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FINDING A VOICE AT WORK?

New Perspectives on
Employment Relations

EDITED BY STEWART JOHNSTONE & PETER ACKERS

Finding A Voice At Work New Perspectives On Employment Relations

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Finding A Voice At Work New Perspectives On Employment Relations:

Finding a Voice at Work? Stewart Johnstone, Peter Ackers, 2015-02-19 How much say should employees have in the running of business organizations and what form should the voice take This is both the oldest and latest question in employment relations Answers to these questions reflect our fundamental assumptions about the nature of the employment relationship and inform our views on almost every aspect of Human Resource Management HRM and Employment Relations Voice can also mean different things to different people For some employee voice is a synonym for trade union representation which aims to defend and promote the collective interests of workers For others voice is means of enhancing employee commitment and organisational performance Others advocate workers control as an alternative to conventional capitalist organisations which are run for shareholders There is thus both a moral and political argument for a measure of democracy at work as well as a business case argument which views voice as a potential link in the quest for increased organisational performance The key debate for employment relations is which of the approaches works best in delivering outcomes which balance competitiveness and productivity on the one hand and fair treatment of workers and social justice on the other Policy makers need pragmatic answers to enduring questions what works best in different contexts what are the conditions of success and what are the drawbacks Some of the most significant developments in employee voice have taken place within the European Union with various public policy and employer experiments attracting extensive academic research The book offers a critical assessment of the main contemporary concepts and models of voice in the UK and Europe and provides an in depth theoretical and empirical exploration of employee voice in one accessible and cohesive collection The Palgrave Handbook of Workers' Participation at Plant Level Stefan Berger, Ludger Pries, Manfred Wannöfel, 2019-01-21 Comprising the study documentation and comparison of plant level workers participation around the world this volume meets the challenge of offering a global perspective on workers participation representation and models of social partnership Value chains economic life inter cultural exchange and knowledge as well as the mobility of persons and ideas increasingly cross the borders of nation states In the knowledge age the active participation of workers in organizations is crucially important for sustainable and long term growth and innovation This handbook offers lessons from historical global accounts of workers participation at plant level even as it looks forward to predict forthcoming trends in participation **Developing Positive Employment Relations** Stewart Johnstone, Adrian Wilkinson, 2016-05-25 Offering a critical assessment of the main conceptual debates concerning labour management partnership and cooperation at the workplace this book evaluates the search for positive employment relations in five countries The provision of collective employee representation normally through trade unions is central to most definitions of labour management partnership and the aim is to develop collaborative relationships between unions employers and employee representatives for the benefit all parties While traditionally associated with employment relations in the coordinated market economies of the continental European nations partnership

approaches have attracted increasing attention in recent decades in the liberal market economies of the UK Ireland USA Australia and New Zealand Developing Positive Employment Relations assesses the conceptual debates reviews the employment relations context in each of these countries and provides workplace case studies of the dynamics of partnership at the enterprise level Focusing or Fragmenting Representation at Work? Andy Hodder, Miguel Martínez Lucio, 2025-04-22 Reflecting on how existing forms of workplace representation have changed Focusing or Fragmenting Representation at Work raises proactive and thought provoking questions for researchers examining trade unions industrial relations and the sociology of work as well as current trade unionists and trade union representatives A Research Agenda for Work and Employment Stephen Procter, 2024-06-05 A Research Agenda for Work and Employment critically analyses forthcoming developments and pressing issues within employment studies By exploring crucial questions on changing employer demands and new forms of employment it addresses the core topics shaping this fascinating area of business studies today **Introducing Employment Relations** Steve Williams, 2017 The most trusted and thought provoking introduction to employment relations this book examines key employee relations issues from a critical perspective using contemporary research and a wealth of real life examples and carefully designed learning features **Encyclopedia of Human Resource Management** Stewart Johnstone, Jenny K. Rodriguez, Adrian Wilkinson, 2023-02-14 Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough unconscious bias platform work and Great Resignation this second edition of the Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts Perspectives on Work, 1999 *New Perspectives on International Industrial/Organizational Psychology* P. Christopher Earley, Miriam Erez, 1997-07-17 In order to produce a truly cross cultural approach that advances both theoretical and methodological issues about half of the volume's chapters team colleagues from different cultures working on a similar cross cultural research topic All the contributors focus on recent developments rather than simply reviewing the traditional literature within a specific area They shed new light on how an employee's role may differ vastly across cultural borders and what this might suggest about specific work practices **Film and Video Finder, 1997**, 1997 **Cases and Materials on Employment Discrimination** Michael J. Zimmer, 2000 **Business and Economic Review**, 1981 Caribbean Quarterly, 2002 **An Index to Women's Studies Anthologies** Sara Brown Miller, Ruth Dickstein, 1996 **The Parliamentary Debates (official Report)**. Great Britain. Parliament. House of Commons, 1922 Parliamentary Debates (Hansard). Great Britain. Parliament. House of Commons, 1922 Contains the 4th session of the 28th Parliament through the session of the Parliament *New England Journal of Education* Thomas Williams Bicknell, Albert Edward Winship, Anson Wood Belding, 1902 Oil, Paint and Drug Reporter and New York Druggists' Price Current, 1919 Vols include the proceedings some summarized some official stenographic reports of the National Wholesale Druggists Association called 18 1882 Western

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