

# **Economic Democracy and Financial Participation**

*A comparative study*

Daryl D'art

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# Economic Democracy And Financial Participation A Comparative Study

**Adrian Wilkinson, Paul J. Gollan, Mick  
Marchington, David Lewin**



## **Economic Democracy And Financial Participation A Comparative Study:**

Economic Democracy and Financial Participation: A Comparative Study Daryl D'Art, 1992 *Economic Democracy and Financial Participation* Daryl D'Art, 2002-03-11 The ideas of economic democracy and financial participation are not new The International Congress on profit sharing first met in Paris in 1889 However since then the numerous schemes have met with mixed reactions and various levels of success In *Economic Democracy and Financial Participation* Daryl D Art has two objectives Firstly to examine if and under what conditions profit sharing schemes and employee shareholding can motivate workers and generate cooperative striving Secondly he identifies the schemes of financial participation which have the potential to realise economic democracy within the individual firm and wider society Economic Elites, Crises, and Democracy Andres Solimano, 2014-09-01 Andr s Solimano examines the growing divide between rich elites and everyone else the fragmentation of the middle class under global capitalism the economy s tendencies to experience frequent financial crises the limits of austerity policies and the internationalization of elites migrant diaspora and social movements *Economic Elites Crises and Democracy* uncovers the potential of economic democracy for restoring authentic prosperity social cohesion and financial stability in post neoliberal capitalism *Advances in the Economic Analysis of Participatory and Labor-Managed Firms* Doug Kruse, 2013-12-06 Ownership and decision making are key issues in current debates among corporate labor and policy leaders This volume contains cutting edge research on the causes and effects of financial and decision making participation around the globe plus theory and thought pieces on the meaning and value of employee ownership in a rapidly changing world *Employee Ownership, Participation and Governance* Dr Andrew Pendleton, 2002-01-04 This volume is an examination of the origins characteristics and performance of employee owned firms It focuses on firms that have converted to either partial or full employee ownership using recent institutional fiscal and legal innovations Based on five years of empirical research this is a topical contribution to recent debates on the challenging nature of employment *Profit Sharing and Company Performance* Marija Ugarkovic, 2007-11-27 There has been a long tradition of academic research on the nature and consequences of employee financial participation Due to its various potential benefits this topic has recently attracted renewed interest both among academics and policy makers in Europe Marija Ugarkovic examines whether financial participation can contribute to a more equitable distribution of income and wealth whether it can increase employment and lead to improved company performance The author uses a large scale German establishment panel and proves the beneficial impact on productivity and employment In addition she shows that profit sharing does not lead to a reduction of base wages but is paid in addition to regular wages It becomes evident that profit sharing has more positive effects for large firms than for small and medium sized companies **Employee Partnership Pay and Employer Flexibility** United States. Congress. House. Committee on Small Business. Subcommittee on Regulation, Business Opportunities, and Technology, 1994 Distributed to some depository libraries in microfiche

*Human Resource Management* David G. Collings, Geoffrey Wood, Leslie T. Szamosi, 2025-06-06 Written by an international team of respected scholars *Human Resource Management A Critical Approach* 3rd edition adopts a critical perspective to examine the core management function of human resource management HRM in all its complexity including its darker sides Despite over three decades of debate around the nature of HRM its intellectual boundaries and its application in practice the field continues to be dogged by several theoretical and practical limitations This textbook opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this third edition examine HRM and consider issues including diversity and inclusion employee well being digitalisation and AI sustainable HRM and gig work and job deconstruction This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals seeking to deepen their understanding of the complexities of their field *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 **Sharing in the Company** Erik Poutsma, Paul E. M. Ligthart, 2017-06-12 Volume 17 of *Advances in the Economic Analysis of Participatory and Labor Managed Firms* provides detailed analysis on standard econometric studies to new institutional economics to behavioral economics *The Origins of Economic Democracy* Michael Poole, 2017-09-29 This work originally published in 1989 examines a highly important phenomenon the growth of profit sharing and share ownership schemes for employees within the company *The Origins of Economic Democracy* traces the origins and developments of such schemes internationally and presents an explanatory framework for understanding their emergence Both legislation and economic conditions play key roles in determining the popularity of such schemes for companies and their employees The subject of profit sharing is of vital importance to companies endeavouring to improve their financial performance while increasing the degree of job satisfaction and organizational loyalty of staff members *The Oxford Handbook of Participation in Organizations* Adrian Wilkinson, Paul J. Gollan, Mick Marchington, David Lewin, 2010-02-19 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number

of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

*International Human Resource Management* Michael Dickmann,Chris Brewster,Paul Sparrow,2016-02-19

*International Human Resource Management* provides a concise overview of the rich HR landscape in Europe to help students develop cutting edge people management approaches The innovative multi disciplinary approach of the book provides a holistic picture of the key issues on the individual organizational and societal levels The book is divided into three parts Part I explores the institutional and economic contexts that organizations face in different European countries This section goes beyond exploring issues of diversity to include a discussion of the impact of the recent financial crisis Part II concentrates on the key challenges and trends facing HR including an aging population migration and sustainability and analyzes the unique and inventive ways these are addressed in different countries across Europe Part III focuses on the fundamental HR areas recruitment and selection performance management and rewards employment relations global careers and so forth and the ways in which these policies and practices are shaped by the European Union With broader coverage the latest thinking in the field and cutting edge cases examples and insights this book will prove a highly valuable resource for students researchers and practitioners working in human resource management and international business

*Are Trade Unions Still Relevant?* Dr Tom Turner,Dr Daryl D'Art,Dr Michelle O'Sullivan,2013-05-24

This edited collection examines the relevance of trade unions 100 years on from the 1913 Lockout in Dublin The general argument underpinning the papers in this book is that trade unions are still relevant in the 21st century since they provide an independent collective representation for workers and address the power imbalance between the worker and employer All of the chapter authors are based at the Department of Personnel and Employment Relations Kemmy Business School University of Limerick The chapters are grouped under three broad headings The demand for trade unions in the 21st century partnership at work and the legal context of union recognition and case studies dealing with union organising and recognition campaigns This book provides a focus on an area not covered in any detailed way by any comparable text book It will be of interest to undergraduates and

postgraduates in the area of employment relations and to practitioners such as trade union officials and human resource managers. In addition, it will be of interest to a wider body of academics internationally who wish to understand trade unions in Ireland for comparative purposes.

*Incentivising Employees* Ingrid Landau, Ann O'Connell, Ian Ramsay, 2013-02-01

Employee share ownership has the potential to generate a culture of enterprise and innovation and build national wealth and savings. This book is the culmination of a multi-year research project funded by the Australian Research Council and represents the first detailed discussion of the theory, policy and practice of employee share ownership plans (ESOPs) in Australia. The topics examined in the book are key legal and policy issues relevant to ESOPs, the current incidence and forms of ESOPs in Australia, the corporate law and taxation law frameworks, why employers implement ESOPs and why employees participate in them, international comparisons and recommendations for reform.

*Promoting Social Dialogue in European Organizations* Martin Euwema, Lourdes Munduate, Patricia Elgoibar, Erica Pender, Ana Belén García, 2014-12-08

This volume focuses on describing the social dialogue system in organizations from a Human Resources Management perspective. Based on the NEIRE model for industrial relations, key factors are determined contributing to creative social dialogue in European organizations. Actual data from surveys and interviews from more than 700 CEO and HR managers in eleven European countries give insights in the experiences with and expectations of employers of social dialogue. The volume offers a comprehensive introduction to the historical context and current situation in social dialogue in these countries. This context helps to understand the current major challenges in each country when it comes to a vital social dialogue. Using good practices from many organizations, this book offers an agenda for innovative and cooperative social dialogue in organizations.

**The Oxford Handbook of Contextual Approaches to Human Resource Management** Emma Parry, Michael J. Morley, Chris Brewster, 2021

The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities.

*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, AYSPPS 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

*Quality of Work and Employee Involvement in Europe* Marco Biagi, 2002-08-28 The eighteen essays in this volume concentrate on the issues surrounding workers participation the area of industrial relations uppermost in Marco Biagi's thinking at the time of his assassination in March 2002 The trend toward ever greater employee involvement in managerial decisionmaking has been growing in Europe for over a decade to a significant extent as a result of Biagi's work From the start he clearly discerned that the key to quality of work was worker participation This book stands not merely as a homage but as evidence that Biagi's assassination will not affect the progress he was making In what amounts to an integrated series of recommendations for further European legislation on workers participation in industrial relations the authors analyse and evaluate the following experience gained from implementation of the European Works Council Directive and the European Company Statute Directive implications of the new Directive on Information Consultation in National Undertakings and of the European Forum on the Financial Participation of Workers and experience in a variety of national contexts including those of Japan Italy France Belgium the United Kingdom Germany Russia Poland and Slovenia In the final analysis employee involvement when it is a genuine commitment on the part of all stakeholders is seen as a sharing of cultural values that successfully reconciles efficiency and social justice Those who believe this is a goal worth achieving for reasons both economic and social will recognize in this book an immensely valuable contribution

The Oxford Handbook of Employment Relations Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13 There have been numerous accounts exploring the relationship between institutions and firm practices However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke

nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management



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