



Industrial Relations Performance, Economic Performance and the Effects of Quality of Working Life Efforts: An Inter-Plant Analysis (Classic Reprint)

By Harry Charles Katz

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...



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