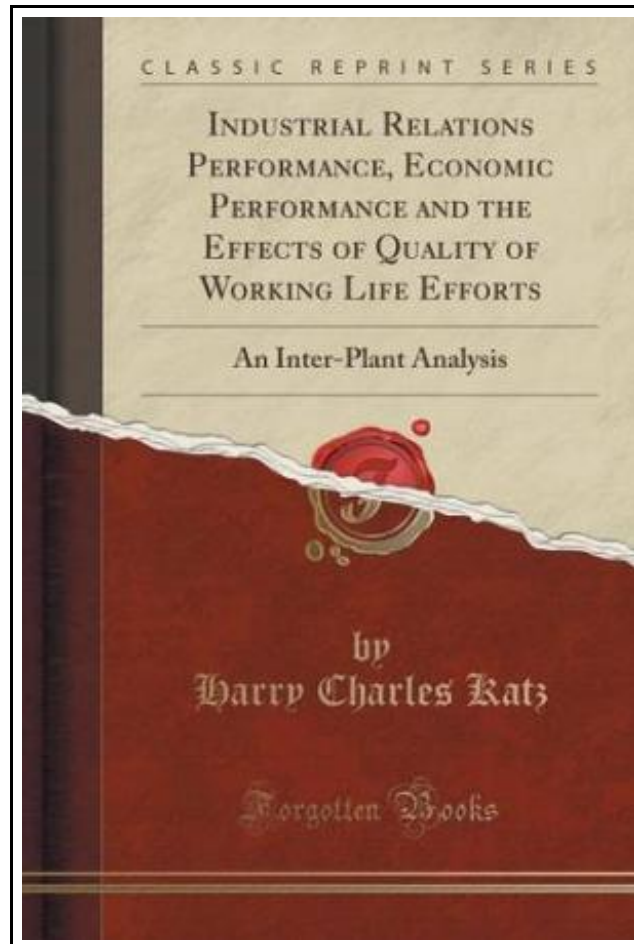


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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from **Industrial Relations Performance, Economic Performance and the Effects of Quality of Working Life Efforts: An Inter-Plant Analysis** In recent years industrial relations researchers have stressed the need to move beyond simple union/nonunion comparisons to examine the diversity in results obtained under collective bargaining in different settings. Accompanying this view has been a call to draw on more micro level (firm or establishment) data in order to achieve a better understanding of the variety of effects that collective bargaining processes and outcomes exert on the goals of individual workers and their employers. Driving these arguments is the need to assess the performance of industrial relations systems and practices at the workplace and the results of change strategies designed to improve their performance. While these ideas have been evolving within the research community, a number of companies and unions have been experimenting with new strategies for improving the performance of their bargaining relationships at the plant level through what generally have been labeled quality of working life (QWL) efforts. The common thread running through these efforts is that they attempt to go beyond traditional union-management activities such as arms-length negotiations, formal and informal grievance handling, and union-management committees on specific topics. Instead, QWL programs try to establish direct channels of communication between workers and their supervisors and involve workers in shop floor decision-making and through this process improve both organizational effectiveness and the psychological rewards workers obtain from their jobs. These QWL programs hold the potential for significantly altering the conduct of U.S. industrial relations in unionized plants. About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books. Find more at This book...



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