

Changing Employment Relations In Australia

Russell D. Lansbury



Changing Employment Relations In Australia:

Employment Relations in a Changing World Economy Richard M. Locke, Thomas A. Kochan, Michael J. Piore, 1995
Comprises essays which examine changes in industrial relations and work structures in 11 countries Changing Employment Relations in Australia Russell D. Lansbury, 1997 Changing Employment Relations in Australia examines recent developments in industrial relations and human resource management The core of the book consists of studies of six industries airlines automobile manufacturing banking information technology steel and communications Each chapter consists of industry level analysis as well as detailed studies of individual enterprises Key areas of change are highlighted and include work organisation skills development payment systems staffing and employment security and enterprise governance and industrial relations Discussed are initiatives which have been taken by employers such as flexible work arrangements quality and customer orientation integration of competitive strategy with employment practices and the decentralisation of bargaining to the enterprise level The extent to which recent developments in Australian employment relations are new and whether they differ from trends overseas are questioned What implications these changes have for the future of Australian industry are also explored This text will be invaluable for all students and practitioners in human resource management industrial relations management industrial sociology public policy and administration and business

The Changing Face of Australian Industrial Relations Anne Hawke, Mark Wooden, 1997 **The New Structure of Labor Relations** Harry Charles Katz, Wonduck Lee, Joohee Lee, 2004 Reconstructing decentralized collective bargaining and other trends in labor management government interactions *Employment Relations* Amie Shaw, Ruth McPhail, Susan Ressler, 2018-01-01 Overview This is the second edition of the well regarded local text Employment Relations This new edition takes an even more practical approach to a complex area considering both the industrial regulation and human resources dimensions of the employment relationship As well as providing a comprehensive guide to employment relations in Australia the text also offers a selective international comparative view on the management of the employment relationship The text explains and emphasises the real world connections between the important theories of industrial relations and human resources which are key components of the employment relations discipline The overarching aim is for students to gain a deeper understanding of the World of Work through the discipline of Employment Relations *Changing Industrial Relations & Modernisation of Labour Law* Marco Biagi, 2003-01-01 Thirty three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of the late Marco Biagi a man who at the time of his violent and untimely death had shown himself to be the most insightful and committed international scholar in this complex and controversial and as it proved even dangerous field The topics covered range over many of Professor Biagi's special interests including the following the formulation of a new basis for labour law that could resolve new issues employee protection in corporate restructuring the trend toward individual enterprise bargaining a new European employment policy

and what it might entail the growing phenomenon of flexibilisation the effects of an aging workforce the crucial nexus of free trade labour and human rights the promise of EU enlargement and protection of part time workers There is a lot of insight innovation and just clear thinking in this wide ranging and far reaching book It will be of exceptional value to scholars lawyers and others concerned with the extensive and unpredictable changes under way in today's world of work

Globalization and Employment Relations in the Auto Assembly Industry Roger Blanpain, Russell D. Lansbury, 2008-01-01 Describes work organization skill formation remuneration systems staffing arrangements and employment security and enterprise governance and employee management relations in seven countries the United States Australia Germany Sweden Japan South Korea and China *Australian Workplace Relations* Julian Teicher, Peter Holland, Richard Gough, 2013-06-24 *Australian Workplace Relations* explains the defining themes in workplace relations in the twenty first century It explores issues relating to employee voice declining trade union membership occupational health disadvantaged workers and surveillance in the workplace The treatment of each topic is placed in both a national and an international context The book examines the effects on Australian workplace relations of globalisation the changing international economy and the Global Financial Crisis It provides a comprehensive examination of the Fair Work Act 2009 Case studies provide in depth explorations of four important sectors of the economy health retail and hospitality the public sector and motor vehicle components The textbook includes additional resources for students and lecturers on a companion website Power Point slides lists for further reading additional case studies and links to websites Comprehensive and fully cross referenced *Australian Workplace Relations* is an invaluable resource for upper level undergraduate students of workplace employee or industrial relations **The Employment Relationship in Australia** Tom Keenoy, 1998 The employment relationship in Australia

Introduction to Employment Relations R Loudon, R McPhail, A Wilkinson, 2015-05-20 The second edition of *Introduction to Employment Relations* takes a broad based approach to the subject of workplace relations in Australia Employment relations encompasses all aspects of people at work whereas historically industrial relations IR and human resource management HRM have focused on distinct aspects The focus of IR is on collective approaches to employment while for HRM the emphasis is on more individual approaches In keeping with its broad based approach the book covers the organisation of work unions and employer associations awards and agreements staffing and development managing performance and rewards in addition to identifying and explaining the major changes in employment relations in recent years This book is suitable for introductory courses at undergraduate and postgraduate levels **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

APAIS 1994: Australian public affairs information service , Elgar Introduction to Theories of Human Resources and Employment Relations Keith Townsend, Kenneth Cafferkey, Aoife M. McDermott, Tony Dundon, This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study

APAIS 1999: Australian public affairs information service , **A Subject Index to Current Literature** Australian Public Affairs Information Service, Working Futures Russell D. Lansbury, Ron Callus, 2002 Examination of the changes transforming the nature of work and employment relations in Australia These changes include longer hours less job security decline in lifetime careers drops in union membership and little input from members of the workforce into wages and working conditions Includes contributor notes references and index Callus is Associate Professor and Director of ACIRRT University of Sydney Lansbury is Professor and Associate Dean in the Faculty of Economics and Business at same

Health and Safety at Work and Its Relevance to Employment Relations Research Phil James, 2006 **Regulating Employment Industrial Relations and Labour Law Intl Co** Blanpain, 2010-01-01 The complexity of employment arrangements in various countries tends to make it difficult to understand them Nevertheless it is important to take stock periodically particularly from an internationally comparative perspective This remarkable book is a giant step in that direction It is especially valuable in the context of increasing globalisation For each of nine key jurisdictions the European Union Germany Sweden United Kingdom United States of America Canada New Zealand Australia and Japan experts present detailed information and analysis on key issues shedding valuable light on trends in such specific areas of employment relations as the following atypical work and flexible work arrangements dispute settlement procedures such as negotiation conciliation mediation arbitration and other forms of governmental or judicial intervention job security anti discrimination and gender equality recognition of unions and employers associations and forms of employee representation how collective bargaining is regulated whom the collective agreements cover and what they contain parental leave and childcare policy the capacity of individual agreements to override or not override collective agreements minimum wage levels overtime and shift work and paid leave entitlements As a general framework Part 1 offers an insightful summary of the underpinnings of current analysis of globalization including discussion of the varieties of capitalism thesis the divergence convergence debate with its models of bipolarization clustering and hybridization and elements of historical and political economic path dependency in various cultures The information

gathered here furthers understanding of the increasing disconnect between the prevailing institutional framework for employment relations and the sweeping changes that are taking place in the world of work With this book s analysis practitioners and policymakers will be able to overcome their dated assumptions and more effectively accommodate each others interests in the face of the complex mix of continuity and change that they are confronting The team of authors are experts in these countries They are active in policy or legal analysis business and or scholarship **From Tellers to Sellers** Marino Regini,Jim Kitay,Martin Baethge,1999 The country chapters present detailed analyses of the findings and the conclusion assesses the role of markets technology and institutions in employment relations and discusses the interpretive frameworks that help make sense of their change and variation across countries **BOOK JACKET** **The Changing Nature of Work** Frank Ackerman,Neva R. Goodwin,Laurie Dougherty,Kevin Gallagher,1998-10 Human impacts on the environment are largely driven by economic forces If a more ecologically sustainable world is to be achieved significant changes must be made to the current growth and consumption dependent economic system The Frontier Issues in Economic Thought series was designed to assist the growing number of economists and others who are responding to the need for new thinking about economics in the face of environmental and social forces that are reshaping the world The Changing Nature of Work examines the causes and effects of the rapid transformation of the world of work It provides concise summaries of the key writings on work and workplace issues extending the frontiers of labor economics to include the often overlooked social and psychological dimensions of work The book begins with a foreword by former Secretary of Labor Robert Reich that presents labor in contemporary perspective An introductory overview provides a brief history of the changing nature of work and situates current problems in the context of longer term developments Following that are eight topical sections that feature three to five page summaries for each of the ten to twelve most important articles or book chapters on a subject Sections cover new directions in labor economics social and psychological dimensions of work and unemployment globalization and labor new technologies and organizational change flexibility and internal labor markets new patterns of industrial relations family gender paid and unpaid work difference and diversity in the workplaceThe book provides a roadmap for scholars on the vast and diverse literature concerning labor issues and affords students a quick overview of that rapidly changing field It is an important contribution to the series and is a valuable book for anyone interested in labor as well as for students and scholars of labor economics industrial sociology industrial relations social psychology and their respective disciplines

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