

Labour Relations

A southern African perspective

EIGHTH EDITION



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The SAGE Handbook of Human Resource Management Adrian Wilkinson, Nicolas Bacon, Scott Snell, David Lepak, 2019-04-08 The new edition of this SAGE Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management Bringing together contributions from leading international scholars and with brand new chapters on key emerging topics such as talent management engagement e HRM and big data the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management while contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field PART 01 Context of Human Resource Management PART 02 Fundamentals of Human Resource Management PART 03 Contemporary Issues **The Oxford Handbook of Human Resource Management** Peter Boxall, John Purcell, Patrick Wright, 2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management Industrial Relations and Industrial Psychology People Management and High Performance teams have become key functions and goals for manager at all levels in organizations The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments The Handbook is divided into four parts Foundations and Frameworks Core Processes and Functions Patterns and Dynamics Measurement and Outcomes Overall it will provide an essential resource for anybody who wants to get to grips with current thinking research and development on HRM **Labour Goes to War** Wendy Cuthbertson, 2012-06-15 During the Second World War the Congress of Industrial Organizations in Canada grew from a handful of members to more than a quarter million and from political insignificance to a position of influence in the emergence of the welfare state What was it about the good war that brought about this phenomenal growth Labour Goes to War analyzes the organizing strategies of the CIO during the war to show that both cultural and economic forces were at work Labour shortages gave workers greater power in the workplace and increased their militancy But workers patriotism their ties to those on active service and allegiance to the people s war also contributed to the CIO s growth and to what it claimed for workers Drawing on a wealth of archival material Wendy Cuthbertson illuminates this complex wartime context She also shows how the complex often contradictory motives of workers during this period left the Canadian labour movement with an ambivalent progressive conservative legacy *Human Capital Investment* Harriet Duleep, Mark C. Regets, Seth Sanders, Phanindra V. Wunnava, 2021-02-10 In 1965 a family reunification policy for admitting immigrants to the United States replaced a system that chose immigrants based on their national origin With this change a 40 year hiatus in Asian immigration ended Today over three quarters of US immigrants originate from Asia and Latin America Two issues that

dominate discussions of US immigration policy are the progress of post reform immigrants and their contributions to the US economy This book focuses on the earnings and human capital investment of Asian immigrants to the US after 1965 In addition it provides a primer on studying immigrant economic assimilation by explaining economists methodology to measure immigrant earnings growth and the challenges with this approach The book also illustrates strategies to more fully use census data such as how to measure family income and how to use panel data that is embedded in the census The book is a historical study as well as an extremely timely work from a policy angle The passage of the 1965 Immigration and Nationality Act set the United States apart among economically developed countries due to the weight given to family unification Based on analyses by economists which suggest that the quality of immigrants to the US fell after the 1965 law policymakers have called for fundamental changes in the US system to align it with the immigration systems of other countries This book offers an alternative view point by proposing a richer model that incorporates investments in human capital by immigrants and their families It challenges the conventional model in three ways First it views the decline in immigrants entry earnings after 1965 as due to investment in human capital not to permanently lower quality Second it adds human capital investment and earnings growth after entry to the model And finally by taking investments by family members into account it challenges the policy recommendation that immigrants should be selected for their occupational qualifications rather than family connections

Knowledge Management in the Construction Industry Abdul Samad Kazi,2005-01-01 Annotation Presents a portfolio of concepts methods models and tools supported by real life case studies from various corners of the globe providing insights into the management of knowledge in the construction industry [Publishers Directory](#) ,2002

Linking Global Trade and Human Rights Daniel Drache,Lesley A. Jacobs,2014-03-20 During the global economic crisis of 2008 countries around the world used national policy spaces to respond to the crisis in ways that shed new light on the possibilities for linkages between international trade and human rights This book introduces the idea of policy space as an innovative way to reframe recent developments in global governance It brings together a wide ranging group of leading experts in international law trade human rights political economy international relations and public policy who have been asked to reflect on this important development in globalization Their multidisciplinary contributions provide explanations for the changing global landscape for national policy space clearly illustrate instances of this change and project the future paths for policy development in social and economic policy spaces especially with reference to linkages between international trade and human rights in countries from the Global North as well as Brazil China and India

Teacher Development in Higher Education Eszter Simon,Gabriela Pleschová,2012-11-27 Concerns about the quality of teaching and learning in higher education have given rise to teacher development programs and centers around the world This book investigates the challenges and complexities of creating instructional development programs for present and future academics Using case studies from a variety of countries including Estonia Singapore the United States and the United Kingdom it examines issues

that are important for higher education researchers as well as higher education managers The book includes international responses to the need to improve teaching in higher education It demonstrates many different ways success may be understood and investigates what factors may influence the results of instructional development Contributors use these factors to explain program success through theoretical frameworks This book also provides input for higher education managers by pointing out how the local context and both institutional and national policy making may help or hinder the effective preparation of professors for their teaching responsibilities **International Books in Print** ,1997 Museums and the Paradox of Change Robert R. Janes,2013-05-29 Museums throughout the world are under increasing pressure in the wake of the 2008 2009 economic recession and the many pressing social and environmental issues that are assuming priority The major focus of concern in the global museum community is the sustainability of museums in light of these pressures not to mention falling attendance and the challenges of the digital world Museums and the Paradox of Change provides a detailed account of how a major Canadian museum suffered a 40 percent loss in its operating budget and went on to become the most financially self sufficient of the ten largest museums in Canada This book is the most detailed case study of its kind and is indispensable for students and practitioners alike It is also the most incisive published account of organizational change within a museum in part because it is honest open and reflexive Janes is the first to bring perspectives drawn from complexity science into the discussion of organizational change in museums and he introduces the key concepts of complexity uncertainty nonlinearity emergence chaos and paradox This revised and expanded third edition also includes new writing on strengthening museum management as well as reflections on new opportunities and hazards for museums It concludes with six ethical responsibilities for museum leaders and managers to consider Janes provides pragmatic solutions grounded in a theoretical context and highlights important issues in the management of museums that cannot be ignored

APAIS 1994: Australian public affairs information service , Geographical Indication and Global Agri-Food Alessandro Bonanno,Kae Sekine,Hart N. Feuer,2019-06-25 This book addresses the relevance of geographical indication GI as a tool for local and socio economic development and democratization of agri food with case studies from Asia Europe and the Americas A geographical indication is a sign used on products that have a specific geographical origin and possess qualities or a reputation that are due to that origin It provides not only a way for businesses to leverage the value of their geographically unique products but also to inform and attract consumers A highly contested topic GI is praised as a tool for the revitalization of agricultural communities while also criticized for being an instrument exploited by global corporate forces to promote their interests There are concerns that the promotion of GI may hamper the establishment of democratic forms of development The contributing authors address this topic by offering theoretically informed investigations of GI from around the world The book includes case studies ranging from green tea in Japan olive oil in Turkey and dried fish in Norway to French wine and Mexican Mezcal It also places GI in the broader context of the evolution and trends of agri food under

neoliberal globalization The book will be of interest to researchers policy makers and students in agri food studies sociology of food and agriculture geography agricultural and rural economics environmental and intellectual property law and social development *Diplomacy Games* Rudolf Avenhaus,I. William Zartman,2007-05-11 In this book leading experts in international negotiations present formal models of conflict resolution and international negotiations Besides the description of different models and approaches the book answers three questions How can the abstract concepts and results of rational choice theorists be made more understandable and plausible to political and social scientists not trained to work with formal models What can be done to encourage practitioners to use not only simple but also mathematically advanced approaches in their analysis of real world negotiation problems How can practitioners e g politicians and diplomats become interested in take into account and apply formal models of their more important problems **Heroism and Global Politics** Veronica Kitchen,Jennifer G. Mathers,2018-10-12 The rhetoric of heroism pervades politics Political leaders invoke their own heroic credentials soldiers are celebrated at sporting events ordinary citizens become state symbols or symbols of opposition and high profile celebrities embody a glamorized humanitarian heroism Using analytical tools drawn from international relations gender studies war studies history and comparative politics this book examines the cultural and political phenomenon of heroism and its relationship to the process of creating sustaining and challenging political communities Arguing that heroism is socially constructed and relational the contributors demonstrate that heroes and heroic narratives always serve particular interests in the ways that they create and uphold certain images of states and other political communities Studying the heroes that have been sanctioned by a community tells us important things about that community including how it sees itself its values and its pressing needs at a particular moment Conversely understanding those who are presented in opposition to heroes victims demonized opponents or who become the heroes of resistance movements can also tell us a great deal about the politics of a state or a regime Heroes are at once the institutionalization of political power and yet amorphous one can go from being a hero to a villain in short order This book will appeal to scholars and students working on topics related to international relations gender security and war studies comparative politics state building and political communities

Canadian Books in Print ,1992 **The Oxford Handbook of Professional Service Firms** Laura Empson,Daniel Muzio,Joseph Broschak,Bob Hinings,2015-08-13 Over the past three decades the Professional Service Firm PSF sector has emerged as one of the most rapidly growing profitable and significant in the global economy In 2013 the accountancy management consulting legal and architectural sectors alone generated revenues of US 1 6 trillion and employed 14 million people PSFs play an important role in developing human capital creating innovative business services reshaping government institutions establishing and interpreting the rules of financial markets and setting legal accounting and other professional standards The study of PSFs can offer insights into the contemporary challenges facing organizations within the knowledge economy and deepen understanding of more conventional organizations Despite their significance however PSFs have until

recently remained very much in the shadows of organizational and management research The Oxford Handbook of Professional Service Firms marks the coming of age of PSF scholarship with a comprehensive and integrative exploration of current research and thinking on PSFs featuring contributions from internationally renowned scholars in the fields of organizational and management studies It is divided into three distinct sections the professions the firms and the professionals that work within them and covers subjects from governance and leadership to regulation entrepreneurship and diversity Bringing together a broad range of empirical and theoretical perspectives the Handbook offers many potentially important insights into the contemporary challenges of organizations in the knowledge economy and suggests new lines of inquiry that may shed further light on the activities and performance of PSFs and the professionals who work within them

Handbook of Mental Health in the Workplace Jay C. Thomas, Michel Hersen, 2002-08-15 Organizations need to contend with issues related to disruptive psychopathological behavior that in years past may have been swept under the rug Also clinicians are more aware that their clients mental health concerns are influenced by the workplace and that treatment without regard to what happens at work is not apt to be successful The Handbook of Mental Health in the Workplace explores how psychological disorders impact the ability to work and recommends treatments and their likely side effects It is designed to give the mental health clinician I O psychologist and human resources manager the information they need to determine the employee s fitness for work and what if any accommodations may be needed The handbook is divided into five parts Part I General Issues Presents an overview of the field and outlines the legal rights and responsibilities for employees and employers Part II Working Conditions Life Stressors and Mental Health Presents the current research on job stress and its effects on mental health the effects of work family conflicts women s health issues and organizational interventions for reducing stress and conflict Part III Effects of Psychopathology on Work Provides detailed descriptions of the most common forms of psychopathology that may affect the workplace Part IV Effects of Disruptive Behavior at Work Explores behavior that may not relate to standard diagnostic categories but has clear mental health implications This includes anger and violence poor social skills the effects of abuse exposure to traumatic events passive aggressive behavior and grieving Part V Organizational Practice and Mental Health Presents the mental health considerations for designing organizational policy job analysis and accommodations for the disabled This handbook should prove beneficial to human resources professionals mental health practitioners I O psychologists and administrators of employee assistance programs EAPs Graduate students and professors in psychology and management will also find this a valuable reference The Subjectivities and Politics of Occupational Risk Alan Hall, 2020-11-29 The Subjectivities and Politics of Occupational Risk links restructuring in three industries to shifts in risk subjectivities and politics both within workplaces and within the safety management and regulative spheres often leading to conflict and changes in law political discourses and management approaches The state and corporate governance emphasis on worker participation and worker rights internal responsibility and self regulative

technologies are understood as corporate and state efforts to reconstruct control and responsibility for Occupational Health and Safety OHS risks within the context of a globalized neoliberal economy Part 1 presents a conceptual framework for understanding the subjective bases of worker responses to health and safety hazards using Bourdieu's concept of habitus and the sociology of risk concepts of trust and uncertainty Part 2 demonstrates the restructuring arguments using three different industry case studies of multiple mines farms and auto parts plants The final chapter draws out the implications of the evidence and theory for social change and presents several recommendations for a more worker centred politics of health and safety The book will appeal to social scientists interested in health and safety work employment relations and labour law as well as worker advocates and activists

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