

EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

Themes and Issues

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Dr Andrew Pendleton



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Employee Relations in the Public Services Susan Corby, Geoff White, 2002-01-22 Almost a fifth of all employees work in the public sector Employees working in the civil service NHS local government education the police and fire services also represent a large and growing body of students taking degree courses at universities Exploring this important and rapidly changing area this book outlines the main developments in the public sector since 1979 including topical issues such as the rise of new public management decentralisation and contracting out Themes which currently affect public sector employees are examined including decentralization contracting out fragmentation and the growth of individualism in the employment contract This stimulating up to date and intellectually rigorous text is thematic rather than sector specific and reflects the way this subject is taught in a range of courses It will complement alternative texts in this area and will be a valuable resource for students of public policy public sector management human resource management employee and industrial relations

'modernisation' Under Labour Stephen Bach, Ian Kessler, Geoff White, 2005 This e book carries contributions which address the issue of public service reform under Labour The published papers cover both a broad variety of human resource topics and range of separate public services Topics covered include the impact of performance indicators on HRM practices in the NHS the impact of Government policy on employment relations in the Fire Service the use of 360 degree appraisal systems to improve performance management in the civil service the impact of best value reviews upon HR in local government the outcomes of new partnership relationships between management

Public Service Employment Relations in Europe Stephen Bach, Lorenzo Bordogna, Giuseppe Della Rocca, David Winchester, 2005-08-16 The book provides an up to date analysis of the restructuring of public service employment relations in six European countries Germany France Italy Spain Denmark and the UK Each of the chapters on national systems is organized around a set of themes and policy issues including the impact of fiscal crises and increasing macro economic integration within the European Union on the scope and organization of public services changes in the patterns and status of public service employment the shift from centralized administration to new models of devolved management changes in the organization and policies of public service trade unions reforms in the structure process and outcome of collective bargaining patterns of conflict and cooperation between unions managers and the state Written and edited by some of the country's primary authorities on public sector industrial relations this outstanding book on this high profile field is sure to be a valuable resource for those studying this important topic

Public Service Management and Employment Relations in Europe Stephen Bach, Lorenzo

Bordogna,2016-07-07 Has there been a transformation of public service employment relations in Europe since the crisis Public Service Management and Employment Relations in Europe examines public service employment relations after the economic crisis including analysis of more than thirty years of public service and workforce reform and addresses the interplay between an emerging post crisis public service sector and the consequences for the state employers and trade unions in core public services Written by leading national experts this book places the economic crisis in a longer timeframe and examines how far trends in public sector employment relations were reinforced or reversed by the crisis It provides an up to date analysis of the restructuring of public service employment relations in 12 major European countries including analysis of little studied central and Eastern European countries This book will be vital reading for researchers academics and PhD Students in the fields of Public Management Public Administration Employment Relations and Human Resource Management

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

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Human Resource Management in Developing Countries Pawan S. Budhwar,Yaw A. Debrah,2013-03-07 Focusing on HRM developments in thirteen developing countries across Asia Africa and the Middle East this book explores the contextual functions of HR in these countries In addition it analyzes the more general issues of HRM in cross national settings to give readers an understanding of HR that is both comparative and contextual Covering the policies and practices of China South

Korea Taiwan India Nepal Pakistan Iran Saudi Arabia Algeria Nigeria Ghana Kenya and South Africa each chapter follows a framework that draws out all of the unique and diverse configurations of HRM This important text is an invaluable resource for all HRM practitioners students and scholars of HRM international HRM and international business Gender, Diversity and Trade Unions Fiona Colgan,Sue Ledwith,2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce **Human Resource Management in China Revisited** Malcolm Warner,2020-10-28 This edited volume first considers the economic background of the recent changes in HRM in the People s Republic of China from 1978 to the present day exploring the change from a command economy to a more market led one It then goes on to look at the demise of so called iron rice bowl policy once dominated by a Soviet inspired Personnel Management model to one now characterized by possibly Japanese as well as Western influenced HRM albeit with what are widely described as Chinese characteristics Finally it concludes with a comparative analysis of the contributions in the book on China vis a vis an appraisal of these with the national HRM systems of Japan and South Korea This volume was previously published as a special issue of the International Journal of Human Resource Management **Handbook of Public Administration** B Guy Peters,Jon Pierre,2007-05-23 The past two decades have been marked by a period of substantial and often fundamental change in public administration Critically reflecting on the utility of scholarly theory and the extent to which government practices inform the development of this theory the Handbook of Public Administration was a landmark publication which served as an essential guide for both the practice of public administration today and its on going development as an academic discipline The Concise Paperback Edition provides a selection of 30 of the original articles in an accessible paperback format and includes a new introduction by B Guy Peters and Jon Pierre It is an essential point of reference for all students of public administration *Managing Employment Change* Huw Beynon,2002 Deregulation and decentralization have placed organizations in the driving seat of employment change Drawing on seven case studies of large organizations this book examines how organizations as the architects of the employment system are restructuring their employment practices Rich data on the experience of work collected from all seven organizations provide clear evidence of a general transformation of the wage effort relationship based on cost cutting and increased work intensity This increased work intensity is shown to be a consequence intended and unintended of changes to a variety of employment policies and practices including changes to staffing policies for example the trend towards lean staffing and the use of new contracts changes to the skills mix and training provision associated with policies of delayering and multi skilling and changes in

working time arrangements towards more flexible and extended working hours Such trends in employment practices have been interpreted as a return to the market as the institutionalized employment system characteristic of bureaucratic organizations and strong trade unions visibly crumbles The analysis presented here rejects the notion of simple market determination and instead develops an integrated and interdisciplinary framework for understanding the processes shaping employment change Managers are seeking solutions to increasing market or performance pressures through changes to employment policies However these responses to budget cuts and market pressures are shown to be mediated by the institutional political and social environment inside and outside the organization Moreover managers are found in practice not to be able to control their environment or implement their desired policies with the expected outcomes Despite the increased scope for managerial initiative and the greater opportunities for shifting the risk and responsibility of adapting to new conditions on to labour the attempts of managers to develop a strategic approach to employment change are proving to be largely unsuccessful The book ends by calling for a renewal and rebuilding of labour market institutions to kick start the process of reversing this fragmentation of the employment system

Power at Work Darren McCabe, 2007-03-29 Providing detailed insights into working life McCabe a well known author in the fields of organization studies labour process theory and critical management studies offers a distinctive approach to innovation in the work place In this ethnography of a major US bank he argues that many innovations associated with the new corporation seem to re Reward Management Geoff White, Janet Druker, 2013-05-13 This thoroughly revised edition adopts a critical and theoretical perspective on remuneration policy and practices in the UK from the decline of collective bargaining to the rise of more individualistic systems based on employee performance It tackles the conceptual issues missing from existing texts in the field of HRM by critically examining the latest academic literature on the topic Fully updated to cover the Chartered Institute of Personnel and Development s reward syllabus and offering a less prescriptive alternative to current texts for HR practitioners and MBA students this new edition includes new chapters on executive reward pensions and benefits clear routes to assist the student reader in the journey through this complex area a strong contextual framework to enable better understanding The second edition of Reward Management is an essential read for all those studying or with an interest in human resource management performance management and reward

The Insecure Workforce Edmund Heery, Professor Edmund Heery, John Salmon, 2000-02-24 For the past two decades employment in Britain has been marked by a search for greater flexibility in the availability and use of labour In recent years however there has been mounting concern at the costs of this trend and an appreciation that the consequence of a flexible labour market may be an insecure workforce vulnerable to exploitation

Working for McDonald's in Europe Tony Royle, 2004-08-02 The McDonald s Corporation is not only the largest system wide sales service in the world it is a phenomenon in its own right and is now recognized as the most famous brand in the world By providing a detailed analysis of the extent to which the McDonald s Corporation adapts or imposes its labour

relations policies in Europe this volume represents a real life case study revealing the interaction between a global multi national enterprise and the regulatory systems of a number of different European countries Key features include an overview of the McDonald s Corporation s development and structure an analysis of its corporate culture and the issues of franchising an examination of key union strategies including systems of co determination consultation and collective bargaining a chapter dealing specifically with European legislation in particular the McDonald s European Works Council The author systematically analyzes the conflict between the McDonald s Corporation and the industrial relations systems of the European countries within which it operates and exposes this conflict as an unequal struggle between economic liberalism and collectivism

Human Resource Management in the Hotel Industry Kim Hoque,2013-01-11 Most up to date survey of the hotel industry in relation to HRM and is very well written Breaks new ground by testing the extent to which HRm has been adopted within the hotel industry and by providing a systematic assessment of both the factors influencing hrm decision making and the relationship between hrm and performance in the hotel industry It contains an excellent summary of the debate on HRm and business performance which extends the relevance well beyond the hotel sector

Union Recognition Gregor Gall,2006-01-16 Several thousand new trade union recognition agreements have been signed since 1997 representing a major development within industrial relations in Britain This has resulted from the interaction of union organizing efforts and the statutory union recognition provisions of the Employment Relations Act 1999 However for trade unions recognition alone is not enough a vital issue is whether having gained union recognition trade unions are now effectively delivering upon the promises and prospects of union recognition These essays examine the substantive outcomes of these new agreements in regard to union representation and collective bargaining In particular they explore the impact on terms and conditions of employment employers behaviour and strategy the nature of the union management bargaining relationship the building of workplace unionism While the collection focuses primarily on Britain the germane issues are also looked at in the context of Australia Canada and the U S A Conceptually and theoretically Union Recognition offers contributions which develop our understanding of the relationship between workplace and national unionisms and of mobilization theory

Partnership at Work Bill Roche,John Geary,2006-09-27 The partnership established between the Irish Airports Authority and its trade unions in the mid 1990s was groundbreaking in promoting union and staff involvement in all aspects of company decision making This book charts the progress achievements and obstacles faced by the partnership based on full access to the partners documents observations on how the partnership functioned and three surveys of the company s workforce

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