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John Budd continues to present the most dynamic, engaging approach to understanding labor relations in the 21st century with Labor Relations, 4/e. This textbook presents labor relations as a system for balancing employment relationship goals (efficiency, equity, and voice) and the rights of labor and management. By weaving these themes with the importance of alternative perspectives on the nature of the employment relationship throughout the text, students can learn not only how the traditional labor relations processes work, but also why these processes exist and how to evaluate whether they are working. In this way, students can develop a deeper understanding of labor relations that will help them successfully navigate a contemporary labor relations system that faces severe pressures requiring new strategies, policies, and practices.

John Budd continues to present the most dynamic, engaging approach to understanding labor relations in the 21st century with Labor Relations, 2/e. Budd ' s well-received and award-winning presentation shows labor relations as a system for striking a balance between employment relationship goals (efficiency, equity, and voice) and between the rights of labor and management. Labor Relations moves beyond a process-based focus in studying this topic by placing the discussion of contemporary U.S. processes into the context of underlying themes: what are the goals of the system; are those goals being fulfilled; and are reforms needed. Central topics are placed in the broader context of the goals of the employment relationship, conflicting rights, and the environment of the 21st Century. Budd ' s broader context therefore makes labor relations more engaging and relevant to students. It also allows instructors to raise important " big picture " ideas that go beyond mere how-to descriptions.

The objectives of the employment relationship -- The balancing imperative : human rights in conflict -- Balancing outcomes : the environment and human agents -- Balancing outcomes revisited : the ethics of the employment relationship -- The balancing alternatives : workplace governance -- The new deal industrial relations system -- The geometry of comparative industrial relations -- Alternatives to job control unionism -- Balancing the global workplace.

The global financial crisis and recession have placed great strains on the free market ideology that has

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emphasized economic objectives and unregulated markets. The balance of economic and noneconomic goals is under the microscope in every sector of the economy. It is time to re-think the objectives of the employment relationship and the underlying assumptions of how that relationship operates. *Invisible Hands, Invisible Objectives* develops a fresh, holistic framework to fundamentally reexamine U.S. workplace regulation. A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveals significant deficiencies in our current practices. To create one, the authors—a legal scholar and an economics and industrial relations scholar—blend their expertise to propose a comprehensive set of reforms, tackling such issues as regulatory enforcement, portable employee benefits, training programs, living wages, workplace safety and health, work-family balance, security and social safety nets, nondiscrimination, good-cause dismissal, balanced income distributions, free speech protections for employees, individual and collective workplace decision-making, and labor unions. *Invisible Hands, Invisible Objectives* is not just another book that sketches a reform agenda. The book provides the much-needed rubric for how we think about employment policy specifically, but also economic policy more generally. It is a must-read in these most critical times.

"Discusses reasons why Americans struggle to find balance between work, life, and family commitments, and proposes policy solutions to solve the problem. Includes index, bibliography, and tables"--Provided by publisher.

Compelled by the extent to which globalization has changed the nature of labor relations, Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin give us the first textbook to focus on the workplace outcomes of the production of goods and services in emerging countries. In *Labor Relations in a Globalizing World* they draw lessons from the United States and other advanced industrial countries to provide a menu of options for management, labor, and government leaders in emerging countries. They include discussions based in countries such as China, Brazil, India, and South Africa which, given the advanced levels of economic development they have already achieved, are often described as "transitional," because the labor relations practices and procedures used in those countries are still in a state of flux. Katz, Kochan, and Colvin analyze how labor relations functions in emerging countries in a manner that is useful to practitioners, policymakers, and academics. They take account of the fact that labor relations are much more politicized in emerging countries than in advanced industrialized countries. They also address the traditional role played by state-dominated unions in emerging countries and the recent increased importance of independent unions that have emerged as alternatives. These independent unions tend to promote firm- or workplace-level collective bargaining in contrast to the more traditional top-down systems. Katz, Kochan, and Colvin explain how multinational corporations, nongovernmental organizations, and other groups that act across national borders increasingly influence work and employment outcomes.

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Private-sector collective bargaining in the United States is under siege. Many factors have contributed to this situation, including the development of global markets, a continuing antipathy toward unions by managers, and the declining effectiveness of strikes. This volume examines collective bargaining in eight major industries--airlines, automobile manufacturing, health care, hotels and casinos, newspaper publishing, professional sports, telecommunications, and trucking--to gain insight into the challenges the parties face and how they have responded to those challenges. The authors suggest that collective bargaining is evolving differently across the industries studied. While the forces constraining bargaining have not abated, changes in the global environment, including new security considerations, may create

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opportunities for unions. Across the industries, one thing is clear--private-sector collective bargaining is rapidly changing.

What is work? Is it simply a burden to be tolerated or something more meaningful to one's sense of identity and self-worth? And why does it matter? In a uniquely thought-provoking book, John W. Budd presents ten historical and contemporary views of work from across the social sciences and humanities. By uncovering the diverse ways in which we conceptualize work—such as a way to serve or care for others, a source of freedom, a source of income, a method of psychological fulfillment, or a social relation shaped by class, gender, race, and power—The Thought of Work reveals the wide-ranging nature of work and establishes its fundamental importance for the human experience. When we work, we experience our biological, psychological, economic, and social selves. Work locates us in the world, helps us and others make sense of who we are, and determines our access to material and social resources. By integrating these distinct views, Budd replaces the usual fragmentary approaches to understanding the nature and meaning of work with a comprehensive approach that promotes a deep understanding of how work is understood, experienced, and analyzed. Concepts of work affect who and what is valued, perceptions of freedom and social integration, identity construction, evaluations of worker well-being, the legitimacy and design of human resource management practices, support for labor unions and labor standards, and relationships between religious faith and work ethics. By drawing explicit attention to diverse, implicit meanings of work, The Thought of Work allows us to better understand work, to value it, and to structure it in desirable ways that reflect its profound importance.

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