

WORKING THROUGH THE EMPLOYMENT RELATIONS



EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

Themes and Issues



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Employee Relations In The Public Services Themes And Issues

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Employee Relations in the Public Services Susan Corby, Geoff White, 1999 This book adopts a thematic approach to the analysis of employee relations in the UK public services allowing for a more rigorous and coherent critique than can be obtained from other descriptive organization based texts *Employee Relations in the Public Services*, Printbegr nsninger Der kan printes kapitelvis *Employee Relations in the Public Services* Susan Corby, Geoff White, 2002-01-22 Almost a fifth of all employees work in the public sector Employees working in the civil service NHS local government education the police and fire services also represent a large and growing body of students taking degree courses at universities Exploring this important and rapidly changing area this book outlines the main developments in the public sector since 1979 including topical issues such as the rise of new public management decentralisation and contracting out Themes which currently affect public sector employees are examined including decentralization contracting out fragmentation and the growth of individualism in the employment contract This stimulating up to date and intellectually rigorous text is thematic rather than sector specific and reflects the way this subject is taught in a range of courses It will complement alternative texts in this area and will be a valuable resource for students of public policy public sector management human resource management employee and industrial relations **Employment Relations and Public Services' 'modernisation' Under Labour**

Stephen Bach, Ian Kessler, Geoff White, 2005 This e book carries contributions which address the issue of public service reform under Labour The published papers cover both a broad variety of human resource topics and range of separate public services Topics covered include the impact of performance indicators on HRM practices in the NHS the impact of Government policy on employment relations in the Fire Service the use of 360 degree appraisal systems to improve performance management in the civil service the impact of best value reviews upon HR in local government the outcomes of new partnership relationships between management **Public Service Employment Relations in Europe** Stephen

Bach, Lorenzo Bordogna, Giuseppe Della Rocca, David Winchester, 2005-08-16 The book provides an up to date analysis of the restructuring of public service employment relations in six European countries Germany France Italy Spain Denmark and the UK Each of the chapters on national systems is organized around a set of themes and policy issues including the impact of fiscal crises and increasing macro economic integration within the European Union on the scope and organization of public services changes in the patterns and status of public service employment the shift from centralized administration to new models of devolved management changes in the organization and policies of public service trade unions reforms in the structure process and outcome of collective bargaining patterns of conflict and cooperation between unions managers and the state Written and edited by some of the country's primary authorities on public sector industrial relations this outstanding book on this high profile field is sure to be a valuable resource for those studying this important topic

Employment Relations in Outsourced Public Services Anna Mori, 2019-07-27 Examining the consequences of the

outsourcing of public services this book explores the transformation of working conditions employment relations and the role of the state under marketisation strain It places these developments in a wider framework that incorporates the legacy of the national models of public administration and employment relations regimes in the public sector Adopting a comparative perspective by focusing on Italy Denmark and Britain the author investigates and questions the influential interpretation of a spreading neo liberal trajectory in public service working conditions and employment relations and reveals significant diversity across countries mediated by national institutional configurations Discussing the interplay between the austerity agenda in the aftermath of the financial crisis and the swelling of outsourcing practices in public services this book responds to the scholarly call for an integrated approach towards institutions and actors A valuable read for researchers examining human resource management labour studies and public administration this book provides a comprehensive overview of employment relations in outsourced public services

Public Service Management and Employment Relations in Europe Stephen Bach,Lorenzo Bordogna,2016-07-07 Has there been a transformation of public service employment relations in Europe since the crisis Public Service Management and Employment Relations in Europe examines public service employment relations after the economic crisis including analysis of more than thirty years of public service and workforce reform and addresses the interplay between an emerging post crisis public service sector and the consequences for the state employers and trade unions in core public services Written by leading national experts this book places the economic crisis in a longer timeframe and examines how far trends in public sector employment relations were reinforced or reversed by the crisis It provides an up to date analysis of the restructuring of public service employment relations in 12 major European countries including analysis of little studied central and Eastern European countries This book will be vital reading for researchers academics and PhD Students in the fields of Public Management Public Administration Employment Relations and Human Resource Management

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Employment Relations in the Hospitality and Tourism Industries Rosemary Lucas,2004 This timely book is one of the first of its kind to consider contemporary issues such as skills shortages labour turnover and training as well as changes in employment protection law in different areas of the hospitality industry

Employment Relations in the Hospitality and Tourism Industries , Public Sector Employment Regimes Karin Gottschall,Bernhard Kittel,Kendra Briken,Jan-Ocko Heuer,Sylvia

Hils, Sebastian Streb, Markus Tepe, 2015-10-29 This book explores the extent to which a transformation of public employment regimes has taken place in four Western countries and the factors influencing the pathways of reform It demonstrates how public employment regimes have unravelled in different domains of public service contesting the idea that the state remains a model employer

The SAGE Handbook of Public Administration B Guy Peters, Jon Pierre, 2012-08-16 The original Handbook of Public Administration was a landmark publication the first to provide a comprehensive and authoritative survey of the discipline The eagerly awaited new edition of this seminal international handbook continues to provide a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world the second edition explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy The second edition has been fully revised and updated with new chapters that reflect emerging issues and changes within the public sector Identifying the Antecedents in Public Performance Bureaucratic Politics Strategy Structure and Policy Dynamics Comparative Administrative Reform Administrative Ethics Accountability through Market and Social Instruments Federalism and intergovernmental coordination A dominant theme throughout the handbook is a critical reflection on the utility of scholarly theory and the extent to which government practices inform the development of this theory To this end it serves as an essential guide for both the practice of public administration today and its on going development as an academic discipline The SAGE Handbook of Public Administration remains indispensable to the teaching study and practice of public administration for students academics and professionals everywhere

The Insecure Workforce Edmund Heery, Professor Edmund Heery, John Salmon, 2000-02-24 For the past two decades employment in Britain has been marked by a search for greater flexibility in the availability and use of labour In recent years however there has been mounting concern at the costs of this trend and an appreciation that the consequence of a flexible labour market may be an insecure workforce vulnerable to exploitation

Working for McDonald's in Europe Tony Royle, 2004-08-02 The McDonald s Corporation is not only the largest system wide sales service in the world it is a phenomenon in its own right and is now recognized as the most famous brand in the world By providing a detailed analysis of the extent to which the McDonald s Corporation adapts or imposes its labour relations policies in Europe this volume represents a real life case study revealing the interaction between a global multi national enterprise and the regulatory systems of a number of different European countries Key features include an overview of the McDonald s Corporation s development and structure an analysis of its corporate culture and the issues of franchising an examination of key union strategies including systems of co determination consultation and collective bargaining a chapter dealing specifically with European legislation in particular the McDonald s European Works Council The author systematically analyzes the conflict between the McDonald s Corporation and the industrial relations systems of the European countries within which it operates and exposes this conflict as an unequal struggle between economic liberalism

and collectivism **Human Resource Management in the Hotel Industry** Kim Hoque,2013-01-11 Most up to date survey of the hotel industry in relation to HRM and is very well written Breaks new ground by testing the extent to which HRm has been adopted within the hotel industry and by providing a systematic assessment of both the factors influencing hrm decision making and the relationship between hrm and performance in the hotel industry It contains an excellent summary of the debate on HRm and business performance which extends the relevance well beyond the hotel sector **Partnership at**

Work Bill Roche,John Geary,2006-09-27 The partnership established between the Irish Airports Authority and its trade unions in the mid 1990s was groundbreaking in promoting union and staff involvement in all aspects of company decision making This book charts the progress achievements and obstacles faced by the partnership based on full access to the partners documents observations on how the partnership functioned and three surveys of the company s workforce

Union Recognition Gregor Gall,2006-01-16 Several thousand new trade union recognition agreements have been signed since 1997 representing a major development within industrial relations in Britain This has resulted from the interaction of union organizing efforts and the statutory union recognition provisions of the Employment Relations Act 1999 However for trade unions recognition alone is not enough a vital issue is whether having gained union recognition trade unions are now effectively delivering upon the promises and prospects of union recognition These essays examine the substantive outcomes of these new agreements in regard to union representation and collective bargaining In particular they explore the impact on terms and conditions of employment employers behaviour and strategy the nature of the union management bargaining relationship the building of workplace unionism While the collection focuses primarily on Britain the germane issues are also looked at in the context of Australia Canada and the U S A Conceptually and theoretically Union Recognition offers contributions which develop our understanding of the relationship between workplace and national unionisms and of mobilization theory *Managing Residential Childcare* R. Whipp,I. Kirkpatrick,M. Kitchener,2004-11-12

This book explores the management of children s services in local authorities across England and Wales It examines residential childcare from a management and organizational perspective for the first time The volume evaluates how social services manage residential units and offers alternative solutions The book will interest academics practitioners and policy makers who work in the public sector as well as their counterparts from outside who are concerned with the issues of control implementation professionals and markets

Union Organizing Gregor Gall,2003-08-29 After many years of indifferent decline trade union membership is now being revitalized strategies known as union organizing are being used to recruit and re energize unions around the globe This book considers exactly how trade unions are working to do this and provides a much needed evaluation of these rebuilding strategies By comparing historical and contemporary case studies to assess the impact of various organizing campaigns this book assesses the progress of unions across Europe and America It raises key debates about the organizing culture and considers the impact of recent union recognition laws on employers and the

government's Fairness at Work policy A topical and in depth study into the experiences of trade unions across Europe and America this is a comprehensive and thought provoking book which is essential reading for those in the industrial relations field

Management, Labour Process and Software Development Rowena Barrett, 2004-06-01 This revealing book is about software development the developers themselves and how their work is organized and managed The latest original research from Australia Europe and the UK is used to examine the differences between the image and reality of work in this industry Chapters also cover issues surrounding the management of knowledge work and workers and professionals in order to expose some of the problems of the management of software development work and workers

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