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Strategies for the Displaced Worker

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Strategies For The Displaced Worker Confronting Economic Change

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Gerlach,Reinhard Hujer,Wolfgang
Meyer,Joachim Wagner**

Strategies For The Displaced Worker Confronting Economic Change:

Strategies for the Displaced Worker George Pratt Shultz,Arnold Robert Weber,1966 USA The establishment of automation funds through collective bargaining to meet problems created by structural unemployment resulting from the introduction of automation Attrition severance pay redundancy reassignment and retraining as means of solving difficulties arising from plant shutdown and mass layoff of staff

Strategies for the Displaced Worker. Confronting Economic Change. George P. Shultz and Arnold R. Weber.... George Pratt Shultz,Arnold R.. Weber,1966

Strategies for the Displaced Worker George Pratt Shultz,Arnold Robert Weber,1976

Healing Together Thomas A. Kochan,Adrienne E. Eaton,Robert B. McKersie,Paul S. Adler,2013-09-15 Kaiser Permanente is the largest managed care organization in the country It also happens to have the largest and most complex labor management partnership ever created in the United States This book tells the story of that partnership how it started how it grew who made it happen and the lessons to be learned from its successes and complications With twenty seven unions and an organization as complex as 8 6 million member Kaiser Permanente establishing the partnership was not a simple task and maintaining it has proven to be extraordinarily challenging Thomas A Kochan Adrienne E Eaton Robert B McKersie and Paul S Adler are among a team of researchers who have been tracking the evolution of the partnership between Kaiser Permanente and the Coalition of Kaiser Permanente Unions ever since 2001 They review the history of health care labor relations and present a profile of Kaiser Permanente as it has developed over the years They then delve into the partnership discussing its achievements and struggles including the negotiation of the most innovative collective bargaining agreements in the history of American labor relations *Healing Together* concludes with an assessment of the Kaiser partnership s effect on the larger health care system and its implications for labor management relations in other industries

Information Series - ERIC Clearinghouse on Vocational and Technical Education, the Center for Vocational and Technical Education, the Ohio State University Ohio State University. Center for Vocational and Technical Education,1972

Internal Labor Markets and Manpower Analysis Peter B. Doeringer,Michael J. Piore,2020-08-26 This book provides a description of a number of institutional features of the U S labor market and prompts an analytical debate about the origins of the institutions it describes and their significance for the operation of the U S economic system

The Oxford Handbook of Human Capital Alan Burton-Jones,J. -C. Spender,2012-05-10 Macroeconomic research on human capital the stock of human capabilities and knowledge has been extensively published but to date the literature has lacked a comprehensive analysis of human capital within the organization The Oxford Handbook of Human Capital has been designed to fill that gap providing an authoritative inter disciplinary and up to date survey of relevant concepts research areas and applications Specially commissioned contributions from over 40 authors reveal the importance of human capital for contemporary organizations exploring its conceptual underpinnings relevance to theories of the firm implications for organizational effectiveness interdependencies

with other resources and role in the future economy Unlike neoclassical macroeconomic concepts of human capital human capital in organizations is shown to be dynamic and heterogeneous requiring new theories and management frameworks The systemic role of human capital is explored revealing it as the lynchpin of social structural and other forms of intangible and tangible capital Connections between human capital and organizational performance are investigated from HR management procurement alignment value appropriation and accounting perspectives Links between micro and macro perspectives are provided through analyses of inter firm human capital mobility national and regional human capital formation regimes and industry employment relations practices This Handbook is designed for scholars and graduate students of organization and management theory strategy entrepreneurship knowledge and intellectual capital accounting IT HR IR economic sociology and cultural studies For policy makers and practitioners it should provide an up to date guide to the nature and role of human capital in contemporary organizations and the roles that government industry and other extra firm institutions can play in facilitating its development

Manpower Planning and Utilization in the Federal Government United States Civil Service Commission. Library,1963 **Economic Change and Labour Displacement** Mark Wooden,1986

Personnel Bibliography Series United States Civil Service Commission. Library,1960 *Labormetrics* Lutz Bellmann,Wolfgang Franz,Knut Gerlach,Reinhard Hujer,Wolfgang Meyer,Joachim Wagner,2016-11-21 No detailed description available for Labormetrics [The Adjustment of Displaced Workers in a Labour-surplus Economy](#) Roy Darrow Thomas,1972 Case study of redundancy in the petroleum industry in Trinidad and Tobago illustrating patterns of labour market adjustment and labour mobility in a surplus labour supply economy examines recent trends in the economy the labour relations background severance payments duration of unemployment job searching demographic aspects of displaced workers propensity and ability to become self employed etc evaluates the findings of a questionnaire survey and includes employment policy implications References and statistical tables [The Potential Transfer of Industrial Skills from Defense to Nondefense Industries](#) California. State Department of Employment,1968 *Surviving Job Loss* Kenneth A. Root,Rosemarie J. Park,2016-02-11 Root and Park examine the plight of workers displaced from two paper mills and their paths to reemployment retirement decisions and the personal struggles they faced as a result of their dislocations They provide insightful personal portraits of workers that are representative of the hundreds who lost their jobs as a result of two mill closings one in Sartell Minnesota and the other in Bucksport Maine In addition the authors describe the types of assistance that were offered to the workers displaced by the mill closings dedicate a chapter each to the plights of female workers and of spouses who were both displaced by the closings discuss the importance of community when economic displacement occurs compare the experience of a mill closing in Canada with the Maine and Minnesota closings and conclude with ways that society can be more proactive in assisting workers who suffer job displacement and the economic and psychological impacts that so often occur as a result Overall this book adds a human perspective to the problems facing

dislocated workers not only in the shrinking paper industry but also in other contracting industries in the United States

The Adjustment of Displaced Workers in a Labor-surplus Economy Roy Darrow Thomas, 1969 Midwest Unrest Ashley Howard, 2025-05-23 In the nation's so-called heartland racism is sometimes subtler than in other parts of the country but just as insidious. When Black communities across the United States went up in flames in the 1960s, Midwest cities where racial inequity was endemic were among those most likely to burn. Midwest Unrest explores those rebellions, paying particular attention to the ways that region, race, class, and gender all played critical and often overlapping roles in shaping Black people's resistance to racialized oppression. Focusing on the uprisings in three midsize midwestern cities—Cincinnati, Ohio; Omaha, Nebraska; and Milwaukee, Wisconsin—Ashley Howard argues that urban rebellions were a working-class response to the failure of traditional civil rights activism and growing fissures between the Black working and middle classes. Utilizing arrest records, Kerner Commission documents, and author-conducted oral history interviews, Howard registers the significant impact the rebellions had in transforming the consciousness of African Americans and in altering the relationship between Black urban communities and the state. Specifically, multiple parties including municipal governments, city residents, and most importantly, rebels wielded urban revolt as a political tool to achieve their own objectives. Revealing a new dimension of the Black Freedom Movement, Howard moves the understanding of these disturbances from aberrant acts of violence to historically contingent acts of resistance, highlighting the coeval nature of organized protests and violent outbursts.

A Field in Flux Robert B. McKersie, 2019-05-15 A Field in Flux chronicles the extraordinary journey of industrial and labor relations expert Robert McKersie. One of the most important industrial relations scholars and leaders of our time, McKersie pioneered the study of labor negotiations, helping to formulate the concepts of distributive and integrative bargaining that have served as analytical tools for understanding the bargaining process more generally. The book provides a window into McKersie's life and work and its impact on the evolution of labor and industrial relations. Spanning six decades, the reader learns about the intersection of labor and the Civil Rights movement, the watershed moment of the Air Traffic Controller's Strike, his relationship with George Schultz, the shift from labor relations to human resource management, and McKersie's role in the seminal cases *Motorola*, *GM*, and *Toyota* of the labor movement. A Field in Flux serves two important functions: it demonstrates how people have influenced past employment policies and practices when called to action in critical situations, and it seeks to instill confidence in those who will be called on to address the big challenges facing the future of work today and in the years to come. During a time when the basic values of industrial relations are being challenged and violated, McKersie argues that the profession must adapt to the changing world of work and not forget about the value placed on efficiency, equity, and inclusive employment policies and practices.

The Labor Board Crew Ronald W. Schatz, 2021-01-11 Ronald W. Schatz tells the story of the team of young economists and lawyers recruited to the National War Labor Board to resolve union-management conflicts during the Second World War. The crew, including Clark Kerr, John Dunlop, Jean McKelvey,

and Marvin Miller exerted broad influence on the U S economy and society for the next forty years They handled thousands of grievances and strikes They founded academic industrial relations programs When the 1960s student movement erupted universities appointed them as top administrators charged with quelling the conflicts In the 1970s they developed systems that advanced public sector unionization and revolutionized employment conditions in Major League Baseball Schatz argues that the Labor Board vets who saw themselves as disinterested technocrats were in truth utopian reformers aiming to transform the world Beginning in the 1970s stagflation era they faced unforeseen opposition and the cooperative relationships they had fostered withered Yet their protégé George Shultz used mediation techniques learned from his mentors to assist in the integration of Southern public schools institute affirmative action in industry and conduct Cold War negotiations with Mikhail Gorbachev Personnel Literature United States. Office of Personnel Management.

Library,United States Civil Service Commission. Library,1966

Restrictive Labor Practices in the Supermarket

Industry Herbert R. Northrup,Gordon R. Storholm,2016-11-11 This timely and penetrating study provides new insights into a marketing institution that affects the food shopping patterns and eating habits of most American families It raises crucial questions about labor management relations in supermarkets and seeks to determine whether various labor practices are working against the best interests of the consumer and efficient marketing operations Herbert R Northrup and his Industrial Research group at the Wharton School of Finance and Commerce of the University of Pennsylvania employ the techniques of research and analysis in their investigation of the labor management and collective bargaining structures The final section of the study deals with the potentials for change presents details of technological progress and suggests a new philosophy for and approach to labor relations in the industry In addition to a detailed view of the contemporary situation the student of industry will find here a history of the growth and development of supermarkets and of the unionization movement Founded in 1921 as a separate Wharton department the Industrial Research Unit has a long record of publication and research in the labor market productivity union relations and business report fields Major Industrial Research Unit studies as published as research projects are completed This volume is Study no 44

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