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The Leadership Shadow
In the Shadow of Globalization
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Shadow of the Racketeer
Shadow Courts
Labor Law in the Shadow of the Work Process and Labor Conflict

Jonas Lia
Managing Employment Relations CIPD Publishing

At the start of the 1980s no employer had heard of an "equal opportunities policy" - by the end three-quarters of all those in work were covered by one. This is the story of the "equal opportunities revolution" at work. It explains why bosses took equal opportunities on board just as they were tearing up union rights at work. It asks why greater rights led to greater inequality, and why advances in race and sex equality ran alongside social inequality. It shows how the equal opportunities revolution became the general model for workplace relations in the decades that followed, and how it did not challenge, but rather perfected the liberalisation of labour law. The right won the economic war, the left won the culture war - and this book explains how.

Employee Relations SAGE Publications

This exciting new text is different from many of the employee relations textbooks currently available because it takes as its central theme the employment relationship between the employer and the employee. This reflects one of the major changes in employee relations over recent years: the increasing extent to which the individual relationship each of us has with our employer is central in shaping our working lives.

Readings in Contemporary Employment Relations University of Illinois Press

In this enlightening and timely work, Pierrette Hondagneu-Sotelo highlights the voices, experiences, and views of Mexican and Central American women who care for other people's children and homes, as well as the outlooks of the women who employ them in Los Angeles. The new preface looks at the current issues facing immigrant domestic workers in a global context.

Developing Positive Employment Relations Russell Sage Foundation

In today's fast paced, interconnected, and mercilessly competitive business world, senior executives have to push themselves and others hard. Paradoxically, to succeed as leaders, they also need to relate to others very well. Under stress and challenge, the qualities executives have relied on to get them to the top and to achieve outstanding results can overload them with the pressures of leadership.

The Leadership Shadow draws on the lived experience of executives to make sense of what actually happens when their leaders overexert and they act out the dark side of leadership. It shows how executives can find stability in the face of uncertainty, resilience in the face of grueling demand, and psychological equanimity as a leader in the face of turbulence.

The SAGE Encyclopedia of Industrial and Organizational Psychology Oxford University Press

Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unmet challenge. This text presents contributions from 15 scholars, developing their perspectives on work and the employment relationship.

The Long Shadow Pearson Education

In the third edition of this acclaimed student text, the CIPD's chief examiner John Gennard and associate examiner Graham Judge consider the corporate environment, major institutions and best practices. They have taken full account of the new CIPD Professional Development Standards designed to produce employee relations professionals who are business-focused and thinking performers.

In the Shadow of War and Empire Kogan Page Publishers

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.

International and Comparative Employment Relations SAGE

Globalization generates increased competition between firms in the product market, which in reduces firms to seek flexibility in their labor relations - flexibility to hire and fire on short notice, to increase or shrink the overall size of their workforce, to adjust pay to short-term performance results, to reassign workers within the firm and to outside production partners, and to retain workers with particular skills on an as-needed basis. These practices are in tension with the labor law regimes throughout the Western world. In the United States, employers' drive for flexibility has fueled aggressive de-unionization efforts, and has induced employers to increase their use of temporary workers and independent contractors and to restructure pension and benefit plans. A crucial question for employment regulation thus becomes how to protect workers - how to mitigate their vulnerabilities and ameliorate the shifting risks that today's workplace practices impose. The author argues that other countries are experiencing the same tension between flexibility and worker protection, and suggests that we learn from other countries' efforts to devise mechanisms to preserve worker security at the same time relaxing traditional labor protective regimes.

Measuring the Global Shadow Economy Univ of California Press

Offering a critical assessment of the main conceptual debates concerning labor management partnership and cooperation at the workplace, this book evaluates the search for positive employment relations in five countries. The provision of collective employee representation, normally through trade unions, is central to most definitions of labor management partnership, and the aim is to develop collaborative relationships between unions, employers and employee representatives for the benefit all parties. While traditionally associated with employment relations in the coordinated market economies of the continental European nations, partnership approaches have attracted increasing attention in recent decades in the liberal market economies of the UK, Ireland, USA, Australia and New Zealand. Developing Positive Employment Relations assesses the conceptual debates, reviews the employment relations context in each of these countries, and provides workplace case studies of the dynamics of partnership at the enterprise level.

Employment Relations in the Shadow of Recession Cornell University Press

The second edition of Employment Relations reflects on current research and future directions in the field, with a unique focus on fairness and trust. It is packed with student learning features and mapped to CIPD learning outcomes at undergraduate and postgraduate level.

Out of the Shadows Kogan Page Publishers

Why, in the recent campaigns for universal health care, did organized labor maintain its support of employer-mandated insurance? Did labor's weakened condition prevent it from endorsing national health insurance? Marie Gottschalk demonstrates here that the unions' surprising stance was a
consequence of the peculiarly private nature of social policy in the United States. Her book combines a much-needed account of labor’s important role in determining health care policy with a bold and incisive analysis of the American welfare state. Gottschalk stresses that, in the United States, the social welfare system is anchored in the private sector but backed by government policy. As a result, the private sector is a key political battlefield where business, labor, the state, and employees hotly contest matters such as health care. She maintains that the shadow welfare state of job-based benefits shaped the manner in which labor defined its policy interests and strategies. As evidence, Gottschalk examines the influence of the Taft-Hartley health and welfare funds, the Employee Retirement Income Security Act (ERISA), and experience-rated health insurance, showing how they constrained labor from supporting universal health care. Labor, Gottschalk asserts, missed an important opportunity to develop a broader progressive agenda. She challenges the movement to establish a position on health care that addresses the growing ranks of Americans without insurance, the restructuring of the U.S. economy, and the political travails of the unions themselves. Recasting Workers’ Power Springer

Introducing Employment Relations Univ of California Press

Readings in contemporary employment relations. The shadow economy Springer

A volume in the American Sociological Association’s Rose Series in Sociology West Baltimore stands out in the popular imagination as the quintessential “inner city” — gritty, run-down, and marred by drugs and gang violence. Indeed, with the collapse of manufacturing jobs in the 1970s, the area experienced a rapid onset of poverty and high unemployment, with few public resources available to alleviate the economic distress. But in stark contrast to the image of a perpetual “urban underclass” depicted in television shows by titles like The Wire, sociologists Karl Alexander, Doris Entwisle, and Linda Olson present a more nuanced portrait of Baltimore’s inner city residents that employs important new research on the significance of early-life opportunities available to low-income populations. The Long Shadow focuses on children who grew up in west Baltimore neighborhoods and others like them throughout the city, tracing how their early lives in the inner city have affected their long-term well-being. Although research for this book was conducted in Baltimore, that city’s struggles with deindustrialization, white flight, and concentrated poverty were characteristic of most East Coast and Midwest manufacturing cities. The experience of Baltimore’s children who came of age during this era is mirrored in the experiences of urban children across the nation. For 25 years, the authors of The Long Shadow tracked the life progress of a group of almost 800 predominantly low-income Baltimore school children through the Beginning School Study Youth Panel (BSSYP). The study monitored the children’s transitions to young adulthood with special attention to how opportunities available to them as early as first grade shaped their socioeconomic status as adults. The authors’ fine-grained analysis confirms that the children who lived in more cohesive neighborhoods, had stronger families, and attended better schools tended to maintain a higher economic status later in life. As young adults, they held higher-income jobs and had achieved more personal milestones (such as marriage) than their lower-status counterparts. Differences in race and gender further stratified life opportunities for the Baltimore children. As one of the first studies to closely examine the outcomes of inner-city whites in addition to African Americans, data from the BSSYP shows that the outcomes of inner-city whites in addition to African Americans, data from the BSSYP shows that

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This second edition traces the changes that have taken place within the employment relationship since 1999, mainly within the UK, but also, where relevant, in relation to the European Union member states.

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