The Cyberunion Handbook

Transforming Labor Through Computer Technology

Edited by Arthur B Shostak

Issues in Work and Human Resources



<u>Cyberunion Handbook Transforming Labor Through</u> <u>Computer Technology</u>

Alan Hyde

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Information Technology and the World of Work Daphne Gottlieb Taras, James T. Bennett, Anthony M. Townsend, 2017-07-12 Information technologies have become both a means and an end transforming the workplace and how work is performed This ongoing evolution in the work process has received extensive coverage but relatively little attention has been given to how changing technologies and work practices affect the workers themselves This volume specifically examines the institutional and social environment of the workplaces that information technologies have created

Globalization and Labour in the Twenty-First Century Verity Burgmann, 2016-04-14 The Open Access version of this book available at http www tandfebooks com has been made available under a Creative Commons Attribution Non Commercial No Derivatives 3 0 license Globalization has adversely affected working class organization and mobilization increasing inequality by redistribution upwards from labour to capital However workers around the world are challenging their increased exploitation by globalizing corporations In developed countries many unions are transforming themselves to confront employer power in ways more appropriate to contemporary circumstances in developing countries militant new labour movements are emerging Drawing upon insights in anti determinist Marxian perspectives Verity Burgmann shows how working class resistance is not futile as protagonists of globalization often claim She identifies eight characteristics of globalization harmful to workers and describes and analyses how they have responded collectively to these problems since 1990 and especially this century With case studies from around the world including Greece since 2008 she pays particular attention to new types of labour movement organization and mobilization that are not simply defensive reactions but are

offensive and innovative responses that compel corporations or political institutions to change Aging and less agile manifestations of the labour movement decline while new expressions of working class organization and mobilization arise to better battle with corporate globalization This book will be of interest to students and scholars of labour studies globalization political economy Marxism and sociology of work Viable Utopian Ideas Art Shostak, 2015-06-11 Utopias whether philosophical literary or actual experiments are attempts to solve all social problems In the wake of the attack on the World Trade Center unfolding corporate scandals and other devastating shocks it is natural to search for practical lessons in utopian literature In this collection noted sociologists renew the call to develop an altruistic social order They address a wide variety of topics as they look for viable utopian ideas that can be applied to today s society Written in an engaging jargon free style and directed to introductory sociology students as well as anyone concerned with social problems the book provides both visionary ideals and insights for pragmatic decision making as we venture into an uncertain future 21st Century Opportunities and Challenges Howard F. Didsbury, 2003 Comprises a collection of 26 futurist essays Child Labor Hugh D Hindman, 2016-09-16 Despite its decline throughout the advanced industrial nations child labor remains one of the major social political and economic concerns of modern history as witnessed by the many high profile stories on child labor and sweatshops in the media today This work considers the issue in three parts The first section discusses child labor as a social and economic problem in America from an historical and theoretical perspective The second part presents child labor as National Child Labor Committee investigators found it in major American industries and occupations including coal mines cotton textile mills and sweatshops in the early 1900s Finally the concluding section integrates these findings and attempts to apply them to child labor problems in America and the rest of the world today Working in Silicon Valley Alan Hyde, 2015-06-11 This work examines the relationship between the rapid technological and economic growth characteristic of high technology districts and their distinct labor market institutions short job tenures rapid turnover flat firm hierarchies weak internal labor markets high use of temporary labor unusual uses of independent contracting little unionization unusual employee organization e g chat groups and ethnic organization unequal income minimal employment discrimination litigation flexible compensation especially stock options and heavy use of immigrants on short term visas The author suggests that while these distinctive labor market institutions are somewhat unorthodox and may present legal problems they play The Changing Role of Unions Phanindra V. Wunnava, 2016-07-08 With the trend toward essential roles in high growth multinational corporations free trade pacts and dismantling import barriers organized labour has been steadily losing ground in the United States To reverse this trend this book argues that US unions must create ties with unions in other countries

Twilight of the Old Unionism Leo Troy,2004 The Twilight of the Old Unionism Leo Troy,2004 This controversial but well documented and deftly argued study analyzes the present and future prospects for organized labor in the private sector The book takes the decline and ultimate disappearance of labor unions not just in the United States but elsewhere in

the developed world as fact Beginning with this premise Troy goes on to elaborate on the extent and reasons for the decline by addressing four vital questions 1 Can private sector unions ever make a comeback 2 If organized labor cannot recover what are the consequences for both unionized and non unionized workers for the economy and for the unionism itself 3 What is the experience of other countries particularly Canada whose industrial relations parallels that of the United States 4 And finally what explains the international decline and change in the character of unions especially in places like the United **Employment Equity and Affirmative Action: An International Comparison** Harish C. Jain, Peter Sloane, Frank Horwitz, 2015-03-27 The authors of this comparative study of affirmative action compare the employment practices of six countries the U S Canada Great Britain Northern Ireland India Malaysia and South Africa They look at mandatory quota policies legislated versus voluntary policies goals and timetables restrictions and other policies as well as recruitment selection compensation performance appraisal promotion training and career development Their findings will prove useful for training managers of companies with global operations **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 Labor Relations in the Public Sector, Fourth Edition Richard C. Kearney, Patrice M. Mareschal, 2011-03-23 That we are participants in a global economy may no longer be news but its impact continues to shape the field of labor relations This is certainly true in the public sector where union membership is stagnant and outsourcing is becoming more and more prevalent Further impacting current trends are local and state movements to restructure public organizations and the processes they use to conduct their activities and provide services These include the mechanisms of collective bargaining and contract administration Reflecting these and many other trends and changes this fourth edition of the perennially bestselling Labor Relations in the Public Sector is now completely updated The fundamental reader friendly organization of the book remains the same and it continues to address the many facets that must be considered today as unions still represent 40 percent of public sector workers However in keeping up with the formative events of recent times this text Accounts for emerging trends in scholarly and professional literature as well as in practice Features several new case studies that provide readers with experiential learning opportunities across a

range of contemporary situations Places greater emphasis on ways to develop and use interest based win win negotiations during bargaining processes and throughout the administration of contracts This volume recognizes the key role played by unions in the federal government and in a large proportion of state and local jurisdictions but it also recognizes that much is changing Fiscal realities and strategic challenges are changing the role of the labor union in the public sector This is a trend that must be understood if its consequences are to be anticipated and met for the mutual good Product Focused Software Process Improvement Frank Bomarius, 2005-06 This book constitutes the refereed proceedings of the 6th International Conference on Product Focused Software Process Improvement PROFES 2005 held in Oulu Finland in June 2005 The 44 revised full papers presented were carefully reviewed and selected and constitute a balanced mix of academic and industrial aspects The papers are organized in topical sections on software process improvement software quality mobile and wireless applications requirements engineering industrial experiences process analysis process modeling SPI methods and tools experimental software engineering validation and verification agile methods and measurement **Academic Studies in** Humanities and Social Sciences Redzep ŠKRIJELJ, Ertugrul DUZGUN, 2021-05-15 Academic Studies in Humanities and International Encyclopedia of Social Policy Tony Fitzpatrick, Huck-ju Social Sciences New Labor Forum .2006 Kwon, Nick Manning, James Midgley, Gillian Pascall, 2013-07-04 Available in paperback for the first time this milestone work offers an in depth treatment of all aspects of the discipline and practice of social policy globally Supported by a distinguished international advisory board the editors have compiled almost 900 000 words across 734 entries written by 284 leading specialists to provide authoritative coverage of concepts policy actors welfare institutions and services along a series of national regional and transnational dimensions Also included are biographical entries on major policy makers and shapers The editors have particularly striven to provide strong coverage of differing geographical and cultural traditions so that the variety of social policy as both an academic discipline and a domain of governance is reflected Contributors draw in and make the necessary connections with social policy s associated disciplines to provide a rich picture of this vast and highly diverse field Comprehensive and authoritative the Encyclopedia has sought to open up rather than to foreclose the numerous areas in which there is on going research debate and sometimes serious disagreement and divergence in theory and practice To this end entries attempt to introduce a core or common ground of understanding before moving on to a wider discussion of debates regarding different conceptual and geographical approaches The whole is integrated by cross referencing and each entry includes a bibliography for further reading There is a full index The International Encyclopedia of Social Policy provides the most substantial mapping of the international study and practice of social policy to date and will stand as a vital storehouse of knowledge for many years to come **Challenge** ,2002-03 Challenge Magazine ,2002

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