

EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

Themes and Issues

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Employee Relations In The Public Services Themes And Issues

Ying-Ying Zheng



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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 **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 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

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 **Handbook**

of Public Administration B Guy Peters, Jon Pierre, 2007-05-23 The past two decades have been marked by a period of substantial and often fundamental change in public administration Critically reflecting on the utility of scholarly theory and the extent to which government practices inform the development of this theory the Handbook of Public Administration was a landmark publication which served as an essential guide for both the practice of public administration today and its on going development as an academic discipline The Concise Paperback Edition provides a selection of 30 of the original articles in an accessible paperback format and includes a new introduction by B Guy Peters and Jon Pierre It is an essential point of reference for all students of public administration

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

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

Employment Relations in the Hospitality and Tourism Industries , *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

Reward Management Geoff White, Janet Druker, 2013-05-13 This thoroughly revised edition adopts a critical and theoretical perspective on remuneration policy and practices in the UK from the decline of collective bargaining to the rise of more individualistic systems based on employee performance It tackles the conceptual issues missing from existing texts in the field of HRM by critically examining the latest academic literature on the topic Fully updated to cover the Chartered Institute of Personnel and Development s reward syllabus and offering a less prescriptive alternative to current texts for HR practitioners and MBA students this new edition includes new chapters on executive reward pensions and benefits clear routes to assist the student reader in the journey through this complex area a strong contextual framework to enable better understanding The second edition of Reward Management is an essential read for all those studying or with an interest in human resource management performance management and reward

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

Decentralizing

The Civil Service R.A. W. Rhodes, P. Carmichael, J. McMillan, A. Massey, 2003-02-16 This book is concerned with the civil services of the United Kingdom examining their characteristics and trends since 1970. It provides a map of the British civil service beyond Whitehall giving an individual country by country analysis of the civil services of the UK. It considers the implications of the changing nature of the civil services for our understanding of British governance especially in the context of the public sector management reforms of the 1980s and 1990s and the impact of constitutional change chiefly devolution since 1998. Given that devolution has been characterized as a process rather than an event the book brings to bear evidence of how existing longstanding differences within some parts of British public administration may come to be replicated elsewhere in the UK. The authors also explore two controversial propositions. First they ask whether Britain is moving from the unitary strong executive of the Westminster model to a differentiated polity characterized by institutional fragmentation. Second they consider whether an unintended consequence of recent changes is a hollowing out of the state. Is the British executive losing functions downwards to devolved governments and special purpose bodies and outwards to regional offices and agencies with a resulting loss of central capacity. Substantial empirical data both quantitative and qualitative has been amassed here in order to give answers to these questions. Decentralizing the Civil Service assesses the UK's changing civil services in the wake of two decades of public sector management reforms and New Labour's constitutional reform programme most notably devolution to Scotland, Wales and Northern Ireland. This assessment has significant implications for how we view governance in the UK.

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.

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 Research from Australia Europe and the UK is used to examine the differences between the image and reality of work in the software development industry and to provide an analysis of software development and developers. *A Comparison of the Trade Union Merger Process in Britain and Germany* Jürgen Hoffman, Marcus Kahmann, Jeremy Waddington, 2007-05-07 Trade unions in Europe are currently facing a series of challenges that stem from changes to regulatory and production regimes implemented by the state and employers in order to compete in an increasingly internationalized economy. In response to these challenges trade union movements have been dramatically restructuring long standing principles of organization have been jettisoned in an attempt to develop new structures. Central to this process of structural adaptation are the mergers of trade unions. This informative book focuses on the merger process in Britain and Germany and uniquely it reviews the wider implications of these developments particularly for North America. As well as addressing the reasons for mergers the book also examines the process whereby mergers are concluded investigates the consequences and analyses the costs and benefits of the post merger organisation. Drawing on interviews conducted with senior policy makers engaged in merger processes this book explores the extent of internal union reform brought about by the merger process and also identifies the implications of this reform for trade unions world wide. Structured in distinct sections this book covers topics such as what distinguishes the British and German systems trade union structures pre merger issues settling the terms of the mergers post merger developments. This book forms part of the Routledge Research in Employment Relations series featuring works of high academic merit drawn from a wide range of academic studies in the social sciences. It is a valuable resource for postgraduate students studying business and management industrial employee relations and trade unions.

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