

EMPLOYEE RELATIONS IN AN ORGANISATIONAL CONTEXT



Kathy Daniels



Employee Relations In Context 2ed

Robert Spillane



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Employee Relations in Context David Farnham, 2000 This volume analyses the issues surrounding employment today and explores the challenges that lie at the heart of the workplace This second edition has been thoroughly revised and updated

Construction Workforce Management in the Fourth Industrial Revolution Era Lerato Aghimien, Clinton Ohis Aigbavboa, Douglas Aghimien, 2024-02-12 Through a critical review of existing related theories and models the authors address gaps in existing workforce management studies and propose a conceptual model to improve the management of workers in the construction industry

Theories and Concepts in Work and Employment Relations Andrew Smith, Pauline Dibben, Adrian Wilkinson, 2025-06-09 This comprehensive book explores key theories and concepts in the study of work and employment relations Expert authors provide a detailed guide to the essential theories behind the ever changing world of employment presenting their own perspectives on these ideas

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2005

Psychomanagement Robert Spillane, 2017-04-28 The ultimate test of management is performance the achievement of actual results Why then do Australian managers concern themselves with their colleagues personalities and motives Why have they become infatuated with emotional intelligence and in bizarre cases with spiritual intelligence Traditionally managers who performed earned the right to argue with their colleagues Nowadays individuals who argue are said to lack soft skills while a sad few are thought to be suffering from a personality disorder The popularity of soft skill management has created psychomanagers managers who have entered into a Faustian bargain with psychologists Some managers work with psychologists to master themselves others work with psychologists to master other people As psychomanagement requires specialised knowledge many Australian managers have yielded their authority to counsellors coaches and consultants many of whom believe that human behaviour is determined by internal and external forces over which individuals have little or no control Accordingly psychologists have laboured to absorb the idea of the free and responsible individual into a pseudo scientific framework that denies moral agency The result is that ideas of right and wrong have been replaced with healthy and sick In their pursuit of a therapeutic state psychologists have medicalised morality and managers have embraced powerful myths about minds motive forces personality traits social conditioning leadership occupational stress and mental illness Consequently the twin ideas of personal freedom and responsibility have been sabotaged Freud Maslow Eysenck Skinner and other influential psychologists have denied or minimised the importance of personal responsibility And insofar as managers have entered into an unholy alliance with them they too have minimised personal responsibility at the workplace This book is about Australian managers and their long standing love affair with psychologists For fifty years the author has studied taught and consulted with managers and waltzed with several famous psychologists and an infamous psychiatrist Fortunately they represented both sides of the debate about personal responsibility and human freedom This book is therefore a personal and selective account of a

professional life spent studying the problematic relationship between managers and psychologists *Human Resource Management Theory and Research on New Employment Relationships* Dianna L. Stone, James H. Dulebohn, 2016-10-01 This volume of the series Research in Human Resource Management HRM focuses on a number of important issues in HRM and OB including performance appraisal political skill gratitude psychological contracts the philosophical underpinnings of HRM pay and compensation messages and electronic human resource management For example the first article by Cleveland and Murphy considers a very controversial issue i e the reasons that organizations are abandoning the use of performance appraisal The next article by Harris Ferris Summers and Munyon is extremely interesting and focuses on how composite political skills e g social astuteness interpersonal influence helps individuals develop productive work relationships in organizations The third article by Scandura and Sharif presents a very innovative model of gratitude in organizations and the authors argue that gratitude is essential for maintaining positive social relations in organizations The fourth article by Suazo and Stone Romero provides an extremely comprehensive review of the theory and research on psychological contracts in organizations from 1960 2015 The subsequent article by Bae Kang and Kim presents a very unique perspective on HRM and considers the philosophical underpinnings of the field The sixth article by Murray Dulebohn Roehling and Werling presents a very innovative model to explain the role that organizational messages about changes in pay or compensation systems have on anticipatory pay satisfaction The final article in the series by Johnson Thatcher and Burleson presents a thought provoking framework for understanding the key role that information technology IT plays in the field of HRM The series should be useful to researchers and doctoral students in the fields of HRM OB and Industrial and Organizational Psychology It should also be relevant for doctoral courses and scientist practitioners in these fields **Social Security Outside the Realm of the Employment Contract**

Mies Westerveld, Marius Olivier, 2019 All over the world countries face the challenge of inadequate social security coverage for workers without an employment contract In countries of the global south this phenomenon is a natural consequence of large informal economies Countries in the global north increasingly witness the same issue due to growing labour market flexibility flex contracts dependent self employment digitization of labour In this book authors from both hemispheres exchange insights experiments and practices with the intention of finding better ways to deal with the social security challenges facing workers *Employee Relations in Context* David Farnham, 2000-02

Government Employees Relations Report, 1979 *Mentorship-Driven Talent Management* Payal Kumar, Pawan Budhwar, 2020-06-12 Evidence suggests that research on mentorship has been dominated by the West and little is known about the cultural variations of the mentoring phenomenon This book aims to provide a deeper understanding of the contextual interpretation of mentoring by focusing on the Asian experience in countries such as China India Korea and Taiwan

Service Economies Jin-kyung Lee, 2010 A compelling alternative narrative of the modern miracle of South Korea *Labor Relations Reference Manual*, 2005 Vols 9 17 include decisions of the War Labor Board *A Behavioral Theory of*

Labor Negotiations Richard E. Walton, Robert B. McKersie, 1991 In this book Walton and McKersie attempt to describe a comprehensive theory of labor negotiation The authors abstract and analyze four sets of systems of activities which they believe account for much of the behavior found in labor negotiations The first system of activities termed distributive bargaining comprises competitive behaviors that are intended to influence the division of limited resources The second system is made up of activities that increase the joint gain available to the negotiating parties referred to as integrative bargaining They are problem solving behaviors and other activities which identify enlarge and act upon the common interests of the parties The third system includes activities that influence the attitudes of the parties toward each other and affect the basic relationship bonds between the social units involved This process is referred to as attitudinal structuring The fourth system of activities which occurs as an integral aspect of the inter party negotiations comprises the behaviors of a negotiator that are meant to achieve consensus within one's own organizations This fourth process is called intra organizational bargaining Each sub process has its own set of instrumental acts or tactics Therefore each of the four model chapters is followed by a chapter on the tactics which implement the process These chapters translate the model into tactical assignments and include an abundance of supporting illustrations from actual negotiations This study should be of interest to several audiences including students and teachers of industrial relations social scientists interested in the general field of conflict resolution as well as practitioners of collective bargaining and other individuals directly involved in international negotiations The overall theoretical framework has been derived by a mixture of inductive and deductive reasoning Extensive fieldwork and several dozen printed case studies have provided the bulk of the empirical data In terms of meaning the study has three touchstones the field of collective bargaining the field of conflict resolutions and the underlying disciplines of economics psychology and sociology

Handbook of Hospitality Human Resources Management Dana Tesone, 2008-09-10
Handbook of Hospitality Human Resources Management is an authoritative resource comprising an edited collection of papers which review and discuss this crucial aspect of hospitality whilst illustrating how theories and concepts can be applied to the hospitality industry Written by internationally recognized practitioners and academics this book provides thorough reviews and discussions The depth and coverage of each topic is unprecedented A must read for hospitality researchers and educators students and industry practitioners

Managing the Psychological Contract ABM Abdullah, 2017-05-23 This book explores the differences between Western and non Western cultures to provide a more comprehensive understanding of psychological contract and its consequences on employees behavioral attitudinal and cognitive outcomes Further it discusses the culturally relevant elements of HR practices that affect employee expectations job satisfaction commitment and motivation based on their perceptions of the level of fulfilment of their psychological contract Integrating both qualitative and quantitative methods it is the first book to examine the current state of the South Asian workforce and will advance research on industrial relations employee relationship management and corporate

management of South Asian employees around the world **Privacy@work** Frank Hendrickx, Elena Gramano, David Mangan, 2023-06-12 The right to privacy is a fundamental right Along with the related right to personal data protection it has come to take a central place in contemporary employment relations and shows significant relevance for the future of work This thoroughly researched volume which offers insightful essays by leading European academics and policymakers in labour and employment law is the first to present a thoroughly up to date Europe wide survey and analysis of the intensive and growing interaction of workplace relations systems with developments in privacy law With abundant reference to the EU s General Data Protection Regulation the case law of the European Court of Human Rights and the work of the International Labour Organisation the book proceeds as a series of country chapters each by a recognised expert in a specific jurisdiction Legal comparison is based on a questionnaire circulated to the contributors in advance Each country chapter addresses the national legal weight of such issues and topics as the following interaction of privacy and data protection law legitimacy purpose limitation and data minimisation transparency role of consent artificial intelligence and automated decision making health related data including biometrics and psychological testing monitoring and surveillance and use of social media A detailed introductory overview begins the volume The research for this book is based on a dynamic methodology founded in scientific desk research and expert networking Recognising that the need for further guidance for privacy at work has been demonstrated by various European and international bodies this book delivers a signal contribution to the field for social partners practitioners policymakers scholars and all other stakeholders working at the crossroads of privacy data protection and labour law ECMLG2015-11th European Conference on Management Leadership and Governance José Carlos Dias Rouco, 2015-10-26 These Proceedings represent the work of contributors to the 11th European Conference on Management Leadership and Governance held this year at the Military Academy Lisbon Portugal on the 12 13 November 2015 The Conference Chair is Major General Joao Vieira Borges from and the Programme Chair is Lieutenant Colonel Jose Carlos Dias Rouco both from the Military Academy Lisbon Portugal Keynote presentations are given by Colonel Nuno Lemos Pires from the Military Academy and Lt Col Paulo Fernando Viegas Nunes from the National Defence Institute Lisbon Portugal The Conference offers an opportunity for scholars and practitioners interested in the issues related to Management Leadership and Governance to share their thinking and research findings These fields of study are broadly described as including issues related to the management of the organisations resources the interface between senior management and the formal governance of the organisation This Conference provides a forum for discussion collaboration and intellectual exchange for all those interested in any of these fields of research or practice With an initial submission of 163 abstracts after the double blind peer review process there are 64 Academic research Papers 8 PhD Research Papers and 2 Masters research paper in these Conference Proceedings These papers reflect the truly global nature of research in the area with contributions from Belgium Canada China Colombia Czech Republic Denmark Finland Germany Italy Japan Kazakhstan Lithuania Netherlands

New Zealand Poland Portugal Republic of Korea Romania Russia Scotland South Africa Syria The Netherlands Turkey UAE UK United Arab Emirates USA

Organizational Culture, 2024-01-31 This book elaborates on organizational culture change supported by technology More specifically it goes beyond the core meaning definitions and identities of organizational culture It is a profound effort that explores the key elements and factors that drive internal organizational change through a suggested approach to digitalization It presents insight into the realistic organizational world highlighting novel ideas that enrich the understanding of why change is needed It will empower individuals to examine cultural change through different dimensions as well as nurture new publications in different industries and markets It will also spur future investigations of organizational culture change and related economic and social aspects The book unlocks new avenues for various players including organizations policymakers practitioners and researchers It is a valuable addition to the literature presenting an impressive body of knowledge on the technology driving cultural change The book follows an easily readable format and is professionally written It includes nine chapters that help readers understand the core need for organizational cultural change and technology and their increasing significance worldwide

Human Resource Management 'with Chinese Characteristics' Malcolm Warner, 2013-09-13 Five years into World Trade Organization membership how is China's system of people management adapting to the changing world This edited book provides an up to date state of the art overview of current theory and practice of human resource management with Chinese characteristics The latter is a phrase used to refer to the specific cultural institutional and social setting in which such management structures and processes are to be found in the Middle Kingdom As the People's Republic of China becomes inexorably linked to the international economy and increasingly faces the challenges of globalization its enterprises and their managers have to adapt to pressures to conform to external human resources and employment norms whilst at the same time conforming to internal labour laws and socio political demands The tension between these two sets of factors provides an arena in which human resource managers as well as workers have to cope perform and survive The papers included in this collection are all based on empirical on site research by specialists in the field They deal with such HRM related topics as expatriates family demands human capital joint ventures labour disputes organizational commitment psychological contracts social networks work behaviour and the like The authors of the papers covered in the book come from a variety of backgrounds and university affiliations in Australia Canada Finland Hong Kong Japan People's Republic of China United Kingdom and United States of America

International Human Resource Management Mustafa F. Özbilgin, Dimitria Groutsis, William S. Harvey, 2014-03-07 International Human Resource Management offers a contemporary and multilayered introduction to international and comparative human resource management for university study It critically analyses the core issues and emerging trends in the field with a consistent emphasis on real world scenarios and concerns At the macro level the book examines how IHRM fits within and adapts to the ever changing environment of international relations and global development At the firm level it elucidates the

strategic goals served by IHRM and the processes used to achieve them At the individual level the analysis extends beyond the traditional focus on expatriates to encompass the various IHRM actors and their motivations Each chapter features a case study tutorial activities and discussion questions The book concludes with three extended case studies each based on a specific region to help students consolidate their understanding

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