

# **Nonunion Employee Representation**

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**History, Contemporary  
Practice, and Policy**



**Edited by**

**Bruce E. Kaufman and  
Daphne Gottlieb Taras**

# Nonunion Employee Representation History Contemporary Practice And Policy

**Bruce E. Kaufman, Richard A.  
Beaumont, Roy B. Helfgott**

## **Nonunion Employee Representation History Contemporary Practice And Policy:**

**Nonunion Employee Representation** Bruce E. Kaufman,Daphne Gottlieb Taras,2016-07-08 Examines the history contemporary practice and policy issues of non union employee representation in the USA and Canada The text encompasses many organizational devices that are organized for the purposes of representing employees on a range of production quality and employment issues

*Nonunion Employee Representation* Bruce E. Kaufman,Daphne Gottlieb Taras,2000 **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

**Industrial Relations to Human Resources and Beyond: The**

**Evolving Process of Employee Relations Management** Bruce E. Kaufman,Richard A. Beaumont,Roy B.

Helfgott,2016-09-16 This collection examines the evolution of the philosophy and practice of human resource management HRM and industrial relations IR over the twentieth century By combining history contemporary practice and future trends these well known experts present both scholarly and practitioner perspectives Drawing on in depth interviews and surveys with HRM executives at leading corporations the contributors explore key trends and issues facing global companies in such areas as equal opportunity compensation practices and expatriation programs The book also takes an in depth look at one particular player in the story Industrial Relations Counselors Inc the first non profit research and consulting organization dedicated to improved HRM IR practices which was founded by John D Rockefeller in 1926 and has played a central role in

the development of key labor legislation including the Social Security Act  
**Voice and Involvement at Work** Paul J. Gollan,Bruce E. Kaufman,Daphne Taras,Adrian Wilkinson,2014-08-21 In the last decade nonunion employee representation NER has become a much discussed topic in the fields of human resource management employment relations and employment labor law This book examines the purpose structure and performance of various types of employee representation bodies created by companies in non union settings to promote collective forums for voice and involvement at the workplace This unique volume presents the first longitudinal evidence on the performance success and failure of NER plans over an extended time period Consisting of twelve detailed in depth case studies of actual NER plans in operation across four countries this volume provides unparalleled evidence on such matters as the motives behind the initial establishment of NER different organizational forms of NER in industry key success and failure factors over the long term pro and con evaluations for employers and employees and more Voice and Involvement at Work captures an unequalled international and comparative perspective through a wide cross section of different NER forms

**What Do Unions Do?** Thomas S. Barrows,2017-09-08 One of the best known and most quoted books ever written on labor unions is What Do Unions Do by Richard Freeman and James Medoff Published in 1984 the book proved to be a landmark because it provided the most comprehensive and statistically sophisticated empirical portrait of the economic and socio political effects of unions and a provocative conclusion that unions are on balance beneficial for the economy and society The present volume represents a twentieth anniversary retrospective and evaluation of What Do Unions Do The objectives are threefold to evaluate and critique the theory evidence and conclusions of Freeman and Medoff to provide a comprehensive update of the theoretical and empirical literature on unions since the publication of their book and to offer a balanced assessment and critique of the effects of unions on the economy and society Toward this end internationally recognized representatives of labor and management cover the gamut of subjects related to unions Topics covered include the economic theory of unions the history of economic thought on unions the effect of unions on wages benefits capital investment productivity income inequality dispute resolution and job satisfaction the performance of unions in an international perspective the reasons for the decline of unions and the future of unions The volume concludes with a chapter by Richard Freeman in which he assesses the arguments and evidence presented in the other chapters and presents his evaluation of how What Do Unions Do stands up in the light of twenty years of additional experience and research This highly readable volume is a state of the art survey by internationally recognized experts on the effects and future of labor unions It will be the benchmark for years to come

**Industrial and Labor Relations Review** ,2010    **Analyse de Politiques** ,2002    **Nonunion Forms of Employee Representation** Labour-Management Partnerships Program (Canada),Imperial Oil,Industrial Relations Research Group,John M. Olin Institute for Employment Practice and Policy,1997    **Canadian Labour & Employment Law Journal** ,2003  
**Challenge** ,2000-07    **Comparative Labor Law & Policy Journal** ,2005    **The Educational Morass** Myron

Lieberman,2007 The equal opportunity grand daddy longlegs of all curmudgeons Myron Lieberman manages in one volume to savage teachers unions education schools the Education Writers Association the New York Times the Washington Post education research egalitarian school choice proponents and conservatives Diane Ravitch Terry Moe Frederick Hess and Chester E Finn Jr A style thought to be reserved for left wing agitators and tradeunion swat teams surfaces from the opposite end of the political spectrum Small and Medium-sized Enterprises John Forth, Helen Bewley, Helen Gray, Alex Bryson, 2006 Presents a descriptive analysis of employment relations in small and medium sized private sector enterprises SMEs using data from the 2004 Workplace Employment Relations Survey WERS 2004 It is based on a subset of interviews with managers in around 600 private sector workplaces that belonged to SMEs It also draws on a survey of around 5 000 employees working in these establishments **Hofstra Labor & Employment Law Journal**,2005 *Newsletter Industrial Relations Research Association*,1997 **The Hastings Law Journal**,2002 **International Employment Relations Review**,2003

The Realities of Partnership at Work Martin Upchurch,2008-11-05 The realities of partnership at work finds evidence of work intensification increased stress and more job insecurity where partnership has been introduced in the workplace This definitive study written by leading authors in the field suggests that partnership is a utopian Third Way project designed to suppress and deny workplace conflict The concept of good partnership following the TUCs six principles of partnership is probed and tested and found to fall short of employees and unions expectations Government and employer efforts to use workplace consensus as a vehicle for productivity growth inevitably exacerbate the tensions between worker and employer interest making prospects for mutual gains illusory Research for this book was funded by the ESRC Future of Work Programme and it includes extensive surveys and interviews in organizations from finance aerospace and the public sector Few subjects could be judged more vital to current policy debates than the prospects for work and employment The Future of Work series edited by Professor Peter Nolan Director of the ESRC Future of Work Programme provides the much needed evidence and theoretical advances to enhance our understanding of the critical developments most likely to impact on people s working lives *International Encyclopedia of Business and Management* Malcolm Warner,2002

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