

Employment Contracts and Well-Being Among European Workers

Edited by
Niels De Cuyper,
Kerstin Isaksson and
Hans De Witte



Contemporary Employment Relations

A **Gower Book**

Employment Contracts And Well Being Among European Workers Contemporary Employment Relations

**Jeff Kenner, Izabela Florczak, Marta
Otto**



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Employment Contracts and Well-Being Among European Workers Nele De Cuyper, Kerstin Isaksson, 2017-05-15

Temporary employment contracts are now commonplace in business. However, the move towards such employment structures has a significant and hitherto little understood impact on the psychological contract between employee and organizations. This book is amongst the first to tackle this problem. With detailed research findings from seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, the UK, and for a non-European perspective, Israel, it presents an integrated model of the effects of temporary work. The model incorporates key recent trends including the expansion of non-permanent employment as a persistent form of employment flexibility, the increasing importance of the psychological contract, and the diversity of the European labour market as a result of state legislation. By presenting the results of an overview of the research literature on this contemporary labour market trend, this book is of real value to researchers, practitioners, and policy makers. *Labour Relations in Central Europe* Jochen Tholen, 2017-11-30

Since 1990, foreign direct investment (FDI) has quickened economic modernization in Central Europe. State-of-the-art management techniques and cutting-edge technology have been introduced in many cases. Labour relations is an essential factor in the organization of labour and production. At the start of the process, industrial relations were characterized by the conditions existing under the previous planned economies or, as with greenfield investments, had to be entirely reconfigured. In the case of investments by West European companies, this book reveals various emerging models of industrial relations but also a clear tendency towards company centralization. For the time being, the European Works Council still plays a subordinate role despite its potential fundamental role as mediator between East and West. Empirically, nine corporations from the metal, automotive industry, the chemical, energy, and food processing industries, with their subsidiaries in Poland, Czech Republic, and Slovakia, are considered. Employment Contracts,

Psychological Contracts, and Employee Well-Being David E. Guest, Kerstin Isaksson, Hans De Witte, 2010-07-22 Temporary employment has become a focus of policy debate, theory, and research. The book addresses as its core concern the relationship between temporary employment contracts and employee well-being. It does so within the analytic framework of the psychological contract and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives. It also sets the psychological contract within the context of a range of other potential influences on work-related well-being, including workload, job insecurity, employability, and organizational support. A key aim of the book is to identify the relative importance of these various potential influences on well-being. The book covers seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, and the UK, as well as Israel, as a comparator outside Europe. Data were collected from over 5 000 workers in over 200 organizations and from both permanent and temporary workers, as well as from employers. The book's conclusions are interesting and controversial. The central finding is that, contrary to expectations, temporary workers report higher well-being than permanent workers. As expected, a range of factors help to explain variations in work-related well-

being and the research highlights the important role of the psychological contract. However, even after taking into account alternative explanations, the significant influence of type of employment contract remains, with temporary workers reporting higher well-being. In addition to this core finding, by exploring several aspects of the psychological contract and taking into account both employer and employee perspectives, the book sheds new light on the nature and role of the psychological contract. It also raises some challenging policy questions and, while acknowledging the potentially precarious nature of temporary jobs, highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well-being of employees.

Trade Unions and Workplace Democracy in Africa Gérard Kester, 2016-02-24 Can democracy only survive if it is participatory? Is participatory democracy a prerequisite for sustainable development? Are trade unions the most appropriate body through which such aims can be implemented? These critical questions are tackled in Gérard Kester's book *Trade Unions and Workplace Democracy in Africa*, which applies an unparalleled depth of research to these issues as they impact African nations including Cape Verde, Burkina Faso, Mali, Guinea, Ghana, South Africa, Zambia, Tanzania, and Zimbabwe. Rigorously structured, it sets the background of the research and the underlying theory before presenting the learning experiences within different countries and the broad implications of the research findings for policy making on democratic participation.

Changing Working Life and the Appeal of the Extreme Right Jörg Flecker, 2016-04-08 This book investigates the interplay of the recent transformation of working life and the growing appeal of political right-wing populism and extremism in Europe. It explores the individual and collective reactions and the strategies people develop in order to come to terms with socio-economic change. It raises the question of whether and to what extent changes in the employment system and in working life contribute to making people receptive to xenophobia, nationalism, and racism. Based on an eight-country study using both quantitative and qualitative research methods, this volume makes a significant contribution to the deeper understanding of the subjective reactions to socio-economic change and its political reverberations.

Learning with Trade Unions Moira Calveley, 2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning. It comes at an important time as in the UK recent years have seen significant new opportunities for unions involvement in the government's learning and skills policy. At the same time, trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal. Therefore, in order to explore these dynamics, a strong feature of the book is its drawing together of informed research-based contributions from the fields of training, skills, and education and of industrial relations. International and historical perspectives are included in order to better understand the contemporary issues. There are important conclusions for policy makers, practitioners, and researchers.

Child Labour in South Asia Kishor Sharma, 2016-04-15 Child labour is a serious and contentious issue throughout the developing world and it continues to be a problem whose form and very

meaning shifts with social geographical economic and cultural context While the debate about child labour practice in developing countries appears to be motivated by growing competition in labour intensive products brought about by globalization studies on this issue are both sparse and lopsided This important book aims to shed light on this debate by documenting the experience of South Asian developing countries which have experienced rapid income and export growth Based on evidence from Bangladesh India Nepal Pakistan and Sri Lanka this volume aims to improve our understanding about the link between trade growth and child labour practices as well as management of child labour in developing countries

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

Non-Standard Employment in Europe Max Koch, Martin Fritz, 2013-10-03 Postwar employment standards are being undermined and non standard employment is becoming more common While scholars have pointed to negative consequences of this development this volume also discusses the evidence for a new and socially inclusive European employment standard

Managing Health, Safety and Well-Being Aditya Jain, Stavroula Leka, Gerard I.J.M. Zwetsloot, 2018-04-11 To achieve sustainable progress in workplace and societal functioning and development it is essential to align perspectives for the management of health safety and well being Employers are responsible for providing every individual with a working environment that is safe and does not harm their physical or mental health However the current state of the art indicates that approaches used to promote health safety and well being have not had the anticipated results At the level of the enterprise it is widely understood and accepted by all stakeholders that employers share the responsibility of promoting and managing the health of their workers Evidence indicates that most employers put in place procedures and measures to manage workers health and create healthy workplaces to meet legal requirements as a response to requests by employees as a need to improve company image reputation and to improve productivity This highlights that in addition to legal requirements the key drivers for companies also include the ethical and business case While much has been written about role of legislation and the business case for promoting health safety and well being not much is known about the ethical case for promoting employment and working conditions In this context this book examines the potential of the link between responsible and sustainable workplace practices human rights and worker health safety and well being and explores how complementary approaches can be used to promote employment and working conditions and sustainability at the organizational level It offers a framework for aligning different approaches and perspectives to the promotion of workers health safety and well being and provides recommendations for introducing such an

approach at the enterprise level **Precarious Work** Jeff Kenner, Izabela Florczak, Marta Otto, 2019 This discerning book provides a wide ranging comparative analysis of the legal and social policy challenges posed by the spread of different forms of precarious work in Europe with various social models in force and a growing gig economy workforce It not only considers the theoretical foundations of the concept of precarious work but also offers invaluable insight into the potential methods of addressing this phenomenon through labour regulation and case law at EU and national level **Contemporary Employment Relations** Steve Williams, Derek Adam-Smith, 2010 Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations personnel and human resource management this work offers an original accessible and critical approach to understanding employment relations **Work-Life Balance in the Modern Workplace** Sarah De Groo, 2017-06-23 The term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it In addition gender permeates every aspect of this relationship This volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels national sectoral enterprise workplace Collectively the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances needs and preferences Among the issues and topics covered are the following differences and similarities between men and women and particularly between mothers and fathers in their work choices third shift work work at home at night or during weekends effect of the extent to which employers perceive management of this process to be a burden employers exploitation of the psychological interconnection between masculinity and breadwinning organisational culture that is more available for supervisors than for rank and file workers weak enforcement mechanisms and token penalties for non compliance by employers trade unions as the best hope for precarious workers to improve work life balance crowd work on demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers an example of how to use work life balance insights to evaluate the law collective self scheduling employers duty to accommodate and financial hardship as a serious threat to work life balance As it has been shown clearly that work life conflict is associated with negative health outcomes exacerbates gender inequalities and many other concerns this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond **The Fate of Social Modernity** Ingo Bode, 2024-05-02 This is an open access title available under the terms of a CC BY NC ND 4.0 License It is free to read download and share on Elgaronline.com This thoroughly original book provides a comprehensive overview of the development of welfare arrangements and their wider context in Western Europe Using the concept of social modernity Ingo Bode investigates current challenges to these arrangements and examines prospects for progressive welfare reform **The Oxford Handbook of the Law of Work**, 2024-07-31 At the core of all societies and economies are human beings deploying

their energies and talents in productive activities that is at work The law governing human productive activity is a large part of what determines outcomes in terms of social justice material wellbeing and the sustainability of both It is hardly surprising therefore that work is heavily regulated This Handbook examines the law of work a term that includes legislation setting employment standards collective labour law workplace discrimination law the law regulating the contract of employment and international labour law It covers the regulation of relations between employer and employee as well as labour unions but also discussions on the contested boundaries and efforts to expand the scope of some laws regulating work beyond the traditional boundaries Written by a team of experts in the field of labour law the Handbook offers a comprehensive review and analysis both theoretical and critical It includes 60 chapters divided into four parts Part A establishes the fundamentals including the historical development of the law of work why it is needed the conceptual building blocks and the unsettled boundaries Part B considers the core concerns of the law of work including the contract of employment doctrines main protections in employment legislation the regulation of collective relations discrimination and human rights Part C looks at the international and transnational dimension of the law of work The final Part examines overarching themes including discussion of recent developments such as gig work online work artificial intelligence at work sustainable development among others

Entrepreneurial and Small Business Stressors, Experienced Stress, and Well Being Pamela L. Perrewé, Peter D. Harms, Chu-Hsiang (Daisy) Chang, 2020-08-17 Volume 18 of Research in Occupational Stress and Well Being is focused on the stress and well being related to Entrepreneurship and Small Businesses This volume focuses on entrepreneurial and small business owners stress health and well being as it relates to personal work and success outcomes

Performance Appraisal in Modern Employment Relations Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich, Iacopo Senatori, 2019-12-10 Contributing to the debate on work performance evaluation in a time of technological transformation this book explores the impact of digitisation on production and organisation models as well as on the rights and interests of the stakeholders involved As organisations down size merge with other companies and become decentralised the boundaries in employer employee customer relationships are blurred and new models for the organisation and assessment of work performance have emerged With these new models innovative regulatory approaches are sorely needed Taking an interdisciplinary approach and drawing on theoretical concepts from organisation studies human resource management sociology and labour economics this all encompassing collection is not only essential reading for academics and students but also for policy makers and employers who are looking for innovative and practical solutions to the challenges of modern employment relations

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors By creating novel frameworks for organizational behavior effective competitive advantage can be achieved The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a

comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments Highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

The Legal Construction of Personal Work Relations Mark Robert Freedland,Nicola Kountouris,2011-12-15 This book explores the conceptual framework of European employment law focusing on understanding the law s construction of employment relationships The book draws on extensive comparative research of the legal architecture of employment relations in national legal systems and EU law to analyse the traditional model of the contract of employment and the difficulties of using the traditional model to frame modern working relationships The authors then present a new model of the foundations of employment relationships based on the concept of a personal work nexus and explore the potential of their model to shape the future development of employment law Throughout the book the authors analyse the interaction of domestic and EU employment law and discuss the possibility of future legal harmonisation in the area They conclude by exploring the potential for a common framework for European employment law in the context of broader debates surrounding the harmonisation of European private law

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

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