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Innovation And Management Control Labour Relations At BI Cars

**Francis Goodall, Terry Gourvish, Steven
Tolliday**



Innovation And Management Control Labour Relations At BL Cars:

Innovation and Management Control Paul Willman, Graham Winch, 1985-02-14 This book contributes to our knowledge of the social and economic implications of the adoption of new technology on the basis of a detailed study of the process by which BL cars in financial crisis in 1975 and with a history of several industrial relations problems launched the first of its new model range in 1980 It draws on substantial data from the company itself and describes the emergence of a new management strategy which emphasised the right to manage on the shopfloor and the consequences of this for trade union organisation the role of shop stewards and the organisation of work It emphasises the importance of labour relations reform in securing the success of the new model and the relationships between innovation decisions and changes on the shopfloor It then discusses the wider implications of and the theoretical and policy conclusions to be drawn from the development of such labour relations strategies *British Trade Unions and Industrial Politics* John McLroy, Nina Fishman, Alan Campbell, 2019-06-26 First published in 1999 this volume describes the political climate and state of trade unions after the second world war in Britain Detailing the transition of individuals who had survived in the war or had taken part in the war effort to going back a civilian life in 1945 Following the rise of the Labour party in Britain until 1964

British Trade Unions and Industrial Politics John McLroy, Nina Fishman, Alan Campbell, 2018-10-04 First published in 1999 this book discusses trade unionism in Britain from 1964 to 1979 Detailing political change in British politics from union strikes to Thatcherism in the late 1970s and the implications that had on trade unions and industrial politics *Breaking from Taylorism* Ulrich Jürgens, Thomas Malsch, Knuth Dohse, 1993 Examines the restructuring of work practices in the world automobile industry in the 1980s *Dictionary of Labour Biography* K. Gildart, D. Howell, 2016-04-30 Volume XIII of the Dictionary of Labour Biography maintains the standard of original and thorough scholarship for which the series has earned its outstanding reputation A unique study of nineteenth and twentieth century British history each entry is written by a specialist and engages with recent developments in the field of labour history **Price, Quality and Trust** Mari Sako, 1992-10-08 The management of buyer supplier relations has come to be regarded as a key to achieving manufacturing competitiveness particularly in sectors facing global competition based on both price and quality This book is a theoretical and empirical exploration of the link between the type of buyer supplier relations and corporate performance Dr Sako examines how British and Japanese companies in the electronics industry manage their relationships with buyers and suppliers the empirical study comprising a three way comparison of a Japanese customer company a British customer company and a Japanese company in Britain and an analysis of 36 supplier companies in Britain and Japan Variations of the companies business practices are assessed in terms of technology the nature of market competition the national legal framework financial structures employment systems and the mode of entrepreneurship The author identifies two distinct approaches in the two countries the arm s length contractual relation ACR in Britain and the obligational contractual relation

OCR in Japan and argues that the trust and interdependence present in the latter can be a powerful springboard from which to achieve corporate success

Reshaping Work Chris Smith, John Child, Michael Rowlinson, 1990 This book is concerned with the management of organisational change It focuses on Cadbury Ltd and provides an in depth study of change within this famous British company Cadbury Ltd is famous for its pioneering personnel management One of the purposes of this study is to assess how this established company ethos facilitated change by examining the development and implementation of a capital investment programme that radically changed working practices at the company's Bournville plant in Birmingham At a more general level the authors develop a theory of organisational change that emphasises the interaction between external market forces and internal management action This approach unites an emphasis on the structural parameters that limit a firm's capacity for independent change with a recognition of the vital role performed by influential members of an organisation in initiating and managing change This book will be of interest to teachers and students of business history organisational behaviour industrial relations and industrial sociology

Managing the Adoption of New Technology David Preece, 2018-03-29 Originally published in 1989 this book gives an overview of the empirical work on new technology objectives together with an analysis of management strategies for adoption at the corporate technological and people levels It also reviews previous work on the extent to which staff at different levels and from different specialisms are involved in decision making as well as the adoption process more generally The book looks at different approaches to analysing organizational contexts and provides a framework for studying the stages of the adoption process The book includes case studies two in financial services and two in engineering contexts

International Bibliography of Business History Francis Goodall, Terry Gourvish, Steven Tolliday, 2013-12-16 The field of business history has changed and grown dramatically over the last few years There is less interest in the traditional company centred approach and more concern about the wider business context With the growth of multi national corporations in the 1980s international and inter firm comparisons have gained in importance In addition there has been a move towards improving links with mainstream economic financial and social history through techniques and outlook The International Bibliography of Business History brings all of the strands together and provides the user with a comprehensive guide to the literature in the field The Bibliography is a unique volume which covers the depth and breadth of research in business history This exhaustive volume has been compiled by a team of subject specialists from around the world under the editorship of three prestigious business historians

We Sell Our Time No More Paul Stewart, Mike Richardson, Andy Danford, Ken Murphy, Tony Richardson, Vicki Wass, 2009-07-20 This is the story of workers' struggles in the British car industry from the Second World War until today Told from the viewpoint of the workers the book chronicles how they responded to a variety of management and union strategies from piece rate working through measured day work and eventually to lean production beginning in the late 1980s Focusing on two companies Vauxhall GM and Rover BMW this book shows how they developed their approaches to managing

labour relations It highlights the success of various forms of struggle to establish safer and more humane working environments as well as their failures *The Transformation of Work?* Stephen Wood, 2024-09-02 Originally published in 1989 and now reissued with a new preface by the editor this interdisciplinary study brings together an internationally distinguished group of scholars to shed light about work organization and the effects of new management methods and technologies The book gives an incisive account of changes in work organization and relations during the latter part of the 20th Century Accessible and comprehensive it will be of interest to those in the sociology of work industrial relations organization theory economics geography and management **Management in China During the Age of Reform** John Child, 1996-11-13 A comprehensive and survey of management in China in the period of economic reform first published in 1994 **Hi-Tech for Industrial Development** Jose E. Cassiolato, Hubert Schmitz, 2002-01-31 First published in 1992 Routledge is an imprint of Taylor Francis an informa company **Safety at Work** Sandra Dawson, 1988 Examines the effect of the Health and Safety at Work Act of 1974 **The Myth of Japanese Efficiency** Dan Coffey, 2006-01-01 Combining case studies with accessible but rigorous production models and historical background this book challenges accepted views on Japanese production methods in the world car industry The Myth of Japanese Efficiency casts a familiar debate in an unfamiliar light It will strongly appeal to management and business strategy academics political economists and industrial sociologists interested in the debate on Fordist versus post Fordist production methods lean and flexible manufacture and Japanese post war success in the world market for manufactured goods Human resource management specialists interested in best production practice will also find much to interest them within this book **The Quest for Productivity** Bruce W. Ahlstrand, 1990-08-02 Illustrates the British attempt to boost labour productivity through an in depth study of Esso s Fawley refinery Managing Owners: Volume 13 Keith Bradley, Aaron Nejad, 1989-11-23 **Debating Coal Closures** David Cooper, Trevor Hopper, 1988-08-18 This book reproduces articles and reports which were written and gained prominence during the 1984 5 coal dispute in the UK *Democracy at Work* Lowell Turner, 2018-09-05 West Germany from 1949 to 1990 was a story of virtually unparalleled political and economic success This economic miracle incorporated a well functioning political democracy expanded to include a social partnership system of economic representation Then the Wall came down Economic crisis in the East industrial collapse massive layoffs a demoralized workforce triggered gloomy predictions Was this the beginning of the end for the widely admired German model Lowell Turner has extensively researched the German transformation in the 1990s Indeed in 1993 he was at the factory gates at Siemens in Rostock for the first major strike in post Cold War eastern Germany In that strike and in a series of other incisively analyzed workplace and job developments in eastern Germany he shows the remarkable resilience and flexibility of the German social partnership and the contribution of its institutions to unification His controversial and to some radical findings will stimulate debate at home and abroad Moving from world markets to the shop floor this book is an ambitious and comprehensive analysis of the

fate of contemporary unions in industrial societies The international results of intensified competition and technological advance have stimulated much policy debate but Lowell Turner is interested in clarifying a phenomenon that is far less widely understood the political effects of new work organization on labor and management Noting that the same cluster of production innovation and technological change has produced widely contrasting crossnational industrial relations outcomes Turner provides a detailed systematic study of the politics of new work organization at selected auto plants in the United States and Germany He then examines in a more schematic fashion the telecommunications and apparel industries of those countries as well as developments elsewhere Exploring diverse patterns of union management relations he demonstrates the importance of existing national institutions and patterns of labor management state bargaining as sources of variation in work reorganization and in the collective representation of workers interests Particular national institutions of worker interest representation he argues shape managerial decisions and hence national industry responses to intensified competition in world markets His industry by industry comparison explains why the American labor movement has declined in influence over the last decade while the labor movements in Germany and several other countries have not Further observations on the situation in Britain Italy Sweden and Japan give depth and specificity to the terms of his argument Most important perhaps Turner s analysis shows the conditions necessary for stable industrial relations settlements and a resurgence of union influence in the contemporary world economy As interest grows in international business and comparative industrial relations Democracy at Work will attract the attention of political scientists economists sociologists and industrial and labor relations specialists as well as representatives of labor business and government

Willing Slaves? Andrew Scott, 1994-05-19 Many people believe that industrial relations have been transformed For some current developments are the result of new human resource management techniques which have overcome adversarial workplace traditions For others old attitudes remain their expression stifled by vigorous competition in product and labour markets Willing Slaves explores these competing claims It shows that managers have come to question past approaches to employee relations Nowadays they believe that winning workers hearts and minds is a crucial part of successful management Equally however managers have not yet found ways to make their new ideas work well Workers continue to place little trust in management inefficient working practices persist and attempts to build a new industrial relations have fallen short of the mark Willing Slaves concludes by arguing that the best way forward is for organisations to commit themselves to long term labour relations policies which enable workers to participate in management decision making

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