

Employer And Employee Relationship In The Workplace

Employee Relations - Philip Lewis 2003

This exciting new text is different from many of the employee relations textbooks currently available because it takes as its central theme the employment relationship between the employer and the employee. This reflects one of the major changes in employee relations over recent years: the increasing extent to which the individual relationship each of us has with our employer is central in shaping our working lives.

Aging Workers and the Employee-Employer Relationship - P. Matthijs Bal
2014-09-23

This book focuses on the aging workforce from the employment relationship

perspective. This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated, productive and healthy. In 15 chapters, several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age. In addition, this book discusses the role older workers themselves play in continuing work at higher age. To do this, the authors integrate research from different areas, such as literature on leadership, psychological contracts and diversity with literature on the aging workforce. Through this integration this book provides innovative ways for

organizations and workers to maintain productivity, motivation and health. Aging Workers and the Employee-Employer Relationship summarizes the latest research on how employment relationships change with age and its implications for supporting the well-being, motivation and productivity of older workers. It identifies ways to improve how both companies and workers solve the problems they face. These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their own job crafting, learning and employability.

The Common Law Employment Relationship - Gordon Anderson 2017-09-29
The contract of employment provides in many jurisdictions the legal foundation for the employment of workers. This book examines how the development of the common law under the influence of

contemporary social and economic pressures has caused this contract to evolve.

Employee Relations - Graham Hollinshead 2003

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Understanding

Psychological Contracts at Work - Neil Conway

2005-11-17

How can we understand the relationship between employer and employee? What determines the give and take of such relationships and what happens when they go wrong? This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship - the concept of the psychological contract.

The Employer-employee Relationship in the Contemporary Workplace - John. J. Sarno 1997

Employer-Employee Relations - Wayne Leslie McNaughton
2012-03-01

Employee Relations in Context - David Farnham 2000

This volume analyses the issues surrounding employment today and explores the challenges that lie at the heart of the workplace. This second edition has been thoroughly revised and updated.

Finding a Voice at Work? -

Stewart Johnstone 2015

A critical assessment of the main concepts and models of employee voice in the UK and Europe. The contributors provide theoretical and empirical exploration of a wide range of 'voice' institutions and initiatives, including forms of representation and management techniques, and mechanisms for information and consultation.

The Future of Employment Relations - A. Wilkinson
2011-10-26

EPUB

Managing Employment Relations - Tony Bennett
2020-02-03

Employment relations is concerned with the relationship between employees and their employers - one of the most important aspects of an HR role. *Managing Employment Relations* will give students a thorough grounding in the processes, context and practical application of employment relations and the skills they need for a successful career in HR. Covering

everything from the legal aspects of employment relations, essential policies, strategies and the changing social context to conflict resolution, mediation, employee engagement and workplace discipline, *Managing Employment Relations* is an indispensable guide. With brand new content on gig economy workers, supporting diversity in the workplace, individual and group policies and the need for greater transparency in the employer-employee relationship, this book is a comprehensive guide to the theory and practice of employment relations. Mapped to the CIPD Level 7 module in employment relations and full of case studies and exercises to help students understand the practical application of the core topics, this is an essential textbook for postgraduate HR students and practitioners in an employment relations role. Online resources include a lecturer guide, lecture slides, sample essay questions and additional case studies for students and lecturers as well

as annotated weblinks.

[Employment Relations in Non-Union Firms](#) - Tony Dundon
2004-07-31

The precise relationship between an employee and employer is often ambiguous within complex organizational boundaries. This book re-evaluates the way employment relations are conceptualized and examines employment conditions in non-union organizations. The authors present a detailed analysis of the conditions and patterns of employment relations in both small and large non-union firms. They assess the impact of regulation, managerial ideology and market influences on employer strategies to avoid unionization. Using social and psychological exchange, the book concludes with an assessment of the capacity of workers to act as an agent of change in these non-union relationships. The implications for worker mobilization, trade union expansion and employer strategies are also considered in the light of detailed case study analysis.

Employee Relations - Laurie Dicker 2003

A practical guide for managers to help them understand and foster good employee relations, where everyone concerned works cooperatively towards common goals.

Employment Law - Lori B. Rassas 2022-09-14

"Text for undergraduate, graduate, human resources, and paralegal courses on employment law"--

Employee Relations

Management - Singh, P. N.

The introduction of the new economic policy in 1991 had a significant bearing on industrial relations. Globally, the focus is gradually shifting from traditional industrial relations, characterized by conflict resolution, to employee relations management,

The Dynamics of Employee Relations - Paul Blyton 1994

This text takes a critical approach to both contemporary issues and trends, and to the core areas and concepts of employee relations. Case studies from a diversity of settings are integrated into the

text, which is based on extensive research and teaching experience.

The Employment Relationship - Jacqueline A-M. Coyle-Shapiro 2005

During the last fifteen years, researchers have shown increasing interest in the exchange relationship between the employee and employer.

Until now, the literatures examining the employment relationships have tended to operate either from the employer or the employee perspectives and have typically approached the topic from a single discipline be it psychology, sociology, human resource management, organizational behavior, industrial relations, law or economics. Failure to consider multiple perspectives has created a fragmented understanding of the employment relationship. This volume incorporates social exchange, economics, industrial relations, legal, and justice theory perspectives. In addition, chapters have been written by authors that reflect

the full international body of research on the employment relationship and provide information about legislation, governance, and cultural differences across nations. The conceptual and empirical foundations for understanding the employment relationship from these different theoretical perspectives facilitates the establishment of the convergent and discriminant validity of the psychological contract and the investments-contributions models of the employment relationship in relation to related exchange constructs such as perceived organizational support and leader-member exchange. The interdisciplinary and international nature of the employment relationship literature reviewed and integrated in this volume provides a richness that is rarely available in studies of the workplace, and many new and provocative ideas are presented in this volume. Bringing these perspectives together provides greater comprehensiveness, clarity,

synthesis and understanding of the employment relationship. This volume is designed to promote the thinking of scholars in the employment relationship area. It will also have relevance to practitioners primarily through the implications of this multi-disciplinary perspective. The volume offers implications of a holistic, multi-disciplinary, international, conceptualization of the employment relationship for theory development, empirical research and measurement, and policy.
McCallum's Top Workplace Relations Cases - CCH Australia, Limited 2011-01-05

Introduction to Employment Relations - R Loudon
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.

Work in Challenging and Uncertain Times - Patricia Leighton 2020-07-12

This book was written as the Coronavirus (COVID-19) pandemic began to have a devastating effect on employment across the globe. The crisis has served to highlight many deepseated, often longstanding challenges to employment relationships.

These include uncertainties and fears about the impact of technological advances, concerns about safety and wellbeing and controversies around emerging business and employment models. It is difficult to avoid the fear that the combination of these and other practices will lead to a 'race to the bottom'. The book calls for a radical rethink and reassessment of the core values underlying employment relationships. In Work in Challenging and Uncertain Times, the authors take a refreshingly realistic view of how contemporary work relationships are managed and look to how they will need to change in the future. Some key questions are posed, such as 'who is the employer in complex skills supply chains?'; 'how do we ensure a skilled workforce in a context of fragmentation and increasing individualization?'; 'in a context of AI, robots etc., what does it mean to be human?' and 'how do we achieve change and improvement'? Based on extensive research presented

in an accessible and engaging style, the book provides insights valuable to students of employment relationships, HRM and employment law as well as to practitioners and

policy-makers. It draws on a range of academic disciplines and thoughts from interviews with key practitioners and commentators on workplace as well as students.

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