managerial efforts to contain union influence It also explores the negative consequences of these changes and though the outlook is pessimistic considers possible approaches to address the growing power imbalance between employers and workers Employee Voice and Participation will be an excellent supplementary text for advanced students of employment relations and Human Resource Management HRM It will also be a valuable read for researchers policy makers trade unions and HRM professionals People Resourcing Stephen Taylor, 2005 People Resourcing is the leading textbook for students taking the CIPD People Resourcing module The text provides a highly practical and accessible text for students taking modules in this area All the main elements of people resourcing are examined in detail There is a particular focus on human resource planning recruitment advertising performance management dismissal and redundancy and retirement A wide range of examples drawn from different sectors and occupational groups illustrate the core concepts The author is one of the CIPD s national examiners for Leadership and Management and has a wide range of experience as an examiner and lecturer in the Human Resource Management area

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