

EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

# EMPLOYEE RELATIONS IN THE PUBLIC SERVICES

Themes and Issues

EDITED BY  
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# Employee Relations In The Public Services Themes And Issues

**B Guy Peters, Jon Pierre**



## **Employee Relations In The Public Services Themes And Issues:**

*Employee Relations in the Public Services* Susan Corby, Geoff White, 1999 This book adopts a thematic approach to the analysis of employee relations in the UK public services allowing for a more rigorous and coherent critique than can be obtained from other descriptive organization based texts Employee Relations in the Public Services, Printbegr nsninger Der kan printes kapitelvis Employment Relations and Public Services' '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 Written and edited by some of the country s primary authorities on public sector industrial relations this outstanding book provides an up to date analysis of the restructuring of public service employment relations in six European countries **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 *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 Employment Relations in the Hospitality and

Tourism Industries Rosemary Lucas, 2004-01-22 Uniquely combining employment relations and the hospitality and tourism fields this book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area It boldly extends the traditional analysis of employment relations by integrating new topics such as the role of customers and *Contemporary 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

**Public Sector Employment Regimes** Karin Gottschall, Bernhard Kittel, Kendra Briken, Jan-Ocko Heuer, Sylvia Hils, Sebastian Streb, Markus Tepe, 2015-10-29 This book explores the extent to which a transformation of public employment regimes has taken place in four Western countries and the factors influencing the pathways of reform It demonstrates how public employment regimes have unravelled in different domains of public service contesting the idea that the state remains a model employer 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 *The SAGE Handbook of Public Administration* B Guy Peters, Jon Pierre, 2012-08-16 The original Handbook of Public Administration was a landmark publication the first to provide a comprehensive and authoritative survey of the discipline The eagerly awaited new edition of this seminal international handbook continues to provide a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world the second edition explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy The second edition has been fully revised and updated with new chapters that reflect emerging issues and changes within the public sector Identifying the Antecedents in Public Performance Bureaucratic Politics Strategy Structure and Policy Dynamics Comparative Administrative Reform Administrative Ethics Accountability through Market and Social Instruments Federalism and intergovernmental coordination A dominant theme throughout the handbook is a critical reflection on the utility of scholarly theory and the extent to which government practices inform the development of this theory To this end it serves as an essential guide for both the practice of public administration today and its on going development as an academic discipline The SAGE Handbook of Public Administration remains indispensable to the teaching study and practice of public administration for students academics and professionals everywhere **Managing Residential Childcare** R. Whipp, I. Kirkpatrick, M. Kitchener, 2004-11-12 This book explores the management of children's services in local authorities across England and Wales It examines residential childcare from a management and organizational perspective for the first time The volume evaluates how social services

manage residential units and offers alternative solutions The book will interest academics practitioners and policy makers who work in the public sector as well as their counterparts from outside who are concerned with the issues of control implementation professionals and markets      *Management, Labour Process and Software Development* Rowena Barrett,2004-06-01 This revealing book is about software development the developers themselves and how their work is organized and managed The latest original research from Australia Europe and the UK is used to examine the differences between the image and reality of work in this industry Chapters also cover issues surrounding the management of knowledge work and workers and professionals in order to expose some of the problems of the management of software development work and workers      **Decentralizing The Civil Service** R.A. W. Rhodes,P. Carmichael,J McMillan,A Massey,2003-02-16 This book is concerned with the civil services of the United Kingdom examining their characteristics and trends since 1970 It provides a map of the British civil service beyond Whitehall giving an individual country by country analysis of the civil services of the UK It considers the implications of the changing nature of the civil services for our understanding of British governance especially in the context of the public sector management reforms of the 1980s and 1990s and the impact of constitutional change chiefly devolution since 1998 Given that devolution has been characterized as a process rather than an event the book brings to bear evidence of how existing longstanding differences within some parts of British public administration may come to be replicated elsewhere in the UK The authors also explore two controversial propositions First they ask whether Britain is moving from the unitary strong executive of the Westminster model to a differentiated polity characterized by institutional fragmentation Second they consider whether an unintended consequence of recent changes is a hollowing out of the state Is the British executive losing functions downwards to devolved governments and special purpose bodies and outwards to regional offices and agencies with a resulting loss of central capacity Substantial empirical data both quantitative and qualitative has been amassed here in order to give answers to these questions Decentralizing the Civil Service assesses the UK s changing civil services in the wake of two decades of public sector management reforms and New Labour s constitutional reform programme most notably devolution to Scotland Wales and Northern Ireland This assessment has significant implications for how we view governance in the UK      *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      The Organisation of Employment Jill Rubery,Damian Grimshaw,2020-10-01 The Organisation of Employment explores the diversity in the organisation of employment among advanced industrial societies It focuses on the implications of

distinctive employment systems for international competitiveness organisational performance and social divisions and considers the impact of globalisation on the sustainability of such diversity Ideal for final year undergraduate and postgraduate students of international business and human resource management The Organisation of Employment provides a stimulating and wide ranging examination of this dynamic subject      **Towards a European Labour Identity** Michael Whittall, Herman Knudsen, Fred Huijgen, 2007-05-07 Bringing together a collection of respected contributors this book explores how employee representatives perform their jobs as members of the European Works Councils      Ethics in Public Service for the New Millennium Richard Chapman, 2019-07-12 This title was first published in 2000 The focus of this analysis is that of moral standards in public service with special attention to the role s of officials It presents discussion of some of the issues that seem to the contributors to be of pressing importance and that seem to have relevance for public service in the new millennium It concentrates in particular on public officials and the constraints imposed on them by the political environment in liberal democracies      **Reward Management** Geoff White, Janet Druker, 2004-08-02 There have been fundamental changes in remuneration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development s reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material      Management in the Airline Industry Geraint Harvey, 2007-10-30 Civil aviation pilots present a peculiar challenge for management as they wield considerable industrial power Based on original research this book examines the impact of human resource management on airline pilots in recent years

## **Employee Relations In The Public Services Themes And Issues** Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Employee Relations In The Public Services Themes And Issues**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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