

Facteurs influençant les choix	Système d'interactions entre les parties	Résultats <i>versus</i> convention collective et contrat social
<p><u>Désir de changement</u></p> <p>Objectifs <i>versus</i> convention collective</p> <p>Objectifs <i>versus</i> contrat social</p> <p><u>Faisabilité du changement</u></p> <p>Réactions syndicales attendues</p> <p>Pouvoirs de négociation relatif</p> <p>Autres facteurs</p>	<p><u>Stratégies de négociation</u></p> <p>Contrainte</p> <p>Coopération</p> <p>Fuite</p> <p><u>Processus de négociation</u></p> <p>Distributif ou intégratif</p> <p>Façonnement des attitudes</p> <p>Gestion des différences internes</p> <p><u>Structures de négociations</u></p> <p>Fréquence des interactions</p> <p>Degré de centralisation</p> <p>Nombre d'intervenants</p>	<p><u>Clauses de convention</u></p> <p>Salaires et avantages sociaux</p> <p>Règles du travail</p> <p>Sécurité d'emploi</p> <p>Organisation du travail</p> <p><u>Contrat social</u></p> <p>Soumission/accommodation</p> <p>Soumission/évitement</p> <p>Soumission/coopération</p> <p>Engagement/coopération</p> <p>Engagement/évitement</p> <p>Engagement/accommodation</p>

La Neacutegociation Sociale

Padhraic Smyth



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