SAGE journal articles

# Chapter 10: Employment relations

The future of employment relations from the perspective of human resource management

This article provides a useful assessment of the relationship between HRM and employment relations. In particular, it discusses the different emphases of research in each field and suggests a greater focus on the nature of the employment relationship, both individually and collective, is needed to shape HR practice that is both sustainable and mutually beneficial.

<http://journals.sagepub.com/stoken/rbtfl/FrRd5HejnhkfMtpdHJ7v/pdf/10.1177/0022185614527980>

New Directions in Employment Relations Theory: Understanding Fragmentation, Identity, and Legitimacy

The first of these articles introduces a special issue of the ILR Review on new theories in employment relations. It summarises the history of employment relations theory – developing much of the discussion to follow in this chapter – and reflect on the implications of recent disruptive changes in the economy and society for new theory development.

<https://journals.sagepub.com/stoken/rbtfl/4FRNIN04SUX6A0AEPAB7UQ/pdf/10.1177/0019793921993445>

Rethinking the Role of the State in Employment Relations for a Neoliberal Era

As is clear from this discussion, the role of the state is critical in understanding how the employment relationship is regulated and the rights and responsibilities of each party. This article explores how social and economic change has led to changes in the role of the state in an employment relationship and how this role might not be enacted.

<https://journals.sagepub.com/stoken/rbtfl/V1Z7KFTZ98TP8H3SNZ4I9C/pdf/10.1177/0019793920904663>

Contemporary trends in employee involvement and participation

This extremely useful article explores the evolution of employee involvement and participation and presents a detailed discussion of definitional ambiguity surrounding ‘employee voice’. It provides a more detailed supplement to the discussion presented in this chapter.

<http://journals.sagepub.com/stoken/rbtfl/mI4ttnaxPqG939k4ev2c/pdf/10.1177/0022185613489389>

Fissured Employment and Network Bargaining: Emerging Employment Relations Dynamics in a Contingent World of Work

This article explores forms of collective bargaining and suggests that the idea of network bargaining helps to understand how workers have responded to the weakening of traditional forms of collective bargaining and worker power by organizing broader alliances to counter managerial control in an increasingly fragmented world of work.

<https://journals.sagepub.com/stoken/rbtfl/GVOIA6FT3KOLYULVJU54I/pdf/10.1177/0019793920964180>

Better than nothing? Is non-union partnership a contradiction in terms?

Situated in an ongoing debate regarding the meaning of, the rationale for and effectiveness of non-union partnership arrangements, this article presents the findings of research undertaken to explore the operation of non-union partnership in practice and to evaluate its effectiveness.

<http://journals.sagepub.com/stoken/rbtfl/VHh8WXBgG27YZMM3ny5c/pdf/10.1177/0022185609359442>