

# **Economic Democracy and Financial Participation**

*A comparative study*

Daryl D'art

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# Economic Democracy And Financial Participation A Comparative Study

**Albert A Gayle**



## **Economic Democracy And Financial Participation A Comparative Study:**

**Economic Democracy and Financial Participation: A Comparative Study** Daryl D'Art, 1992     Economic Democracy and Financial Participation Daryl D'Art, 2002-03-11 The ideas of economic democracy and financial participation are not new The International Congress on profit sharing first met in Paris in 1889 However since then the numerous schemes have met with mixed reactions and various levels of success In *Economic Democracy and Financial Participation* Daryl D Art has two objectives Firstly to examine if and under what conditions profit sharing schemes and employee shareholding can motivate workers and generate cooperative striving Secondly he identifies the schemes of financial participation which have the potential to realise economic democracy within the individual firm and wider society

**Economic Elites, Crises, and Democracy** Andres Solimano, 2014-09-01 *Economic Elites Crises and Democracy* analyzes critical topics of contemporaneous capitalism Andr s Solimano President of the International Center for Globalization and Development focuses on economic elites and the super rich the nature of entrepreneurship the rise of corporate s technostucture the internal fragmentation of the middle class and the marginalization of the working poor While examining historical episodes of economic and financial crises from the 19th century to the present he reviews a variety of related economic theories and policies including austerity which have been enacted in attempts to overcome these crises Solimano also examines patterns of international mobility of capital and knowledge elites along with the rise of global social movements and migration diasporas The book ends with an analysis of the concept modalities and potential areas of the application of economic democracy to reform 21st century global capitalism     **Employee Ownership, Participation and Governance**

Dr Andrew Pendleton, 2002-01-04 This volume is an examination of the origins characteristics and performance of employee owned firms It focuses on firms that have converted to either partial or full employee ownership using recent institutional fiscal and legal innovations Based on five years of empirical research this is a topical contribution to recent debates on the challenging nature of employment     Advances in the Economic Analysis of Participatory and Labor-Managed Firms

Doug Kruse, 2013-12-06 Ownership and decision making are key issues in current debates among corporate labor and policy leaders This volume contains cutting edge research on the causes and effects of financial and decision making participation around the globe plus theory and thought pieces on the meaning and value of employee ownership in a rapidly changing world     *Handbook of Research on Comparative Human Resource Management*

Chris Brewster, Wolfgang Mayrhofer, Elaine Farndale, 2018-04-27 This second updated and extended edition of the *Handbook of Research on Comparative Human Resource Management* draws on the work of many of the world s leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world     *Profit Sharing and Company Performance* Marija

Ugarkovic,2007-11-27 There has been a long tradition of academic research on the nature and consequences of employee financial participation Due to its various potential benefits this topic has recently attracted renewed interest both among academics and policy makers in Europe Marija Ugarkovic examines whether financial participation can contribute to a more equitable distribution of income and wealth whether it can increase employment and lead to improved company performance The author uses a large scale German establishment panel and proves the beneficial impact on productivity and employment In addition she shows that profit sharing does not lead to a reduction of base wages but is paid in addition to regular wages It becomes evident that profit sharing has more positive effects for large firms than for small and medium sized companies

Employee Partnership Pay and Employer Flexibility United States. Congress. House. Committee on Small Business. Subcommittee on Regulation, Business Opportunities, and Technology,1994 Distributed to some depository libraries in microfiche

**Human Resource Management** David G. Collings,Geoffrey Wood,Leslie T. Szamosi,2025-06-06 Written by an international team of respected scholars Human Resource Management A Critical Approach 3rd edition adopts a critical perspective to examine the core management function of human resource management HRM in all its complexity including its darker sides Despite over three decades of debate around the nature of HRM its intellectual boundaries and its application in practice the field continues to be dogged by several theoretical and practical limitations This textbook opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this third edition examine HRM and consider issues including diversity and inclusion employee well being digitalisation and AI sustainable HRM and gig work and job deconstruction This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals seeking to deepen their understanding of the complexities of their field

**Sharing in the Company** Erik Poutsma,Paul E. M. Ligthart,2017-06-12 Volume 17 of Advances in the Economic Analysis of Participatory and Labor Managed Firms provides detailed analysis on standard econometric studies to new institutional economics to behavioral economics

**Are Trade Unions Still Relevant?** Dr Tom Turner,Dr Daryl D'Art,Dr Michelle O'Sullivan,2013-05-24 This edited collection examines the relevance of trade unions 100 years on from the 1913 Lockout in Dublin The general argument underpinning the papers in this book is that trade unions are still relevant in the 21st century since they provide an independent collective representation for workers and address the power imbalance between the worker and employer All of the chapter authors are based at the Department of Personnel and Employment Relations Kemmy Business School University of Limerick The chapters are grouped under three broad headings The demand for trade unions in the 21st century partnership at work and the legal context of union recognition and case studies dealing with union organising and recognition campaigns This book provides a focus on an area not covered in any detailed way by any comparable text book It will be of interest to undergraduates and postgraduates in the area of employment relations and to practioners such as trade

union officials and human resource managers In addition it will be of interest to a wider body of academics internationally who wish to understand trade unions in Ireland for comparative purposes

**The Oxford Handbook of Participation in Organizations** Adrian Wilkinson,Paul J. Gollan,Mick Marchington,David Lewin,2010-02-19 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

**Incentivising Employees** Ingrid Landau,Ann O'Connell,Ian Ramsay,2013-02-01 Employee share ownership has the potential to generate a culture of enterprise and innovation and build national wealth and savings This book is the culmination of a multi year research project funded by the Australian Research Council and represents the first detailed discussion of the theory policy and practice of employee share ownership plans ESOPs in Australia The topics examined in the book are key legal and policy issues relevant to ESOPs the current incidence and forms of ESOPs in Australia the corporate law and taxation law frameworks why employers implement ESOPs and why employees participate in them international comparisons and recommendations for reform

**International Human Resource Management** Michael Dickmann,Chris Brewster,Paul Sparrow,2016-02-19 International Human Resource Management provides a concise overview of the rich HR landscape in Europe to help students develop cutting edge people management approaches The innovative multi disciplinary approach of the book provides a holistic picture of the key issues on the individual organizational and societal levels The book is divided into three parts Part I explores the institutional and economic contexts that organizations face in different European countries This section goes beyond exploring issues of

diversity to include a discussion of the impact of the recent financial crisis Part II concentrates on the key challenges and trends facing HR including an aging population migration and sustainability and analyzes the unique and inventive ways these are addressed in different countries across Europe Part III focuses on the fundamental HR areas recruitment and selection performance management and rewards employment relations global careers and so forth and the ways in which these policies and practices are shaped by the European Union With broader coverage the latest thinking in the field and cutting edge cases examples and insights this book will prove a highly valuable resource for students researchers and practitioners working in human resource management and international business     The Origins of Economic Democracy

Michael Poole,2017-09-29 This work originally published in 1989 examines a highly important phenomenon the growth of profit sharing and share ownership schemes for employees within the company The Origins of Economic Democracy traces the origins and developments of such schemes internationally and presents an explanatory framework for understanding their emergence Both legislation and economic conditions play key roles in determining the popularity of such schemes for companies and their employees The subject of profit sharing is of vital importance to companies endeavouring to improve their financial performance while increasing the degree of job satisfaction and organizational loyalty of staff members

Promoting Social Dialogue in European Organizations Martin Euwema,Lourdes Munduate,Patricia Elgoibar,Erica Pender,Ana Belén García,2014-12-08 This volume focuses on describing the social dialogue system in organizations from an Human Resources Management perspective Based on the NEIRE model for industrial relations key factors are determined contributing to creative social dialogue in European organizations Actual data from surveys and interviews from more than 700 CEO and HR managers in eleven European countries give insights in the experiences with and expectations of employers of social dialogue The volume offers a comprehensive introduction to the historical context and current situation in social dialogue in these countries This context helps to understand the current major challenges in each country when it comes to a vital social dialogue Using good practices from many organizations this book offers an agenda for innovative and cooperative social dialogue in organizations     *Advances in the Economic Analysis of Participatory & Labor-Managed Firms* Antti Kauhanen,2015-12-14 The articles in this volume offer stimulating research on the relationship among business cycles participatory and labor managed organizations and employee voice These contributions take various theoretical and empirical approaches and investigate many industries and countries thus offering a balanced view on these current topics

International Labour Documentation ,1994     **Human Resource Management and the Institutional Perspective** Geoffrey Wood,Chris Brewster,Michael Brookes,2014-06-05 One of the most influential debates across business and management studies has centered on the relative impact of institutions on the fortunes of firms and nations However analyses have primarily focused on institutional effects on societal features rather than actual firm practices This volume brings together recent trends in comparative institutional analysis with a rich body of data on firm level human resource

management practice consolidating and extending more than a decade of research on the topic Human Resource Management and the Institutional Perspective explores the overlapping and distinct elements in work and employment relations both within and across country lines The authors focus on intra firm relations internal diversity within varieties of capitalism and the uneven and experimental nature of systemic change all the while employing an impressive level of theoretical rigor and empirical evidence In a single volume this text unites soundly based theoretically strong and empirically new chapters that bring advances in institutional theory to bear on the subject of international and comparative human resource management This book is a valuable resource for students and scholars interested in contemporary developments in institutional theory the relationship between regulation and practice and innovation and continuity in human resource management

*The Oxford Handbook of Employment Relations* Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13

There have been numerous accounts exploring the relationship between institutions and firm practices However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management

## Whispering the Secrets of Language: An Mental Journey through **Economic Democracy And Financial Participation A Comparative Study**

In a digitally-driven earth wherever displays reign supreme and immediate communication drowns out the subtleties of language, the profound techniques and mental nuances hidden within phrases usually go unheard. However, set within the pages of **Economic Democracy And Financial Participation A Comparative Study** a fascinating fictional value pulsing with raw emotions, lies a fantastic journey waiting to be undertaken. Published by an experienced wordsmith, this wonderful opus attracts viewers on an introspective trip, gently unraveling the veiled truths and profound influence resonating within ab muscles cloth of each word. Within the emotional depths of this poignant evaluation, we shall embark upon a sincere exploration of the book is core subjects, dissect its charming publishing fashion, and yield to the strong resonance it evokes deep within the recesses of readers hearts.

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