

# Employee Representation

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*Alternatives and  
Future Directions*

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Bruce E. Kaufman and Morris M. Kleiner, Editors

# Employee Representation Alternatives And Future Directions Industrial Relations Research Association

**Charles Heckscher, Paul Adler**



## **Employee Representation Alternatives And Future Directions Industrial Relations Research Association:**

Employee Representation Bruce E. Kaufman, Morris M. Kleiner, 1993      *Employee Representation in Non-Union Firms* Paul Gollan, 2006-12-28 Provides a wide ranging and though provoking analysis of non union forms of employee representation While it will unquestionably be of interest to scholars and students specializing in the burgeoning field of non union employee relations there is much useful material that could inform union responses to membership decline British Journal of Industrial Relations Paul Gollan s book is an important contribution to our understanding of the significance of non union employee representation in Britain and its implications for the future of employment relations It is highly recommended Russell Lansbury Professor of Work Organisational Studies University of Sydney Can employees have effective voice without independent collective organisation In the UK unlike most of continental Europe government and employers typically answer yes Gollan s detailed study provides sound reasons for scepticism Richard Hyman Department of Industrial Relations LSE We know very little about the non union sector in Britain despite the fact that it now embraces the clear majority of the workforce The publication of Paul Gollan s *Employee Representation in Non Union Firms* therefore represents a very important addition to the field Based on extensive and detailed in depth study of some leading non union employers it throws new light on the ways in which employee interests are represented in such firms Prof John Kelly Birkbeck College Are non union systems of representation NER an acceptable alternative to union based systems or do they infact complement more traditional forms of union representation Bruce Kaufman Georgia State University Robinson College of Business This book is the first of its kind to answer this challenging question It offers a comprehensive overview of NER in the UK and locates UK practice within an international context Readers are invited to consider the potential implications and limitations of NER arrangements and to examine how unions respond to these NER arrangements through bargaining consultation and representation processes Throughout issues are addressed on both a macro and micro level The book reviews the literature and examines current practice using survey data and original case analysis Engaging readers who are studying industrial relations human resource management employee involvement and consultation unions and management strategy it will also be appeal to practioners working in these areas Case Study Material available Go to the Sample Materials and Chapters link on the left navigation bar to access this excellent additional resource      *Nonunion Employee Representation* Bruce E. Kaufman, Daphne Gottlieb Taras, 2016-07-08 Examines the history contemporary practice and policy issues of non union employee representation in the USA and Canada The text encompasses many organizational devices that are organized for the purposes of representing employees on a range of production quality and employment issues      *Invisible Hands, Invisible Objectives* Stephen F. Befort, John W. Budd, 2009-06-01 The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets The balance of economic and noneconomic goals is under the microscope in every sector of the economy It is time to re think the objectives

of the employment relationship and the underlying assumptions of how that relationship operates Invisible Hands Invisible Objectives develops a fresh holistic framework to fundamentally reexamine U S workplace regulation A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveals significant deficiencies in our current practices To create one the authors a legal scholar and an economics and industrial relations scholar blend their expertise to propose a comprehensive set of reforms tackling such issues as regulatory enforcement portable employee benefits training programs living wages workplace safety and health work family balance security and social safety nets nondiscrimination good cause dismissal balanced income distributions free speech protections for employees individual and collective workplace decision making and labor unions Invisible Hands Invisible Objectives is not just another book that sketches a reform agenda The book provides the much needed rubric for how we think about employment policy specifically but also economic policy more generally It is a must read in these most critical times

Employee-Driven Innovation Steen Høyrup,Kirsten Møller,2012-05-31 Presents research in Employee Driven Innovation an emergent field of study that meets the demand for exploiting new innovative potentials in organizations There is a growing interest in creating new knowledge in innovation emphasizing human resources and social processes The authors intend to take the global lead in research on these areas What Do Unions Do? James T. Bennett,Bruce E.

Kaufman,2017-09-08 One of the best known and most quoted books ever written on labor unions is What Do Unions Do by Richard Freeman and James Medoff Published in 1984 the book proved to be a landmark because it provided the most comprehensive and statistically sophisticated empirical portrait of the economic and socio political effects of unions and a provocative conclusion that unions are on balance beneficial for the economy and society The present volume represents a twentieth anniversary retrospective and evaluation of What Do Unions Do The objectives are threefold to evaluate and critique the theory evidence and conclusions of Freeman and Medoff to provide a comprehensive update of the theoretical and empirical literature on unions since the publication of their book and to offer a balanced assessment and critique of the effects of unions on the economy and society Toward this end internationally recognized representatives of labor and management cover the gamut of subjects related to unions Topics covered include the economic theory of unions the history of economic thought on unions the effect of unions on wages benefits capital investment productivity income inequality dispute resolution and job satisfaction the performance of unions in an international perspective the reasons for the decline of unions and the future of unions The volume concludes with a chapter by Richard Freeman in which he assesses the arguments and evidence presented in the other chapters and presents his evaluation of how What Do Unions Do stands up in the light of twenty years of additional experience and research This highly readable volume is a state of the art survey by internationally recognized experts on the effects and future of labor unions It will be the benchmark for years to come

**Innovation, Employment and Growth Policy Issues in the EU and the US** Paul J.J. Welfens,John T.

Addison,2009-07-21 Economic development has cyclical dynamics and long term dynamics the latter are typically related to demographical changes innovation and long term institutional changes in open economies Financial markets that means mainly capital markets and labor markets are affected in OECD countries both by innovations and institutional reforms As regards demographics ageing is a typical challenge on both sides of the Atlantic and pension reforms in industrialized countries have placed greater emphasis on capital markets than in previous decades Innovation dynamics certainly are also quite important for all high wage OECD countries The Lisbon Agenda has put particular emphasis on more growth higher innovation dynamics and better exploitation of the advantages of a digitally networked society Traditionally the US has a lead in global innovations and the US policy certainly has contributed to the American technological leadership There still is a per capita income gap in favor of the US and the US labor market situation also looks relatively favorable but in the ve years since 2001 employment growth in the euro area was higher than that of the US The euro area is however a rather heterogeneous set of countries which differ in terms of institutions attitudes and reform progress and everywhere governments are aware that there have to be reforms not least in the context of globalization which bring a more complex and dynamic spatial structure of value added

**Trade Unions** Sue Fernie,David Metcalf,2013-09-13 This book features original research underpinned with theory drawn from economics organization theory history and social psychology The authors deliver a comprehensive analysis of trade unions prospects in the new millennium as well as case studies which deal with topical issues such as the reasons for the loss of five million members in the 1980s and 1990s the way in which unions own structures inhibit their revitalization the apparent failure of unions to thrive in the benign times since 1997 the extent to which use of the internet will permit unions to break with their tradition of organizing by occupation or industry the prospects for real social partnership at national level the way in which high performance workplaces in the US give voice to workers without unions Written by some of the leading scholars in the area this book gives an insight into union prospects for the future and has important policy implications for all parties concerned with industrial relations unions employers and governments

Financial Services Partnerships Peter Samuel,2013-11-12 The purpose of this book is to evaluate the debate on partnership using original research data Samuel provides a novel categorisation with which to synthesise and clarify a highly diverse literature on labour management partnership thus helping to refine the contemporary partnership debate Secondly he clarifies the circumstances under which effective labour management partnership is possible while simultaneously elaborating why the achievement of mutual gains is highly improbable in a liberal market context Thirdly the book presents an integrated analysis of the interplay between macro meso industry and micro level factors Fourthly the research design enables the study to go beyond the case studies to make defensible empirical generalizations at the level of the industry Finally it advances a theoretical explanation of labour management partnerships in liberal market economies by bridging two opposing neo institutional positions in the social sciences

What Do Unions Do? Thomas S.

Barrows,2017-09-08 One of the best known and most quoted books ever written on labor unions is What Do Unions Do by Richard Freeman and James Medoff Published in 1984 the book proved to be a landmark because it provided the most comprehensive and statistically sophisticated empirical portrait of the economic and socio political effects of unions and a provocative conclusion that unions are on balance beneficial for the economy and society The present volume represents a twentieth anniversary retrospective and evaluation of What Do Unions Do The objectives are threefold to evaluate and critique the theory evidence and conclusions of Freeman and Medoff to provide a comprehensive update of the theoretical and empirical literature on unions since the publication of their book and to offer a balanced assessment and critique of the effects of unions on the economy and society Toward this end internationally recognized representatives of labor and management cover the gamut of subjects related to unions Topics covered include the economic theory of unions the history of economic thought on unions the effect of unions on wages benefits capital investment productivity income inequality dispute resolution and job satisfaction the performance of unions in an international perspective the reasons for the decline of unions and the future of unions The volume concludes with a chapter by Richard Freeman in which he assesses the arguments and evidence presented in the other chapters and presents his evaluation of how What Do Unions Do stands up in the light of twenty years of additional experience and research This highly readable volume is a state of the art survey by internationally recognized experts on the effects and future of labor unions It will be the benchmark for years to come

**What Workers Say** Richard B. Freeman,Peter Boxall,Peter Haynes,2018-09-05 This book brings together research in the United States Canada the United Kingdom Ireland Australia and New Zealand to answer a series of key questions What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek To what extent and in what contexts do workers want greater union representation How do workers feel about employer initiated channels of influence What styles of engagement do they want with employers What institutional models are more successful in giving workers the voice they seek at workplaces What can unions employers and public policy makers learn from these studies of representation and influence The research is based largely on surveys that were conducted as a follow up to the influential Worker Representation and Participation Survey WRPS reported in What Workers Want coauthored by Richard B Freeman and Joel Rogers in 1999 and updated in 2006 Taken together these studies authoritatively outline workers attitudes toward and opportunities for representation and influence in the Anglo American workplace They also enhance industrial relations theory and suggest strategies for unions employers and public policy

**What Workers Say** Richard Barry Freeman,Peter F. Boxall,Peter Haynes,2007 Bringing together research in the US Canada the UK Ireland Australia and New Zealand this text answers a series of key questions such as What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek

**Employment with a Human Face** John W. Budd,2004 The objectives of the employment relationship The balancing imperative human rights in conflict Balancing outcomes the environment and human

agents Balancing outcomes revisited the ethics of the employment relationship The balancing alternatives workplace governance The new deal industrial relations system The geometry of comparative industrial relations Alternatives to job control unionism Balancing the global workplace

**The Future of Private Sector Unionism in the United States** James T. Bennett, Bruce E. Kaufman, 2016-07-08 A study of the long term decline of the labour movement in America exploring the outlook for labour and unions in the 21st century There are insights from contributors from a range of backgrounds academic and non academic domestic and foreign pro and anti union

*The Firm as a Collaborative Community* Charles Heckscher, Paul Adler, 2006-03-02 This volume explores the changing nature of community in modern corporations Community within and between firms the fabric of trust so essential to contemporary business has long been based on loyalty This loyalty has been largely destroyed by three decades of economic turbulence downsizing and restructuring Yet community is more important than ever in an increasingly complex knowledge intensive economy The thesis of this volume is that a new form of community is slowly emerging one that is more flexible and wider in scope than the community of loyalty and that transcends the limitations of both traditional Gemeinschaft and modern Gesellschaft We call this form collaborative community The trend towards collaborative community is difficult to detect amidst the ferocious forces of market and bureaucratic rationalization But close analysis of some of America's most successful corporations reveals three dimensions of the emerging form a shared ethic of interdependent contribution distinct from the uneasy mix of loyalty and individualism that prevailed for so long a formalized set of norms of interdependent process management that include iterative co design metaphoric search and systematic mutual understanding distinct from both rigid authority hierarchies and informal log rolling An interdependent social identity that supports these organizational features distinct from both dependent traditionalistic identities and the independence of the autonomous self that is often associated with Western culture This volume is a collaborative effort of leading scholars in organization studies to delineate the new form of community and the forces encouraging and constraining its growth The contributors combine sociology and psychology theory with detailed analysis of business cases at the firm and inter firm level

Models of Employee Participation in a Changing Global Environment Ray Markey, Paul Gollan, Ann Hodkinson, Alain Chouraqui, Ulrike Veersma, 2018-02-05 This title was first published in 2001 Management of the employment relationship changed markedly in the last two decades of the 21st century and a major part of this has been the extension of employee involvement and participation in the workplace Modern management theorists and researchers have commonly emphasized the importance of two way communication and co operation between management and labour in determining the success of human resource management HRM strategy and in maximizing workplace efficiency Some researchers argue employee participation and empowerment are progressive management practices which have universal benefits to performance enhancement as opposed to most other HRM practices whose success is contingent upon the organizational context This title explores these themes through an international

collection of case studies which are the outcome of a comparative project of the Workers Participation Study Group of the International Industrial Relations Association IIRA

**The Sociology of Organizations** Michael J Handel, 2003 Michael Handel has assembled an authoritative and wide ranging collection of key articles in the organizations field and complements these papers with a terrific critical survey of the literature His introductory essays will benefit both students and researchers alike This collection is a real service to the field Walter W Powell Stanford University A unique reader and commentary with broad coverage of the classics combined with a healthy skepticism about received theories and an emphasis on the impact of organizations on society The lucid commentary brightens the field Charles Perrow Yale University For the first time a single volume offers a comprehensive selection of primary readings and companion overview essays on the sociology of organizations These readings and essays provide incisive and guided coverage of the subjects normally included in a one semester sociology of organizations course The Sociology of Organizations covers the full range of theoretical perspectives and substantive topics through readings that are either classics in the field or widely discussed and debated new classics Section introductions explain key terms and concepts provide illustrations and summarize related debates and research in clear prose The depth of these overview essays makes this book ideal for use as either as a stand alone text or a supplementary reader After reading this book students will have a thorough understanding of central concepts and an appreciation of the primary texts that are the foundation of the field Scholars and students in the fields of sociology management organizational behavior and organizational psychology and those within political science and economics who are interested in how organizations function will find this work a welcome invaluable resource

Unions at the Crossroads Marick Masters, 1997-05-28 This is a broad assessment of the institutional health of the 28 major national unions in the United States The membership in the unions and the financial and political resources are examined specifically from 1979 through 1993 The focus on this era is because it contains the 1980s a time when the unions were assailed from several positions The fundamental idea in this work is that the resources of the union affect their capacities to undertake a variety of activities and that the unions have a great deal of institutional strength which is likely to ensure their existence in the future

Work and Employment in the High Performance Workplace Giles Anthony, Jacques Belanger, Paul-Andre Lapointe, Gregor Murray, 2013-10-11 There is a general consensus that deep seated changes are reshaping the way production and work are organized the way employees employers and their representatives deal with each other and the way governments seek to shape society In this work a group of leading scholars take stock of the evidence and implications of the new workplace Drawing on examples from a variety of national contexts they seek to characterize the nature of contemporary workplace change and assess its implications for the organization of work for workers for employment relations and for public policy

**Democracy and Reform in Public Schools** Saul Rubinstein, Charles Heckscher, John McCarthy, 2023-11-30 A Choice Outstanding Academic Title of the Year A thought provoking examination of how public education systems can be



strengthened through strategic relationships both within schools and with outside partners In Democracy and Reform in Public Schools Saul Rubinstein Charles Heckscher and John McCarthy apply their expertise in labor relations to public school reform They envision a model of K 12 education that shifts away from the tenets of neoliberalism and centers on productive collaboration among school boards school administrators teacher unions and other education stakeholders Providing evidence of the links between collaborative partnerships and improved student outcomes Rubinstein Heckscher and McCarthy build on a rich body of research on interorganizational cooperation They highlight case studies such as that of the New Jersey Public School Labor Management Collaborative as leading examples of how better student performance more intra district learning and innovation and reduced teacher turnover can be traced to greater educator collaboration Citing examples not only from the K 12 educational sector but also from successful union management partnerships in the automobile steel and telecommunications industries they then identify proven strategies to foster collaborative partnerships at district state and national levels They discuss techniques for forging new partnerships sustaining collaborative efforts and expanding the collaborative partnership model to larger scales This work expertly demonstrates how employment relations practices are antecedents to whole system reform in schools

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