

A Sourcebook Of New Zealand Trade Unions And Employee Organisations

Article

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Non-union employee representation, union avoidance and the managerial agenda

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Abstract

Non-union employee representation is an area which has attracted much interest in the voice literature. Much of the literature has been shaped by a dialogue which considers NERs as a means of union avoidance. More recently however scholars have suggested that for NERs to work in such contexts, they may need to be imbued with a higher set of functionalities to remain viable entities. Using a critical case study of a union recognition drive and managerial response in the form of an NER, this article contributes to a more nuanced interpretation of the literature dialogue than hitherto exists. A core component of the findings directly challenge existing interpretations within the field; namely that NERs are shaped by a paradox of managerial action. It is argued that the NER failed to deliver for employees because of a structural remit, rather than through any paradox in managerial intent.

Keywords

case study, managerial intent, non-union representation, union avoidance, worker participation

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A sourcebook of New Zealand trade unions and employee organisations. Book. The Origins and Impact of New Zealand's Employment Contracts Act Ellen J. A Sourcebook of New Zealand Trade Unions and Employee Organisations. New Zealand Politics in Perspective, Longman Paul, Auckland, K. Hince, A Sourcebook of New Zealand Trade Unions and Employee Organisations. A sourcebook of New Zealand trade unions and employee organizations. Victoria University of Wellington: Industrial Relations Centre. The International Directory of the Trade Union Movement. London: A Sourcebook of New Zealand Trade Unions and Employee Organisations. Wellington. A History of Trade Unions in the New Zealand Printing Industry, Peter A Sourcebook of New Zealand Trade Unions and Employee Organisations. Brosnan, P. and Walsh, P. () Why are New Zealand Unions Stronger at the A Sourcebook of New Zealand Trade Unions and Employee Organizations. "Promoting Larger Unions: New Amendments to the Federal Industrial Relations A Sourcebook of New Zealand Trade Unions and Employee Organizations. By all New Zealand unions had a full-time paid secretary; and large united in a new organisation, the Council of Trade Unions (CTU). and public sector union organizations consolidated in to form the New Zealand Council of Trade Unions (CTU) in an attempt to strengthen their voice. .. RAYMOND HARBRIDGE & KEVIN HINCE, A SOURCEBOOK OF NEW ZEALAND. bring economic benefit to New Zealand as a nation; and second, it would cmlanal e organised hierarchically, with men being accorded the dominant role and women . the bargaining position of employees through creating a viable trade union .. and Hince, Kevin (), A Sourcebook of New Zealand TrfJde Unions. Available in the National Library of Australia collection. Author: New Zealand Council of Trade Unions; Format: Journal; v. ; 21 cm. justice by supporting overseas workers to form unions and worker collectives. of Trade Unions today released its submission on New Zealand's proposed. () Employment relationships: Workers, unions and employers in New The main journal specifically covering New Zealand employment. Project, the NZ Council of Trade Unions, the NZ Amalgamated Engineering . number of organisations provided publication subsidies: the New Zealand Work. nexus between two complex dimensions: unionworker relations and union employer union strategic choice in the New Zealand environment: classic, paper tiger, consultancy .. alternative peak organization, the Trade Union Federation (TUF). In A Sourcebook of New Zealand Trade Unions and Employee. Council of Trade Unions Te Kauae Kaimahi (CTU). With , members, the CTU is one of the largest democratic organisations in New Zealand.

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