

Job Insecurity, Union Involvement and Union Activism

Edited by
HANS DE WITTE

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Job Insecurity Union Involvement And Union Activism

Sharon K. Parker



Job Insecurity Union Involvement And Union Activism:

Job Insecurity, Union Involvement and Union Activism Hans De Witte, 2017-11-30 This volume contains empirical analyses of European psychologists and sociologists on the impact of job insecurity on trade union membership activism and upon the attitudes of individual workers towards unions Little is currently known about the impact of job insecurity on the union participation of workers which is significant given the importance of trade unions in European collective bargaining systems This volume reports innovative and pioneering research on this research gap It answers questions such as do workers more easily join unions because of job insecurity or does it make them leave the union Does it influence participation in works council elections or affect the intention to become a union activist And are workers less satisfied and less committed to their unions when they experience job insecurity The book contains recommendations for policy makers social partners and practitioners in the field of work and organizations

The SAGE Handbook of Industrial Relations Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and

Industrial Relations specialists The Psychology of the Recession on the Workplace Cary L. Cooper, Alexander-Stamatios G. Antoniou, 2013-01-01 Two deep human needs are to master the world and to feel safe and secure The Great Recession thwarted both needs for millions of people around the world Cooper and Antoniou s global team of scholars address the psychological economic social and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs Let us rise above the crisis and follow Aristotle s path to living well and faring well This book offers a plan for doing so James Campell Quick The University of Texas at Arlington US An economic recession can affect the aggregate well being of a population This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years In particular increasing job demands intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress family conflict and related behaviors The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders With employers and employees still facing a continued period of uncertainty a severe impact on employment relations is a continuing reality Given the difficult economic times many people are feeling the pressure to work harder This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management

HR Analytics in an Era of Rapid Automation Yadav, Radha, Sinha, Mudita, Kureethara, Joseph Varghese, 2023-08-01 Human Resources HR departments often have significant data sets related to employees and positions within their organizations but optimizing use of this data can present challenges As the business world rapidly transforms due to technological advancements experts within the HR domain must learn to effectively use data to improve workforce performance and assist with strategic decisions A comprehensive understanding of HR analytics and its multiple levels ranging from descriptive to perspective can emphasize how the data can support track and monitor employee performance culture turnover rate and absenteeism HR Analytics in an Era of Rapid Automation is a valuable guide for academics researchers and practitioners interested in the latest developments in HR analytics It covers relevant theories and conceptual models based on quantitative and qualitative findings and emphasizes the importance of utilizing HR analytics for sustainable decision making With a focus on recruitment analytics talent acquisition employee performance analytics and more this book provides practical solutions to the challenges facing HR professionals in the rapidly changing business world By highlighting the value of people and HR analytics for business success this book offers several solutions for the analysis of challenges facing HR professionals today

Rising employment flexibility and young workers' economic insecurity
Dipl.-Soz. Ellen Ebralidze, 2011-11-29 How have the immediate school to work transition and the early career changed in different labour market entry regimes since the early 1980s How do institutional frameworks differ with regard to insecurity perception Ellen Ebralidze investigates these topics from a cross national perspective while focusing on Denmark the darling of flexicurity literature The results show that in all the labour market entry regimes the school to work transition has become

increasingly difficult and flexible forms of work are more typical in the first job Furthermore the liberal institutional framework of the United States seems to produce a similarly low degree of job loss worry among young people in their early career as the Danish paradigm

Employment Contracts, Psychological Contracts, and Employee Well-Being David E. Guest, Kerstin Isaksson, Hans De Witte, 2010-07-22 Temporary employment has become a focus of policy debate theory and research The book addresses as its core concern the relationship between temporary employment contracts and employee well being It does so within the analytic framework of the psychological contract and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives It also sets the psychological contract within the context of a range of other potential influences on work related well being including workload job insecurity employability and organizational support A key aim of the book is to identify the relative importance of these various potential influences on well being The book covers seven countries Belgium Germany The Netherlands Spain Sweden and the UK as well as Israel as a comparator outside Europe Data were collected from over 5 000 workers in over 200 organizations and from both permanent and temporary workers as well as from employers The book s conclusions are interesting and controversial The central finding is that contrary to expectations temporary workers report higher well being than permanent workers As expected a range of factors help to explain variations in work related well being and the research highlights the important role of the psychological contract However even after taking into account alternative explanations the significant influence of type of employment contract remains with temporary workers reporting higher well being In addition to this core finding by exploring several aspects of the psychological contract and taking into account both employer and employee perspectives the book sheds new light on the nature and role of the psychological contract It also raises some challenging policy questions and while acknowledging the potentially precarious nature of temporary jobs highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well being of employees

Transformative Work Design Sharon K. Parker, 2025 How do we create healthy meaningful and productive work in the face of hybrid work models shifting careers technological advances an aging workforce and other such major contemporary changes Transformative Work Design explores this crucial question by presenting a thorough evidence based view of work design With contributions from 49 highly eminent authors in the field across 25 chapters it synthesizes research on how work design influences critical outcomes like worker motivation mental health well being and job performance for individuals and teams The book also covers key methodologies for studying work design and explores new areas of research For instance authors explore how work design can shape identity and personality development moving beyond the usual focus on wellbeing and performance outcomes Additionally the book shifts the traditional emphasis from understanding the outcomes of work design to unpacking the antecedents of work design Chapters explore how various individual team organizational and global factors shape the way people s work is designed laying the foundation for understanding how to successfully redesign work Picking up this

perspective several chapters focus on how to change work design By discussing top down work redesigns such as self managing teams and bottom up approaches like playful work design and job crafting pathways to creating better work are identified A final section highlights critical issues raised by large scale technological and demographic shifts such as remote working trends population aging and rapid digitalization

The Plight of Older Workers Isabel Baumann,2016-09-08 This open access book examines the economic social and psychological consequences of manufacturing plant closure at the individual level Using an original data set of over 1 200 workers from Switzerland who lost their manufacturing jobs after the financial crisis of 2008 the author analyzes the determinants of reemployment the sector of reemployment and the change in wages over a two year period In addition coverage also explores how plant closure affects the social relationship between a displaced worker and his or her significant other which includes a discussion of the coping strategies on the household level as well as how changes in a worker s social and occupational life affects overall satisfaction Readers will discover that the burden of structural change disproportionately falls on the shoulders of workers aged 55 and older who often face substantial barriers when trying to return to employment A larger portion of this group experience long term unemployment and those who do manage to find a new job often suffer disproportionate wage loss This result is intriguing in the context of the current demographic change and contradicts the common assumption that young and low qualified individuals are at greatest risk of unemployment Advanced age and not low education appears to be the primary obstacle to workers finding job satisfaction after being laid off because of market conditions

The Transformation of Solidarity Romke Jan van der Veen,Mara Yerkes,Peter Achterberg,2011-12-01 De literatuur over welvaartsstaten richt zich vaak op beleidsveranderingsprocessen en de mechanismen die deze veranderingen veroorzaken of tegenwerken De werkelijke verandering wordt vaak geïnterpreteerd als gevolg van externe crises of als gevolg van de meer geleidelijke beleidsveranderingsprocessen Dit boek heeft een ander uitgangspunt de auteurs onderzoeken de bewering dat de sociale en economische veranderingen als gevolg van de overgang naar een postindustriële samenleving de sociale fundamenteën van de verzorgingsstaat hebben verzwakt

New Directions in Organizational Psychology and Behavioral Medicine Cary Cooper,2016-04-29 This research shows the dynamic relationship between work health and satisfaction *New Directions in Organizational Psychology and Behavioral Medicine* comprehensively covers new developments in the field of occupational health psychology and provides insight into the many challenges that will change the nature of occupational health psychology The editors have gathered 40 experts from all over the developed world to discuss issues relevant to human resource and talent management and specifically to employment related physical and psychological health issues Especially because it comes at a time of economic turbulence that will create work stress and strain organizations researchers and practitioners will find this book valuable

Economic Crisis, Quality of Work, and Social Integration Duncan Gallie,2013-09-12 This book provides a comparative analysis of the impact of the economic crisis on the quality of work and work life balance

Flexible Work - Atypical Work - Precarious Work?

Werner Nienhüser,2005 Changing Working Life and the Appeal of the Extreme Right Jörg Flecker,2016-04-08 This book investigates the interplay of the recent transformation of working life and the growing appeal of political right wing populism and extremism in Europe It explores the individual and collective reactions and the strategies people develop in order to come to terms with socio economic change It raises the question of whether and to what extent changes in the employment system and in working life contribute to making people receptive to xenophobia nationalism and racism Based on an eight country study using both quantitative and qualitative research methods this volume makes a significant contribution to the deeper understanding of the subjective reactions to socio economic change and its political reverberations

Communication Activism Lawrence R. Frey, Kevin M. Carragee,2007 These two texts showcase how scholars have engaged in communication activism to assist individuals groups organizations and communities to secure social reform Volume 2 focuses on research studies that show how media can be managed to promote social change and how performance can serve as an important form of communication activism Together these two volumes demonstrate the significant effects that communication scholars working from many different theoretical and methodological traditions can have on promoting social change especially for those who are most marginalized when they engage in communication activism

Neoliberalism and Urban Regeneration Roger Green, Keith Popple,2025-08-14 London is a major global city which attracts a massive influx of capital while concentrating power and wealth in the hands of the few Meanwhile many communities suffer housing shortages poverty and dispossession How can its diverse communities fight back against exclusionary regeneration projects This accessible book tells the story of the Voice4Deptford campaign in Southeast London which has taken radical democratic and creative action to resist the destructive influence of neoliberalism at the community level It shows how top down change is challenged and together with case studies from across London offers powerful ways forward for other urban communities globally

Industrial Relations ,2006 *Working Class Formation in Taiwan*

Ming-sho Ho,2014-06-05 This book offers a fresh look at Taiwan s state workers in from the postwar period to the present day and examines the rise and fall of labor insurgency in the past two decades Challenging the conventional image of docile working class it unearths a series of workers resistance hidden and public in a high authoritarian era

The British National Bibliography Arthur James Wells,2005 *Arbeitspsychologie* Uwe Kleinbeck, Klaus-Helmut Schmidt,2010-01-22 Einleitend werden die Grundlagen des menschlichen Arbeitshandelns behandelt einschlie ßlich des Arbeitens in Gruppen Der mittlere Teil des Bandes ist ausgew hltten Themen der Arbeitspsychologie gewidmet die sowohl klassische Inhaltsbereiche des Faches abdecken als auch Bereiche die den ver nderten Arbeits und Lebensbedingungen Rechnung tragen Die abschlie enden Kapitel beschreiben grundlegende methodische Ans tze der arbeitspsychologischen Forschung und Anwendung die auch neuere Entwicklungen der statistischen Datenanalyse ber cksichtigen Wissenschaftler k nnen sich in diesem Band einen kompakten berblick ber Grundlagen und neuere Entwicklungen in der Arbeitspsychologie verschaffen Praktiker k nnen sich

darber informieren welche Instrumente und Vorgehensweisen zur Lösung ihrer Probleme geeignet sind einschließlich der Bedingungen ihrer Anwendung **Finding a Voice at Work?** Stewart Johnstone, Peter Ackers, 2015 This book offers a critical assessment of the main concepts and models of employee voice in the UK and Europe It provides 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 Enigmatic Realm of **Job Insecurity Union Involvement And Union Activism**: Unleashing the Language is Inner Magic

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