

Globalization, Employment and the Workplace

Diverse impacts

**Edited by Yaw A. Debrah
and Ian G. Smith**



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Globalization Employment And The Workplace

Judd E. Hollander



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globalization this text examines how global competitive pressures in Asia are transforming workplace relations and impacting on strategies of managers as well as the responses and behaviours of trade unions and employees The volume brings together research from Australia and New Zealand as well as from China Japan Malaysia and Singapore to illuminate our understanding of what is actually happening to organizations workforces employee groupings and individual employees as a result of globalization and the intensification of global competition in Pacific Asia *Net-works* Marvin Scott

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Compelled by the extent to which globalization has changed the nature of labor relations Harry C Katz Thomas A Kochan and Alexander J S Colvin give us the first textbook to focus on the workplace outcomes of the production of goods and services in emerging countries In Labor Relations in a Globalizing World they draw lessons from the United States and other advanced industrial countries to provide a menu of options for management labor and government leaders in emerging countries They include discussions based in countries such as China Brazil India and South Africa which given the advanced levels of economic development they have already achieved are often described as transitional because the labor relations practices and procedures used in those countries are still in a state of flux Katz Kochan and Colvin analyze how labor relations functions in emerging countries in a manner that is useful to practitioners policymakers and academics They take account of the fact that labor relations are much more politicized in emerging countries than in advanced industrialized countries They also address the traditional role played by state dominated unions in emerging countries and the recent increased importance of independent unions that have emerged as alternatives These independent unions tend to promote firm or workplace level collective bargaining in contrast to the more traditional top down systems Katz Kochan and Colvin explain how multinational corporations nongovernmental organizations and other groups that act across national borders increasingly influence work and employment outcomes Work and Employment in a Globalized Era Yaw A. Debrah,Ian G.

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Employment Relations Steve Williams,Derek Adam-Smith,2010 Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations personnel and human resource management this work offers an original accessible and critical approach to understanding employment relations **Young Workers in the Global Economy**

Gregory DeFreitas,2008-01-01 the volume is successful in reaching an always difficult equilibrium between scientific soundness on the one hand and fluency on the other hand the book is a highly enjoyable and engaging read also for a general

audience interested in understanding the new dimensions of what has become a persistent affliction of many households in advanced economies Education Economics **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

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The Transformation of Employment Relations in Europe Jim Arrowsmith, Valeria Pulignano, 2013-09-11 Since the 1980s the process of European economic integration within a wider context of globalization has accelerated employment change and placed a new premium on flexible forms of work organization The institutions of employment relations specifically those concerning collective bargaining between employers and trade unions have had to adapt accordingly The Transformation of Employment Relations focuses not just on recent change but charts the strategic choices that have influenced employment relations and examines these key developments in a comparative perspective A historical and cross national analysis of the most important and controversial issues explores the motivation of the actors the implementation of change and its evolution in a diverse European context The book highlights the policies and the role played by different institutional and social actors employers management trade unions professional associations and governments and assesses the extent to which these policies and roles have had significant effects on outcomes This comparative analysis of the transformation of work and employment regulation within the context of a quarter century timeframe has not been undertaken in any other book But this is no comparative handbook in which changes are largely described on a country by country basis but instead The Transformation of Employment Relations is rather focused thematically As Europe copes with a serious economic crisis understanding of the dynamics of work transformation has never been more important

The Sociology of Work Stephen Edgell, 2005-12-18 Stephen Edgell is to be commended for his ability to provide an overview of how work has been influenced by social structures over time This book is divided into 10 chapters which cover the complexity of how work in its many forms has been studied and explored primarily in European and North American contexts As a survey text of occupations related to work this is a good starting point for readers interested in obtaining a broad grounding in understanding theoretical perspectives and their application Lynn Cockburn Journal of Occupational Science Steve Edgell has written an up to date comprehensive guide to the sociology of every type of work paid and unpaid standard and non standard under and unemployment Sweeping in its historical reach and rigorous in its analysis of key issues of work this book charts the rise of work from the first human societies and provides nuanced understanding of the issues at stake in standard non standard unpaid and voluntary work Drawing on classic and contemporary theorists the author covers key issues regarding paid work

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