SAGE journal articles

# Chapter 4: The labour market context of HRM

What we know and what we need to know about graduate skills

This article provides an interesting discussion of the relationship between higher education and economic competitiveness and stresses the importance of better understanding the concept of ‘graduate skills’ and their connection to employment.

<http://journals.sagepub.com/stoken/rbtfl/Gf3XNFqPBHH4QwIhdwZY/pdf/10.1177/0950017013500116>

Employers’ views of learning and training for an ageing workforce

This article presages the discussion in Chapter 11 of the implications for management of an ageing workforce and suggests that management behaviour towards older workers has not changed in line with the wider social and labour-market context.

<http://journals.sagepub.com/stoken/rbtfl/ddyv9VXynIVxPCYuQ9kQ/pdf/10.1177/1350507612468421>

Contemporary work: Its meanings and demands

This article covers many of the themes explored in this chapter and elsewhere in this book through an examination of trends in the forces shaping work and its meaning. In particular, it addresses issues of insecurity, work demands, work-life boundaries and engagement.

<https://journals.sagepub.com/stoken/rbtfl/JVD50HYLBB90WJBM1ASSC3L/pdf/10.1177/0022185616672251>

Skill requirements in retail work: The case of high-end fashion retailing

This paper challenges the assumption that retail work is inherently low-skilled by considering the dimensions of work in the high-end retail sector and the manner in which both managers and employees talk about their work.

<http://journals.sagepub.com/stoken/rbtfl/n72XpCqdBJf7YQRQXIQa/pdf/10.1177/0950017016672791>

The organisation and experience of work in the gig economy

This article introduces a special edition of the Journal of Industrial Relations that explores the organisation and experience of work in the digitally enabled gig economy. In doing so it highlights many of the critical debates over the experience and management of this form of employment.

<https://journals.sagepub.com/stoken/rbtfl/ZHF9C8QTEKJD81A5B5OS/pdf/10.1177/0022185619865480>

Opportunity Knocks? The Possibilities and Levers for Improving Job Quality

This article explores the importance of efforts to improve and maintain job quality and explores the interventions both within and outside the workplace that be employed as levers for such improvement. In doing so, it identifies the range of factors that can shape job quality and the experience of employment.

<https://journals.sagepub.com/stoken/rbtfl/QN4HY0XK9JOIT3P2NFH2S/pdf/10.1177/0730888416689813>