

Changing Employment Relations

BEHAVIORAL AND SOCIAL PERSPECTIVES

Edited by Lois E. Tetrick and Julian Barling



Changing Employment Relations Behavioral And Social Perspectives

**Ivan T. Robertson, Militza
Callinan, Dave Bartram**



Changing Employment Relations Behavioral And Social Perspectives:

Changing Employment Relations Lois E. Tetrick, Julian Barling, 1995 Shifts in economic political and social structures are occurring on an international scale and resulting in unprecedented changes in employment relations These changes include the trend toward more part time contingent and female workers in the workforce and a decrease in the number of unionized employees This edited volume provides a broad up to date review of related critical issues joined with current representative research in the field of industrial and organizational psychology

Job Insecurity and Union Membership Magnus Sverke, 2004 In Europe as well as in other industrialized economies all over the world employment relations have undergone profound transformations over the last decades Large numbers of workers have been displaced involuntarily employed part time or hired on temporary employment contracts The increasing flexibility in the staffing of organizations is experienced by many employees as a threat to the continuation of their employment relationships A growing body of research suggests that such job insecurity can be of fundamental importance from the occupational health perspective as well as the managerial due to its effects on employees work attitudes and well being This book addresses the nature of job insecurity and investigates its consequences for individuals the organizations they work for as well as their labor unions It also examines whether factors associated with union membership help employees to cope with employment uncertainty The book is based on a European project involving Belgium Italy the Netherlands and Sweden Both individuals and organizations alike are harmed by the increased insecurity that prevails in working life today By identifying and explaining those factors which result in job insecurity and examining how the experience affects individuals organizations and unions the authors wish to expand the body of knowledge concerning job insecurity Such knowledge can lead to a greater focus on this phenomenon within working life and result in greater effort being put into understanding how preventative measures can be implemented in the future

The Employment Relationship Paul Sparrow, Cary L. Cooper, 2012-05-04 Challenges Facing the Employment Relationship in Future Organizations addresses the issues of change within employee relationships resulting from the impact of factors such as international competitive pressures technological change changing individual expectations and behaviours The new employment contract is analysed from inside and outside organizations and the issues are addressed from both a human resource management and work psychology perspective This book Reviews the phenomenon of globalization outlining the current impacts on the employment relationship and summarizing the assumed impacts on future work Looks at the employment relationship from a labour market perspective and reviews the evidence on an increasing individualization of the employment relationship Reviews work by psychologists on the changing psychological contract Provides an overview of new forms of work organization drawing attention to research on virtual organization and implications of e enablement Outlines the challenges to the employment relation on a global scale

Changing Work Relationships in Industrialized Economies I?ik Urla Zeytino?lu, 1999-11-15 This book examines changing work relationships in industrialized economies within the

context of economic restructuring and demographic variables The goal of this book is to examine experiences of industrialized economies in dealing with changing work relationships and discuss policy implications of creating such work relationships The thesis of the book is that non standard employment forms in restructuring economies affected all workers but particularly females and the youth Other demographic variables of education level race ethnicity immigrant status ability and economic class were also underlying forces in the construction and arrangements of non standard work Research shows both positive and negative effects of changing work relationships on workers though there is no conclusive result whether one or the other affect is stronger The discussion in this book pays attention to this debate and sheds light on it This book differs from others in its comprehensiveness of the coverage of work relationships referring to part time temporary casual telework and self employment without employees in its examination of a variety of variables including gender age race ethnicity immigrant status ability education level and economic class in the analysis of the topic in relation with the economic restructuring and in its initiative in collaboration of researchers from a variety of backgrounds and regions of the world that have expertise on changing work relationships

The Handbook of Work and Health Psychology Marc J.

Schabracq, Jacques A. M. Winnubst, Cary L. Cooper, 2003-03-28 Workplace health is now recognised as having major legal financial and efficiency implications for organizations Psychologists are increasingly called on as consultants or in house facilitators to help design work processes assess and counsel individuals and advise on change management The second edition of this handbook offers a comprehensive authoritative and up to date survey of the field with a focus on the applied aspects of work and health psychology An unrivalled source of knowledge and references in the field for students and academics this edition also reflects the need to relate research to effective and realistic interventions in the workplace Editors are outstanding leaders in their fields Focuses on linking research to practice Over 50% new chapters New topics include Coping The Psychological Contract and Health Assessment and Measurement of Stress and Well Being the Effects of Change and chapters of Conflict and Communication

Labour Market Changes and Job Insecurity Jane E. Ferrie, 1999

This work is the result of a symposium focusing on the anxieties that arise from changes in the world of work in Europe The book seeks to draw attention to the changing nature of work trends in labour market policies and the increase in job insecurity which creates chronic unemployment

Handbook of Employee Commitment John P. Meyer, 2016-09-28

A high level of employee commitment holds particular value for organizations owing to its impact on organizational effectiveness and employee well being This Handbook provides an up to date review of theory and research pertaining to employee commitment in the workplace outlining its value for both employers and employees and identifying key factors in its development maintenance or decline Including chapters from leading theorists and researchers from around the world this Handbook presents cumulated and cutting edge research exploring what commitment is the different forms it can take and how it is distinct from related concepts such as employee engagement work motivation embeddedness the psychological

contract and organizational identification **Handbook of Research on the Psychological Contract at Work** Yannick Griep, Cary Cooper, 2019 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking Industrial Relations in Canada Fiona McQuarrie, 2015-02 Fiona McQuarrie's *Industrial Relations in Canada* received wide praise for helping students to understand the complex and sometimes controversial field of Industrial Relations by using just the right blend of practice process and theory The text engages business students with diverse backgrounds and teaches them how an understanding of this field will help them become better managers The fourth edition retains this student friendly easy to read approach praised by both students and instructors across the country The goal of the fourth edition was to enhance and refine this approach while updating the latest research findings and developments in the field **The Dark Side of Organizational Behavior** Ricky W. Griffin, Anne O'Leary-Kelly, 2004-05-03 In one comprehensive collection *The Dark Side of Organizational Behavior* provides a framework for understanding the most current thinking on the negative consequences of organizational behavior Written by experts in the field the contributors to *The Dark Side of Organizational Behavior* focus on the causes processes and consequences of behaviors in organizations that have a negative effect on the organization and the people in them **Strategy, Organization and the Changing Nature of Work** Jordi Gual i Solé, Joan E. Ricart i Costa, 2001-01-01 The book offers a full and wide ranging analysis of the nature and extent of the organisational changes and of the role played by employability in the new production contexts Its strengths lie basically in its multidisciplinary approach which enables the phenomenon of organisational change to be observed from different angles and in its commitment to a balance between the pursuit of theory and its empirical underpinnings In summary this is a well grounded and argued work both theoretically and empirically and will be of interest to anyone wishing to understand the complex nature of organisational change and especially to those who even though organisational change may not be their central object of study or concern nonetheless seek to understand the rich and complex debate concerning processes of organisational transformation as a necessary starting point for the analysis of the broader process of transformation of a model of society Amparo Serrano Pascual Transfer I do not mean to propose any prescriptions for the problem of employment in our time I leave that to the many fine specialists in the field who have contributed to this book I find this an excellent and thought provoking volume that I hope will shed light on a theme of vital significance for people everywhere For it is in work that people find happiness and fulfilment and meaning From the preface by Carlos Cavall University of Navarra Barcelona Spain New technologies global markets and increased competitive pressures mean that companies are having to reinvent themselves reappraise their

competitive strategies and rethink the ways in which they organize business activities This timely book illustrates how changes in strategy can translate into organizational changes within the firm itself and can influence the relationship between the firm and their employees and collaborators The authors provide a broad theoretical and empirical assessment of these complex changes their effect on the nature of employment and the consequences for both employers and employees They develop a framework that encompasses the interaction between the strategic reactions of businesses to a changing environment and the restrictions imposed by social institutions A key theme of the book is that we are now living in an age of transition where concepts such as job security which have played a crucial role in society are no longer valid Indeed the importance of the research presented in the book is underlined by the social and political implications such changes will undoubtedly bring Significantly the authors view the subject matter from an interdisciplinary perspective applying tools from the fields of organizational behavior sociology and psychology **Advances in Psychology Research** Serge P. Shohov, 2004-02 Advances in Psychology Research presents original research results on the leading edge of psychology Each chapter has been carefully selected in an attempt to present substantial advances across a broad spectrum **The Lost Perspective?: Significance in ideology in European trade unionism** Patrick Pasture, Johan Verberckmoes, Hans de Witte, 1996 Contains 24 essays arranged in two volumes Includes seven country analyses of the trade union movement s development from the perspective of ideology Discusses the historical legacy and actual significance of ideology for trade unions ideology and cultural identity and the role of ideology in trade union participation **International Human Resources Management** Carolina Machado, 2015-03-07 This book covers the issues related to human resource management HRM in an international context It gives perspectives and future direction in International HRM research The chapters explore the models tools and processes used by international organizations in order to assist international managers to better face the challenges and changes in HRM It is suitable to HR managers engineers entrepreneurs practitioners academics and researchers in the field *The Oxford Handbook of Work and Aging* Jerry W. Hedge, Walter C. Borman, 2012-04-19 Global aging technological advances and financial pressures on health and pension systems are sure to influence future patterns of work and retirement This handbook offers an international multi disciplinary perspective examining the aging workforce from an individual worker organization and societal perspective **Age and psychological contract breach in relation to work outcomes** Pieter Matthijs Bal, 2009 Balancing Family and Work Toni Schindler Zimmerman, 2001 Offers therapists ideas for helping clients and themselves balance family life and work Explores both theoretical and immediately applicable ideas for helping clients achieve and improved balance between work life and family life Examines a national study of dual earner couples caring for children and aging parents and the behavioral accommodations they make at home assesses the impact of relocation on family work life brings diversity issues to the forefront assesses the impact of dominant metaphors about personhood and family Mutual Aid and Union Renewal Samuel B. Bacharach, Peter A.

Bamberger, William J. Sonnenstuhl, 2018-08-06 The ongoing decline in union membership is generally attributed to an increasingly hostile economic legal and managerial environment Samuel B Bacharach Peter A Bamberger and William J Sonnenstuhl argue that the decline may have more to do with a crisis of union legitimacy and member commitment They further suggest that both problems could be addressed if the unions return to their nineteenth century mutual aid based roots The authors contend that the labor movement is characterized by two models of union member relations the mutual aid logic and the servicing logic The first predominated in the early days and encouraged a sense of community among members who worked to support one another In the twentieth century it was largely replaced by the servicing model which asks little of members who remain loyal only if their leaders deliver increasing wages and benefits Regaining legitimacy and strengthening member commitment can only happen the authors claim if mutual aid logic is allowed to return They examine three unions in the transportation industry to judge the effectiveness of new programs created after the old model

Advances in Hospitality and Leisure Joseph S. Chen, 2013-07-24 Advances in Hospitality and Leisure a peer review volume delivers refreshing insights from a host of scientific studies in the domains of hospitality leisure and tourism It provides a platform to galvanize thoughts on contemporary issues and merging trends essential to theory advancement as well as professional practices from a global perspective Organizational Effectiveness Ivan T. Robertson, Militza Callinan, Dave Bartram, 2003-10-17 Organizational Effectiveness The Role of Psychology examines psychological approaches in organizations not from the more common perspective of their impact on individuals but in relation to how the work of psychologists impacts on the overall effectiveness of the organization It also provides a critical review of what psychology has to offer the way psychologists choose the problems they address work with others and evaluate and demonstrate the impact they have Robertson Callinan and Bartram have brought together leading researchers and practitioners in work and organizational psychology Each chapter provides a review of current knowledge practice issues and future directions in their own area of expertise with a focus on contributions and implications for organizational functioning and the wider arena of managerial thinking This book is for anyone interested in understanding the complex relations between individual group and organisational performance and effectiveness It is a valuable and challenging resource for advanced students and practitioners of occupational psychology organizational behaviour HRM and psychological consultancy in organizations

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