

Social Partnership at Work

Workplace relations in
post-unification Germany

Carola M. Frege

Routledge Studies in Employment Relations



Social Partnership At Work Workplace Relations In Post Unification Germany

Richard Hyman



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Social Partnership at Work Carola M. Frege, 2017-06-14 This book originally published in 1999 provided the first comparative in depth analysis of workplace relations in east and west Germany It examines the success of the institutional transfer of west German labour organisations into east Germany workplaces

Research Handbook of Comparative Employment Relations Michael Barry, Adrian Wilkinson, 2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses The publishers too deserve accolades for their professionalism and first rate copy editing and production

Debi S Saini *Vision the Journal of Business Perspectives* The book is a comprehensive volume of studies on employment relations in a wide variety of settings an enriching compendium

Silvia Florea *Management of Sustainable Development* The *Research Handbook of Comparative Employment Relations* is an essential resource for those seeking to understand contemporary developments in the world of work and the way in which employment relations systems are evolving around the world Special consideration is given to the impact of globalisation and the role of multinational corporations including their consequences for the fate of workers rights under existing national systems of employment relations ER regulation This Handbook is unique in taking an explicitly comparative approach by discussing ER developments through a series of paired country comparisons These chapters include a wide selection of countries from all regions looking beyond those that are frequently discussed The expert contributors also examine comparative issues from a range of perspectives including industrial and employment relations political economy comparative politics and cross cultural studies These impressive features make this important reference tool the most comprehensive of its kind

Academics and students in final year undergraduate and postgraduate courses interested in employment relations will find this compendium enriching and insightful

Employment Relations in the Hospitality and Tourism Industries , The Changing Faces of Employment Relations David Farnham, 2017-09-16 The old certainties and structures of employment relations no longer exist Compared with the golden age of labour in the mid twentieth century work and employment are more precarious employers are increasingly hostile to trade union negotiations and the share of wages in national income is falling Large scale employers in turn are using sophisticated people management techniques to motivate workers with person centred performance driven and reward based processes Drawing on a range of international data this comparative text demonstrates that whilst employment relations phenomena are nationally embedded international market forces are compelling employers to compete in product markets by reducing

labour costs terms and conditions of employment and job security for their workforces In an age of transnational globalisation and free market national economic policies this textbook provides penetrating cross national cross disciplinary and theoretical analyses of the changing structures of employment relations around the world Key benefits Provides critical analyses of changing patterns of employment relations in the early twenty first century drawing upon global comparative and theoretical perspectives Examines the changing faces of the subject in terms of academic disciplines methodological underpinnings and institutional cultural and historic settings Integrates industrial relations literature with recent studies of the HRM paradigm

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

Job Insecurity and Work Intensification Brendan Burchell,David Ladipo,Frank Wilkinson,2002 Table of Contents List of illustrations List of contributors Acknowledgements Introduction 1 1 More pressure less protection 8 2 Flexibility and the reorganisation of work 39 3 The prevalence and redistribution of job insecurity and work intensification 61 4 Disappearing pathways and the struggle for a fair day s pay 77 5 Job insecurity and work intensification the effects on health and well being 92 6 The intensification of everyday life 112 7 The organisational costs of job insecurity and work intensification 137 8 Stress intervention what can managers do 154 9 What can governments do 172 Appendices 185 Notes 189 References 206 Index 222

Employment Research and State Traditions Carola Frege,2007-09-06 Frege explores the evolution of employment research showing how the field of study we know today grew out of industrial and democratic transformations in the 19th century She traces the influence of distinct state traditions and draws out the implications for contemporary and future research

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

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

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Reward Management Geoff White,Janet Druker,2004-08-02 There have been fundamental changes in remuneration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development s reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material

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

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 hrn 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 **The SAGE Handbook of Industrial Relations** Paul Blyton,Edmund Heery,Nicolas Bacon,Jack Fiorito,2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists **Understanding European Trade Unionism** Richard Hyman,2001-05-09 As one would expect this is a well crafted literate and absorbing account of European trade union development Established scholars and advanced students will enjoy the discussion of theory and cases The Journal of Industrial Relations A detailed and fascinating history of trade unions in the three countries Britain Germany Italy considers how the unions could recover from the intense disarray of recent years Labour Research Everyone concerned over the construction of a truly social Europe will learn much from this thoughtful and probing study Professor Colin Crouch Istituto Universitario Europeo In this comprehensive overview of trade unionism in Europe and beyond Richard Hyman offers a fresh perspective on trade union identity ideology and strategy He shows how the varied forms and impact of different national

movements reflect historical choices on whether to emphasize a role as market bargainers mobilizers of class opposition or partners in social integration The book demonstrates how these inherited traditions can serve as both resources and constraints in responding to the challenges which confront trade unions in today s working world *Union Organizing* Patrick Dawson,2003 This book considers exactly how trade unions are working to recruit and re energize It compares historical and contemporary case studies to give a much needed evaluation of these rebuilding strategies Emotions, Decision-Making and Mass Atrocities Olaoluwa Olusanya,2016-05-06 This book rehumanizes perpetrators of mass atrocities At present a victim perpetrator dichotomy appears to be the dominant paradigm perpetrators have either been mechanistically dehumanized that is perceived as unemotional hard hearted and conforming and thereby lacking the core features of human nature or alternatively they have been animalistically dehumanized In other words they are seen as immoral unintelligent lacking self control and likened to animals Within sociology and criminology the dominant view is that genocide and other mass atrocities are committed by technologically lobotomized perpetrators Somehow the process of rationalization is believed to have transformed these people from emotionally healthy people into hollow soulless shells of human beings or zombies devoid of a full range of normal emotions These people are considered bereft of any ability to reason think or feel yet ambulant and able to respond to surrounding stimuli However it is difficult to imagine crime especially those involving a group of people working together for the duration of a particular criminal activity without emotions For instance there is ample evidence suggesting that both crimes of passion and pre meditated crimes involve emotional arousal Furthermore research in fields such as evolutionary biology psychology and sociology of work and organizations suggest that emotions are essential for human progress and survival In addition emotions help us make the right call in risky and uncertain situations in other words the majority of real life situations There is therefore a need to revisit existing assumptions around the role of emotions in mass atrocities **International Labour Documentation**

International Labour Office. Central Library and Documentation Branch,International Labour Office. Bureau of Library and Information Services,2000 Fighting for Partnership Lowell Turner,2018-05-31 West Germany from 1949 to 1990 was a story of virtually unparalleled political and economic success This economic miracle incorporated a well functioning political democracy expanded to include a social partnership system of economic representation Then the Wall came down Economic crisis in the East industrial collapse massive layoffs a demoralized workforce triggered gloomy predictions Was this the beginning of the end for the widely admired German model Lowell Turner has extensively researched the German transformation in the 1990s Indeed in 1993 he was at the factory gates at Siemens in Rostock for the first major strike in post Cold War eastern Germany In that strike and in a series of other incisively analyzed workplace and job developments in eastern Germany he shows the remarkable resilience and flexibility of the German social partnership and the contribution of its institutions to unification His controversial and to some radical findings will stimulate debate at home and abroad

Library Acquisitions List Martin P. Catherwood Library, 1999

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