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Most notably, the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change, and, at an applied level, a greater emphasis on recent applied evidence, specifically dealing with the employment contract, its implementation, and related questions of work organization.

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The Oxford Handbook of Participation in Organizations discusses various arguments and schools of thought about employee participation; analyses the range of forms that participation can take in practice; and examines the way in which it meets objectives that are set for it, either by employers, trade unions, individual workers, or, indeed, the state. Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether ...

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This chapter addresses employment law. Employment law serves many purposes, but it is worth distinguishing between at least two types of purpose, public and private. First, employment law is a kind of economic policy that aims to regulate wage and employment levels, and to ensure public safety. Second, employment law governs a bilateral relationship between employer and employee.

Employment Relationship as an Object of Employment Law ...

The Oxford Handbook of Employment Relations. January 2014. Edition: 1. Publisher: Oxford university press. Editor: Wilkinson,Wood and Deeg. Project: Human resource management /employment relations.

(PDF) The Oxford Handbook of Employment Relations

Pris: 1499 kr. Inbunden, 2014. Skickas inom 10-15 vardagar. Köp The Oxford Handbook of Employment Relations av Adrian Wilkinson på Bokus.com.

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The Oxford Handbook of Employment Relations eBook by ...

The Oxford Handbook of Offshoring and Global Employment Edited by Ashok Bardhan, Dwight M. Jaffee, and Cynthia A. Kroll Oxford Handbooks. Chapters authored by eminent scholars and, policymakers developed, emerging and developing countries, from 6 continents

The Handbook brings together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s. Theoretically-based chapters attempt to link varieties of capitalism, business systems, and different modes of regulation to the specific practice of employment relations, and offer a truly comparative treatment of the subject, providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world.

Job search is and always has been an integral part of people's working lives. Whether one is brand new to the labor market or considered a mature, experienced worker, job seekers are regularly met with new challenges in a variety of organizational settings. Edited by Ute-Christine Klehe and Edwin A.J. van Hooft, The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search. Multidisciplinary in nature, Klehe, van Hooft, and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied, such as psychology, sociology, labor studies, and economics. Discussing the antecedents and consequences of job loss, as well as outside circumstances that may necessitate a more rigorous job hunt, this Handbook presents in-depth and up-to-date knowledge on the methods and processes of this important time in one's life. Further, it examines the unique circumstances faced by different populations during their job search, such as those working job-to-job, the unemployed, mature job seekers, international job seekers, and temporary employed workers. Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes. As a result, this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed. Further, it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss, unemployment, career transitions, outplacement, and job search.

The Oxford Handbook of Offshoring and Global Employment deals with a key issue of our time: How do globalization, economic growth and technological developments interact to impact employment? The book brings together eminent authors from a wide range of countries around

the world, drawing on their diverse academic and policymaking backgrounds, and specific national or regional settings to assess how global economic changes have affected employment opportunities. The book is unique in a number of ways - It has a global reach, presenting analyses and viewpoints from both developed and developing countries, from all continents; its timing and context is particularly instructive, since most papers are located in the aftermath of the global financial crisis; and it addresses a wide range of questions-How do different types of offshoring and global linkages impact employment? How is the skill mix of the labor force impacted by globalization? How do institutional structures and regulations influence the outcome of globalization in developed and developing countries? Individual chapters analyze how the impact of global linkages on national economies is mediated through a number of structural aspects of the economy - its institutional and industrial structure, its resource base, its predominant firm type, its comparative advantage, and its regulatory practices. The chapters in the book cover both manufacturing and services sectors, and many chapters also address policy issues regarding innovation and job creation.

The book contains essays from around the world addressing how globalization and offshoring have affected employment structure and job creation in both developing and developed countries.

Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization - whether direct or indirect - conducted with employees or through their representatives. In its various guises, the topic of employee participation has been a recurring theme in industrial relations and human resource management. One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions, and scholars from diverse traditions may know relatively little of the research that has been done elsewhere. Accordingly in this book, a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives. Not only is there a range of different traditions contributing to the research and literature on the subject, there is also an extremely diverse sets of practices that congregate under the banner of participation. The handbook discusses various arguments and schools of thought about employee participation, analyzes the range of forms that participation can take in practice, and examines the way in which it meets objectives that are set for it, either by employers, trade unions, individual workers, or, indeed, the state. In doing so, the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces. These selections address the changing contexts of employee participation, different cultural/ institutional models, old/'new' economy models, shifting social and political patterns, and the correspondence between industrial and political democracy and participation.

Increasing workplace diversity has given rise to growing intergroup challenges that persistently manifest in discrimination. An emerging science in psychology, sociology, and management has yielded useful evidence to be brought to bear on the important problem of discrimination, but current literature is either focused on social (rather than work) settings, on legal (rather than interpersonal) issues, or on the general phenomenon of diversity instead of the social problem of discrimination in action. Edited by Adrienne J. Colella and Eden B. King, The Oxford Handbook of Workplace Discrimination provides readers with a broad and interdisciplinary review of state-of-the-art research on discrimination in the workplace. In this volume, Colella, King, and their contributing authors tackle the unique experiences of people from diverse perspectives and communities (including religious minorities, gay and lesbian workers, and people with disabilities); the myriad of ways in which discrimination can manifest and its overall consequences; explanations for discrimination; and strategies for reduction. This Handbook will propel future scholarship by clearly outlining the substantive questions, methods, and issues for the future ahead.

The area of work and aging is complex and multi-faceted. Its foundation is formed by a wide array of disciplines that both contribute to the complexity of its understanding, and offer fertile promise for research, development, and application in the years ahead. With an ever-growing population of older workers, many of whom are suggesting they will likely continue to work past traditional retirement age, it becomes all the more important that we increase our efforts to develop a more thorough understanding of older workers, the nature of their interactions with work and the organizations for which they work, and the process of transitioning to retirement. Clearly, there are huge societal and global challenges that will both inform and influence research and application at the individual and organizational levels. The Oxford Handbook of Work and Aging examines the aging workforce from an individual worker, organization, and societal perspective, and offers both an integration of current cross-disciplinary knowledge, and a roadmap for where research and application should be focused in the future to address issues of an aging workforce. The volume is divided into six core sections: demography, theoretical and methodological issues, the older worker, organizational strategies for an older workforce, individual and organizational perspectives on work and retirement, and societal perspectives with an aging workforce. Bringing together seasoned authors from diverse academic and professional backgrounds, new approaches to recruiting, workplace flexibility, and the right mix of benefits and incentives are presented as a way of engaging an older workforce.

Skills and workforce development are at the heart of much research on work, employment, and management. But are they so important? To what extent can they make a difference for individuals, organizations, and nations? How are the supply and, more importantly, the utilization of skill, currently evolving? What are the key factors shaping skills trajectories of the future? This Handbook provides an authoritative consideration of issues such as these. It does so by drawing on experts in a wide range of disciplines including sociology, economics, labour/industrial relations, human resource management, education, and geography. The Handbook is relevant for all with an interest in the changing nature - and future - of work, employment, and management. It draws on the latest scholarly insights to shed new light on all the major issues concerning skills and training today. While written primarily by leading scholars in the field, it is equally relevant to policy makers and practitioners responsible for shaping the development of human capability today and into the future.

This handbook includes the most up to date, evidence-based, and comprehensive coverage of recruitment and retention, as written by the top leaders of recruitment research in the world.

New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices, drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. This Handbook gives a comprehensive overview of thisgrowing field, which has seen an explosion of programmes of study in university business and law schools and in executive education programmes.