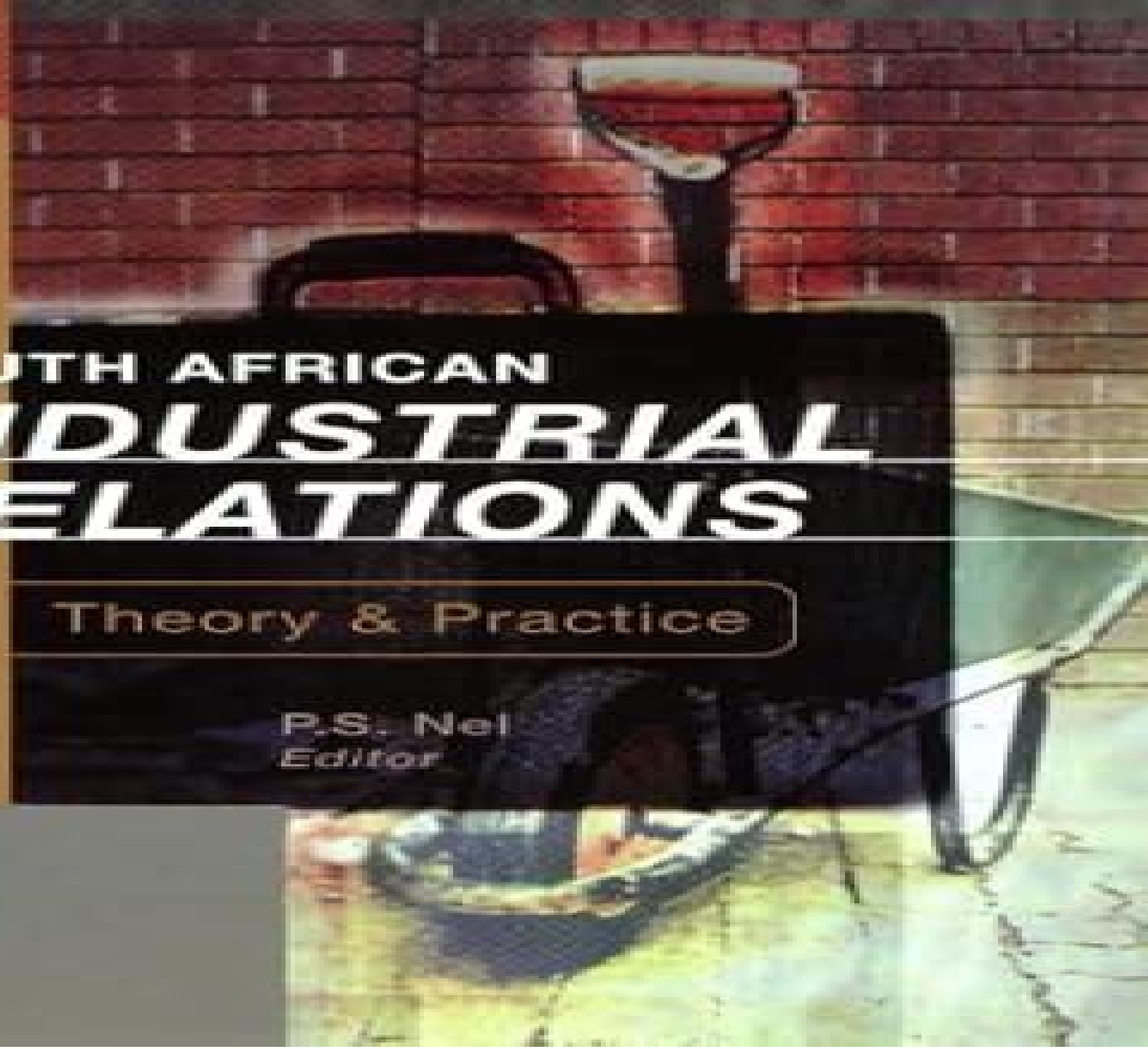


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Theory & Practice

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South African Industrial Relations Theory Practice

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South African Employment Relations ,2002 This edition aims to provide new impetus and direction for both theorists and practitioners The title s focus has been modified to accommodate aspects of industrial psychology that are relevant to for example employment contracts collective bargaining and more

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The Value of Wellness in the Workplace Bennie Linde,2015-01-29 This book examines the links between employee organisation relationships work wellness and the impact thereof on the labour market from a South African perspective By employing this focus the book explains the role of the employment relationship and the psychological contract in improving work wellness To do so it reviews the establishment and management of contracts in the context of labour relations at South African organisations The studies presented focus on a range of topics from individual wellness the employment relationship and psychological contract to relational wellness the broader labour approach and industrial action The book presents a structural framework from an individual and labour relational perspective that links the employee organisation relationship with wellness and its economic value making it of interest to general and financial managers seeking to better grasp the link between work wellness and its financial implications

Employee Participation and Workplace Forums Mark Anstey,1997 Challenges unions and employers to move beyond adversarialism by using the opportunities afforded by a Labour Relations Act that leaves plenty of room for strategic play by both parties This work focuses on a consideration of enterprise participation tapping international experience and research Contributions remind readers of key features of workplace participation track the development of workplace forums in other countries add findings from African research unravel the Labour Relations Act reflect on German codetermination study financial participation and consider emerging trends and issues

Trade Unions and Democracy Geoffrey Wood,2017-09-29 Trade Unions and Democracy explores the

role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time Trade Unions and Democracy brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

The Making of an African Working Class Pnina Werbner, 2014-07-20 It is now 50 years since E P Thompson published his classic *The Making of the English Working Class* *The Making of an African Working Class* follows Thompson in exploring the formation of working class identity among low paid African workers In arguing for a radical public anthropology of worker identity the book seeks to analyse the cultural legal ideological and experiential dimensions of labour activism often neglected in other labour studies Pnina Werbner shows that by fusing cosmopolitan and local popular cultural forms of protest unionists have created a distinctive vernacular way of being a worker in Botswana one that does not deny workers roots at home or in the countryside while being cognisant of a wider world of cosmopolitan labour rights The assertion of working class dignity honour and respect Pnina argues is a powerful motivating force for manual workers Against legal sceptical approaches *The Making of an African Working Class* argues that in challenging the government their employer in court manual workers protests and mobilisation are deeply embedded in ethics social justice and the law *Labour Market Theory* Ben Fine, 2002-09-11 This book is a commanding assessment of labour market theory across the social sciences It provides a radically original critique of labour market theory which draws constructively but critically on existing literature The work contributes to the debates on key issues in labour economics such as unemployment gender equal pay and the

minimum theory illustrates the policy implications in empirical studies supplements existing orthodox labour market theory texts

Employee Voice in Emerging Economies Amanda Pyman, Paul J. Gollan, Adrian Wilkinson, Cathy Xu, Senia Kalfa, 2016-12-15 While much is known about employee voice in the developed world much less is known about its operation in emerging economies This volume explores the nature of employee voice in Argentina China India and South Korea providing a timely challenge to the predominant assumptions that underline our knowledge of employee voice in the Western world

South African Journal of Labour Relations, 2006

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

Employee Relations and Trade Unions in Africa Chima Mordi, Hakeem Adeniyi Ajonbadi, Olatunji David Adekoya, 2023-04-21 Traditionally studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace A contemporary African outlook into the state of employment relations shows that there has been a shift in the dominance of trade unions This edited collection considers the role of government actors and workers experiences in both unionised and non unionised organisations It seeks to understand how international and national labour markets including national and international employment actors and institutions affect employment relations and the ways in which these relationships play out in different national contexts Researchers students policymakers and practitioners working around employment relations in Africa will find this book an essential tool particularly those with an interest in comparative and international programmes across areas such as employment relations industrial relations human resource management political economy labour politics industrial and economic sociology regulation and social policy

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