

From Tellers to Sellers

Changing Employment
Relations in Banks



From Tellers To Sellers Changing Employment Relations In Banks

**Greg J. Bamber, Fang Lee
Cooke, Virginia Doellgast, Chris F
Wright, Author**

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International and Comparative Employment Relations Greg J. Bamber, Fang Lee Cooke, Virginia Doellgast, Chris F Wright, Author, 2021-03-17 Established as the standard reference for a worldwide readership of students scholars and practitioners in international agencies governments companies and unions this text offers a systematic overview of international employment relations Chapters cover the UK USA Canada Australia Italy France Germany Denmark Japan South Korea China India and South Africa Experts examine the context of employment relations in each country economic historical legal social and political They consider the roles of the major players and outline the various processes of employment relations including collective bargaining and arbitration consultation and employee involvement The seventh edition has been thoroughly updated with new examples and discussion questions to engage students and encourage critical thinking A revamped set of online resources includes PowerPoint slides for lecturers to use in their teaching as well as useful web links to enhance learning

Global Restructuring and the Power of Labour Bill Dunn, 2004-05-28 Bill Dunn considers and contests accounts of globalization and post Fordism that see structural economic change in the late Twentieth century as having fundamentally worsened the conditions and weakened the potential of labour Including a comparative survey of restructuring in four major industries automobiles construction microelectronics and finance the book suggests the timing of change and its complex and contradictory nature undermine structural explanations of labour s situation It redirects attention towards labour s political defeats and own institutional shortcomings

New Directions in the Study of Work and Employment Charles J. Whalen, 2008-01-01 the book is both wide ranging and thought provoking New Directions in the Study of Work and Employment is a first rate collection of papers that provides a state of the art overview of debates on the health and standing of the field of industrial relations John Kelly Transfer Charles Whalen s excellent edited volume New Directions in the Study of Work and Employment is a conversation about renewing the academic discipline formerly known as industrial relations The chapters of this book are uniformly of high quality and provocative It inspires the reader to engage and mend the world a bit David Jacobs Heterodox Economics Newsletter an intellectually stimulating collection of informed sound and innovative responses to modern labor problems New Directions is a timely work that deserves wide readership by anyone with an association or interest in industrial relations Although the matter of revitalization of the field of IR is not nearly a new topic dismissing this volume as simply another typical prescription in the lineage of IR revitalization commentary would be a gross miscalculation For one the sheer breadth and depth of the contributing scholars brings a unique intellectual richness to this project Also this book distinctively tackles the issue of revitalization from a multitude of

perspectives from social capital to network theories to labor and employment law and from research and theory to teaching and practice and does so in a way that is comprehensive continuous and in dialog throughout Finally this book makes a significant contribution because of its specific recommendations for IR revitalization Instead of telling scholars and practitioners the need for a new direction but providing few feasible alternatives New Directions proffers real pathways for progress This book is a useful guide for navigating the ever developing world of work and employment relations Sean Rogers Perspectives on Work Where is the field of industrial relations going How can it be rejuvenated How can it be reformulated to deal with current problems These are among the difficult questions this stimulating book addresses George Strauss University of California Berkeley US This book deserves to be widely read The academic study of industrial relations has recently struggled to adjust to the brave new world of work and employment relations Too often there has been a retreat into the study of very small issues and insufficient emphasis on the big picture The chapters in this volume make a valuable contribution to filling this gap Most important of all the book is forward looking Ken Mayhew University of Oxford UK Charles Whalen has assembled a timely and comprehensive examination of the world of work by a distinguished group of international scholars Robert B McKersie Massachusetts Institute of Technology US This book represents a breath of fresh air provided by many of the most prominent scholars in industrial relations today It anchors the field to its past but more importantly highlights pathways to the future It is indispensable reading and will form a solid foundation for continued dialogue about new directions for the study of work and employment Morley Gunderson University of Toronto Canada Work and its associated problems are more important to individuals and society than ever before That is why it is so crucial to re envision the field of industrial relations employment relations which brings together economics sociology psychology history human resource management political science and all other areas of scholarship related to work This compendium by leading industrial relations scholars makes a vital contribution in that direction Paula B Voos Rutgers The State University of New Jersey US Industrial relations is confronting major challenges This valuable book deserves a warm welcome since it illustrates and maps a series of

Labour Unionism in the Financial Services Sector Gregor Gall, 2017-11-30 In recent years there has been an acute crisis of worker representation in the finance sector in Britain Labour union and staff association membership and density has fallen collective organisation has experienced dislocation and disorganisation and worker self confidence has been sapped Prior to this there was a sense of an identifiable trajectory towards greater unionateness by labour unions and staff associations with the sector moving towards growing self identification of employees as workers and the use of traditional tools of collective bargaining such as threats of strikes and strikes themselves This study documents and explains these changes in wider historical terms providing invaluable reading for those interested in the future of both the labour movement and the finance sector

Work and Identity J. Kirk, C. Wall, 2010-11-17 This book presents an accessible and fascinating account of theoretical debates around identity and work recent empirical trends and

methodological arguments concerning the role of oral testimony and its interpretation Focusing on three occupational sectors in particular teachers bank workers and the railway industry it also presents an argument that is both more general than this and theoretically and analytically wide ranging The book explores some important questions how are workers both in the past and the present juncture socialised into work cultures What are the cultural and structural differences with regard the world of work across class gender and generation What are the historical conditions of which these differences play a part How is the idea of work found in a range of representations from artistic production to sociological discourse expressed and explored The development of concepts such as structures of feeling and affect and the weaving in of historical and visual material make the book important to a wide range of readers including ethnographers cultural sociologists and narrative researchers In turn this book offers an authoritative and sophisticated summary and analysis of work and identity and is an important intervention into mainstream sociology concerns

Labour and Management Co-operation Stewart Johnstone, 2016-04-22 Over the last decade the notion of labour management cooperation and partnership has been central to debates around the future of employee representation In this insightful analysis of the partnership process in the dynamic UK financial services sector Stewart Johnstone focuses on the meaning of partnership the processes involved the different contexts in which events are played out and on how we should assess the outcomes Using detailed case studies conducted in three diverse banking organisations to understand more about the process and employing the analytical efficiency equity voice framework from the US that has never before been employed in a study of UK employment relations Dr Johnstone presents a new way of evaluating the outcomes of a variety of partnership approaches Labour and Management Co operation provides a level of understanding that transcends the stalemate of recent times in which the advocates and critics of different approaches seem to have been locked It will appeal to those with an interest in the current debate about voice and representation and mutual gains taking place amongst those involved with HRM and employee relations in Europe the United States and elsewhere

A Research Agenda for Work and Employment Stephen Procter, 2024-06-05 A Research Agenda for Work and Employment critically analyses forthcoming developments and pressing issues within employment studies By exploring crucial questions on changing employer demands and new forms of employment it addresses the core topics shaping this fascinating area of business studies today

Nonstandard Work Françoise J. Carré, 2000 Comprises a collection of papers which discuss the decline of the standard employment relationship and the emerging new employment arrangements Focuses on the 1990s

Mergers & Acquisitions Annette Risberg, 2013-04-15 Mergers and acquisitions remain one of the most common forms of growth yet they present considerable challenges for the companies and management involved The effects on stakeholders including shareholders managers and employees must be considered as well as the wider implications for the economy the level of competition and employment By drawing on classic research perspectives and placing them alongside more recent alternatives this book provides readers with a focused yet far reaching

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Rethinking Work Mark Hearn,Grant Michelson,2006-02-13 This 2006 book is structured around the themes of time space and discourse as they are applied to our working lives **Industrial Relations in Korea** Jooyeon Jeong,2006-11-22 A key factor in Korea s economic success is the nature of industrial relations in Korean business and industry Joo Yeon Jeong presents a comprehensive survey of the current state of industrial relations in Korea He shows how union membership has changed over recent decades and how the focus of bargaining has widened from purely financial considerations to include a much wider range of issues including principally issues related to job security In addition the book considers the role of government in shaping the legal and institutional environment and of employers who have taken a more aggressive role towards unions since the mid 1990s *Developments in the Call Centre Industry* Julia Connell,John Burgess,2006-09-27 Over the past ten years there has been a massive growth in call centres worldwide These centres are said to represent the most dynamic growth area in white collar employment internationally since the mid 1990s Yet the footloose and global nature of the industry means that jobs will always be susceptible to outsourced operations ICT developments public sector subsidization of business restructuring and re location and cheaper operations elsewhere This book conducts a thorough analysis of this modern phenomenon **Rethinking Reward** Susan Corby,Steve Palmer,Esmond Lindop,2008-10-07 The top

specialists in each aspect of reward focus on the issues of the moment they also identify the most significant areas of change incorporating the latest research and challenge conventional thinking providing a truly critical perspective An invaluable addition for both practitioners and sophisticated students *The Global Evolution of Industrial Relations* Bruce E. Kaufman,2006 Work and Life in the Global Economy D. Howcroft,H. Richardson,2009-11-30 This book aims to explore the social and cultural issues within the economic changes that have given rise to service work Written by specialists in their respective fields this book draws together authors from interdisciplinary areas that are carrying out significant research into gender and service work within an international context **Working in the Service Sector** Gerhard Bosch,Steffen Lehndorff,2004-06 Chapter 1 Introduction part Part I Different service societies in Europe chapter 2 Measuring economic tertiarisation chapter 3 The incidence of new forms of employment in service activities chapter 4 Why do countries have such different service sector employment rates chapter 5 Services and the employment prospects for women part PART II The organisation of service work an analysis of five sectors chapter 6 The family the state and now the market chapter 7 The reluctant nurses chapter 8 Work hard play hard chapter 9 Work organisation and the importance of labour markets in the European retail trade chapter 10 Lean banking part Part III Common challenges chapter 11 The shaping of work and working time in the service sector chapter 12 The delegation of uncertainty chapter 13 Can trade unions meet the challenge chapter 14 Diversity and regulation of markets for services The Essentials of the New Workplace David Holman,Toby D. Wall,Chris W. Clegg,Paul Sparrow,Ann Howard,2005-05-05 The original hardback edition of The New Workplace examined modern business terms such as total quality management just in time production e business lean manufacturing and teleworking It explored what these terms really mean and what effect they have in practice especially their impact on productivity and performance and their social and psychological consequences This paperback is a shorter revised version of the original book It will focus on working practices especially technology orientated ones which are the most relevant and innovative for consultants

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