

Conceptualising
Direct Participation
in Organisational
Change –
The EPOC Project



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Conceptualising Direct Participation in Organizational Change: The EPOC Project, 1994
Direct Participation and Organisational Change Dieter Fröhlich, Ulrich Pekruhl, European Foundation for the Improvement of Living and Working Conditions, 1996 This text looks at direct participation and the extent to which it diminishes the influence of employee representatives and trade unions on the company level
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

Organizational Change and Relational Resources Karol Marek Klimczak, Yochanan Shachmurove, 2021-11-18
Transitioning organizations to the new normal following environmental shocks economic upheavals and technological innovations is a challenge to classic organizational management The main reason because no single organization knows precisely what the target of change is Resources created and operated in relationships can support the organization in overcoming its constraints changing faster and adapting better This book takes a relational perspective on how organizations adjust and adapt to their turbulent environment Drawing from a broad literature and empirical studies this book offers novel insights into how businesses create grow and manage relationships with partners to support strategic change It discusses the benefits of cooperating with partners and relying on shared resources while controlling relational risks It presents key relational processes including organizational intelligence open culture knowledge sharing routines motivation co creation and communication It discusses focus areas longevity of family firms improving health and safety in medical services crisis management public administration reforms and relational risk management This book is a valuable resource for researchers and students in the fields of organizational studies organizational change technology and innovation management Managers and entrepreneurs can find inspiration motivation and strategies for implementing and managing relationships along the value chain
Global Industrial Relations Michael J. Morley, Patrick Gunnigle, David Collings, 2006-11-22 Breaking new ground and drawing on contributions from the leading academics in the field this notable volume focuses specifically on industrial relations Informative and revealing the text provides an overview of the industrial relations systems of nine regions North America South America Western Europe Eastern Europe the Middle East Australia and New Zealand Asia Africa and India and is divided into two distinct sections covering regional variations in global industrial relations systems contemporary

themes in global industrial relations Combining both systems and thematic issues this important new text is invaluable reading for postgraduates and professionals in the fields of human resources management industrial relations and business and management as well as anyone studying or interested in the issues surrounding global industrial relations **ECMLG 2018 14th European Conference on Management, Leadership and Governance** Dr. Ing. Benny M.E. de Waal, Prof. dr. Pascal Ravesteijn, 2018-10-18 **EBOOK: Realities of Human Resource Management** Keith Sisson, John Storey, 2000-05-16 This new book builds on the success of *Managing Human Resources and Industrial Relations* Storey and Sisson 1993 It provides a succinct affordable up to date analysis of themes and topics relevant to the management of human resources today It covers issues of critical contemporary importance such as restructuring continuous improvement involvement and participation pay and working time training and development recruitment and selection It also looks at the implications of contextual changes such as the signing of the social chapter of the EU Maastricht Treaty and movement towards European Economic and Monetary Union Three features in particular distinguish this volume from the many others in the field Firstly it deals with both the individual and the collective aspects of managing the employment relationship Most books cover either one or the other but not both Secondly in analysing the latest thinking in both areas this book takes account of the large body of empirical research that is now available and identifies what it all means for the practitioner Thirdly the distinctive style in which this book is written gives it an immediacy not common in management texts This book will be equally valuable to practising managers not only specialist human resource managers and students of business and management who are studying a course or module in human resource management Helpfully for the latter audience the book is arranged so that each chapter could appropriately constitute the required reading for a week by week programme extending over ten weeks **Direct Employee Participation in the Public Services** Employee Direct Participation in Organisational Change, European Foundation for the Improvement of Living and Working Conditions, 1998 **Australian Master Human Resources Guide 2010**, 2010 **New Forms of Work Organisation**, 1998 *Findings from the EPOC Survey* EPOC Research Group, European Foundation for the Improvement of Living and Working Conditions, 1999 **P+**, 1997 *Findings from the EPOC Survey* Ariane Hegewisch, 1998 *International Labour Documentation* International Labour Organization. Central Library and Documentation Bureau, 1997 **The Position of the Social Partners in Europe on Direct Participation Country Studies** Ida Regalia, Colin Gill, 1995 **Models of Employee Participation in a Changing Global Environment** Ray Markey, Paul Gollan, Ann Hodgkinson, Alain Chouraqui, Ulrike Veersma, 2018-02-05 This title was first published in 2001 Management of the employment relationship changed markedly in the last two decades of the 21st century and a major part of this has been the extension of employee involvement and participation in the workplace Modern management theorists and researchers have commonly emphasized the importance of two way communication and co operation between management and labour in determining the success of human resource management HRM strategy and

in maximizing workplace efficiency Some researchers argue employee participation and empowerment are progressive management practices which have universal benefits to performance enhancement as opposed to most other HRM practices whose success is contingent upon the organizational context This title explores these themes through an international collection of case studies which are the outcome of a comparative project of the Workers Participation Study Group of the International Industrial Relations Association IIRA **Closing the Gap, Ideas and Practice** Keith Sisson,1996

Participating on Equal Terms? ,1999 **Participation, Globalisation & Culture** György Széll, Dasrath Chetty, Alain Chouraqui,2002 This book presents the best contributions and some more invited papers of a Conference which was organised at the University of Durban Westville in South Africa by the Research Committee 10 Participation Organisational Democracy Self Management of the International Sociological Association and the South African Sociological Association from 1 to 5 October 2000 The nineteen contributions come from Africa America and Europe and cover the topic in an interdisciplinary way A major concern within the process of globalisation being democratic participation and cultural diversity A critique of this process and alternatives to it are presented with a number of case studies Contents Dasarath Chetty Between Neo Liberalism and Empowerment of the People in South Africa Gyorgy Szell Securing South Africa's Future A View from Outside Richard L Harris The Democratisation of the State and the State Bureaucracy A Global Perspective Antonio Lucas El Trabajo en la Nueva Sociedad de la Informacion Work in the New Informational Society Johann Maree Shane Godfrey The Relationship between Participation and Performance in a South African Fish Processing Enterprise in a Context of Cultural Diversity and Globalisation Claude Beauchamp Cooperation participation culture et mondialisation en Afrique Noire Co operation Participation Culture and Globalisation in Black Africa Richard Ru ika Participation and Entrepreneurship After Ten Years of Transformation Volkmar Kreiig Privatisation and the Development of New Middle Classes in Transforming Societies A Comparison between the New Lander of Germany and Russia Pitika P Ntuli Participation Globalisation and Culture in the Era of the African Renaissance An Overview Heinz Sunker Democracy Participation and Education Martina Hartkemeyer Johannes F Hartkemeyer Dialogue A Different Approach for Learning Ari Sitas Globalisation and Participation the South African Dilemma Louis Molamu Black Exclusivism and Trade Unionism in South Africa The Case of the Black Allied Workers Union 1973 1984 David Hemson Top Concord and Casual Labour Globalisation and Livelihoods in the Durban Docks Nora Tager The Role of Information Technology in the Implementation of Poverty Alleviation Programmes Priya Narismulu On the Fringes of Democracy Women's Participation in the Community Life of Urban Informal Settlements Sultan Khan David Hemson Youth Participation in the Labour Force Globalisation and some Critical Junctures for Youth Employment Policies in the Post Apartheid South Africa Fernand Sanou La mondialisation et l'avenir de l'humanité The Globalisation and the Future of Humanity Alain Chouraqui Actors Participation at the Core of Societal Changes and Global Challenges

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