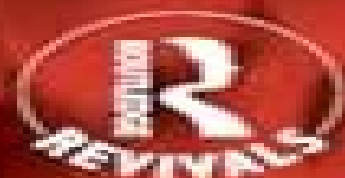


ROUTLEDGE REVIVALS

# **The Corporate Paradox**

**Power and Control in the Business  
Franchise**

**Alan Felstead**



# Franchising At Work The Corporate Paradox

**Mark Abell**



## **Franchising At Work The Corporate Paradox:**

**The Corporate Paradox** Alan Felstead, 2024-10-02 First published in 1993 The Corporate Paradox is the first major in depth study of the franchise relationship and how it functions While past debates have focused on the question What do bosses do we are now being asked Who really is the boss Since the late 1970s the emergence of franchising arrangements has been a major part of the wider process of change taking place in the nature of modern business organization The names of franchise companies are familiar to most people Coca Cola McDonalds Pepsi cola Body Shop to name but a few But how many people realize that each such outlet is a separate legal entity owned by a local franchisee Franchising remains at best little understood In this book Alan Felstead explores who controls what why and how setting his discussion within the context of the many current changes affecting traditional contractual bonds between employers and employees producers and buyers owners and managers This is a must read for students of management organizational studies marketing industrial sociology and commercial law

**Franchising Hospitality Services** Conrad Lashley, Alison Morrison, 2007-06-07 Franchising in the Hospitality Industry provides an overview of the issues debates and challenges associated with business franchising In two parts this text firstly looks at the issues from both an academic and practitioner perspective The second part looks more closely at service sector groups in the hospitality industry such as hotels leisure and catering using national and international examples and illustrations These demonstrate how the theories and debates discussed in the first part are tackled in real life situations Examples used are from well known companies such as McDonalds Baskin Robbins Burger King Choice Hotels Holiday Inn Domino Pizza Pierre Victoire amongst others

**Case Studies in Work, Employment and Human Resource Management** Tony Dundon, Adrian Wilkinson, 2020-02-28 This comprehensive book offers a fascinating set of over 40 evidence based case studies derived from international research on work employment and human resource management HRM

**The Corporate Paradox** Alan Felstead, 1993-01-01

**Franchisees as Consumers** Jenny Buchan, 2012-11-07 Franchising is an increasingly important global business model but how well protected are franchisees the people who operate and make any franchise system really work In this book the author explores the many different roles that franchisees play in modern business and their importance to the success of every franchise arrangement As well as providing a comprehensive overview and analysis of the legal context of modern franchising relationships and the different measures taken to deal with franchisee concerns the author examines the weak links in contemporary franchising the areas where franchisees are rarely appropriately protected Despite all the rhetoric franchisees remain awkwardly accommodated within the law and they are in need of attention through improved consumer protection corporate governance and business insolvency bankruptcy laws Franchisees As Consumers examines why franchisees remain more vulnerable under the law than employees and suppliers and what can be done about it

**Working for McDonald's in Europe** Tony Royle, 2004-08-02 The McDonald s Corporation is not only the largest system wide sales service in the world it is a

phenomenon in its own right and is now recognized as the most famous brand in the world By providing a detailed analysis of the extent to which the McDonald s Corporation adapts or imposes its labour relations policies in Europe this volume represents a real life case study revealing the interaction between a global multi national enterprise and the regulatory systems of a number of different European countries Key features include an overview of the McDonald s Corporation s development and structure an analysis of its corporate culture and the issues of franchising an examination of key union strategies including systems of co determination consultation and collective bargaining a chapter dealing specifically with European legislation in particular the McDonald s European Works Council The author systematically analyzes the conflict between the McDonald s Corporation and the industrial relations systems of the European countries within which it operates and exposes this conflict as an unequal struggle between economic liberalism and collectivism **Media Franchising**

Derek Johnson,2013-03-22 Johnson astutely reveals that franchises are not Borg like assimilation machines but rather complicated ecosystems within which creative workers strive to create compelling shared worlds This finely researched breakthrough book is a must read for anyone seeking a sophisticated understanding of the contemporary media industry Heather Hendershot author of What s Fair on the Air Cold War Right Wing Broadcasting and the Public Interest While immediately recognizable throughout the U S and many other countries media mainstays like X Men Star Trek and Transformers achieved such familiarity through constant reincarnation In each case the initial success of a single product led to a long term embrace of media franchising a dynamic process in which media workers from different industrial positions shared in and reproduced familiar culture across television film comics games and merchandising In Media Franchising Derek Johnson examines the corporate culture behind these production practices as well as the collaborative and creative efforts involved in conceiving sustaining and sharing intellectual properties in media work worlds Challenging connotations of homogeneity Johnson shows how the cultural and industrial logic of franchising has encouraged media industries to reimagine creativity as an opportunity for exchange among producers licensees and even consumers Drawing on case studies and interviews with media producers he reveals the meaningful identities cultural hierarchies and struggles for distinction that accompany collaboration within these production networks Media Franchising provides a nuanced portrait of the collaborative cultural production embedded in both the media industries and our own daily lives The Law and Regulation of Franchising in the EU

Mark Abell,2013 Mark Abell s book argues that the European franchising market fails to reach its potential as it remains unregulated He supports this by analysing the historical legal and economic basics and risk attraction profiles of franchising to franchisors and franchisee compares the European situation to the highly developed regulatory regimes in the USA and Australia and moves through to proposing and drafting a new EU directive to bring greater certainty and stability to cross border franchising in the EU Comprehensively researched and very detailed this book is a worthy contribution to the literature on the subject Graham Cunningham Barrister Hardwicke Key features of this detailed and

insightful work include Practical analysis from a leading authority in the field of franchising Examination of the impact of both franchise specific and general commercial law upon use of franchising in the EU Comparative legal analysis of the law of England Germany France the US and Australia Carefully constructed proposals for a franchise directive in the EU based on the vast experience of the author A draft text for the proposed directive The Law and Regulation of Franchising in the EU provides an in depth analysis of the regulatory environment for franchising in the EU Franchising in the EU comprises nearly 10 000 franchised brands and over 215 billion US 300 billion turnover per annum However compared to its scale in the US and Australia franchising is not realising its full potential in the EU and the author points to the lack of homogeneity across members states as a large part of the problem The book concludes by arguing for the adoption of a draft directive and proposes a draft directive which promotes market confidence in franchising provides pre contractual hygiene and imposes a mandatory taxonomy of rights and obligations This highly topical and comprehensive work will appeal to franchise lawyers and franchise academics as this is the first book that analyses the impact of EU and member state law upon the use of franchising in the EU

**Improving Working as Learning** Alan Felstead, Alison Fuller, Nick Jewson, Lorna Unwin, 2009-05-07 Interest in learning at work has captured the attention of many people around the world often taking centre stage in policy debates about improving economic performance prosperity and well being This book is about the learning that goes on in workplaces ranging from offices factories and shops to gyms health centres and universities and how it can be improved Such learning includes everyday work activity on the job instruction and off the job training events Improving Working as Learning is the first book to analyze systematically learning at work in different settings by developing and applying a new analytical framework The Working as Learning Framework connects the particularities of work tasks with the way jobs are organized and the wider pressures and constraints organizations face for survival growth and development The authors convincingly demonstrate that the framework offers a sophisticated understanding of how improving the work environment both within the workplace and beyond can enhance and sustain improvements in learning at work Each chapter presents evidence taken from both private and public sectors to illustrate how the Working as Learning Framework provides a means by which employers researchers and policy makers can Improve the conditions for nurturing and sustaining learning at work Build appropriate workforce development plans within given constraints Recognize that the creation and use of knowledge is widely distributed Mobilize existing workplace resources to support learning Enhance and extend our understanding of how workplace learning is shaped by relationships at and beyond the workplace This topical book will appeal to an international readership of undergraduate and postgraduate students vocational teachers and trainers human resource professionals policy makers and researchers

**Work in Challenging and Uncertain Times** Patricia Leighton, Tui McKeown, 2020-07-12 This book was written as the Coronavirus COVID 19 pandemic began to have a devastating effect on employment across the globe The crisis has served to highlight many deepseated often longstanding

challenges to employment relationships These include uncertainties and fears about the impact of technological advances concerns about safety and wellbeing and controversies around emerging business and employment models It is difficult to avoid the fear that the combination of these and other practices will lead to a race to the bottom The book calls for a radical rethink and reassessment of the core values underlying employment relationships In *Work in Challenging and Uncertain Times* the authors take a refreshingly realistic view of how contemporary work relationships are managed and look to how they will need to change in the future Some key questions are posed such as who is the employer in complex skills supply chains how do we ensure a skilled workforce in a context of fragmentation and increasing individualization in a context of AI robots etc what does it mean to be human and how do we achieve change and improvement Based on extensive research presented in an accessible and engaging style the book provides insights valuable to students of employment relationships HRM and employment law as well as to practitioners and policy makers It draws on a range of academic disciplines and thoughts from interviews with key practitioners and commentators on workplace as well as students

**Big Data Applications in Labor Economics** Benjamin Elsner, Solomon W. Polachek, 2024-12-10 This volume contains an Open Access chapter This volume showcases original research using Big Data to gain fresh insights into how labor markets work compiled by Solomon Polachek a pioneer in gender related labor market research and Benjamin Elsner an expert on causal inference and the economics of migration

**Working in the Service Sector** Gerhard Bosch, Steffen Lehndorff, 2004-06 Chapter 1 Introduction part Part I Different service societies in Europe chapter 2 Measuring economic tertiarisation chapter 3 The incidence of new forms of employment in service activities chapter 4 Why do countries have such different service sector employment rates chapter 5 Services and the employment prospects for women part PART II The organisation of service work an analysis of five sectors chapter 6 The family the state and now the market chapter 7 The reluctant nurses chapter 8 Work hard play hard chapter 9 Work organisation and the importance of labour markets in the European retail trade chapter 10 Lean banking part Part III Common challenges chapter 11 The shaping of work and working time in the service sector chapter 12 The delegation of uncertainty chapter 13 Can trade unions meet the challenge chapter 14 Diversity and regulation of markets for services

**In Work, At Home** Alan Felstead, Nick Jewson, 2002-01-04 More and more people are choosing to earn a living at home In *Work At Home* explores the meaning and experience of this type of employment by covering a wide range of issues including social relationships current research methodologies statistical analyses of global labour markets the emotional and psychological processes of self management home relations Presenting statistical analyses of labour markets in North America Europe Asia and Australia In *Work At Home* provides a valuable introduction to the issues and debates surrounding homeworking and will appeal to students across a range of disciplines including sociology business studies and women s studies

**Internationalisation Strategies** George Chryssochoidis, J. Clegg, 1997-04-12 This volume published in association with the UK chapter of the Academy of International Business again contains a number of

contributions from leading academics The book looks at the environmental influences on internationalisation and considers the strategic options available to firms *Challenging the Legal Boundaries of Work Regulation* Judy Fudge, Shae McCrystal, Kamala Sankaran, 2012-07-11 Focusing on paid work that blurs traditional legal boundaries and the challenge this poses to traditional forms of labour regulation this collection of original case studies illustrates the wide range of different forms of regulation designed to provide decent work The original case studies cover a diversity of workers from across developed and developing countries the formal and informal economies and public and private work spaces Each deals with the failings of traditional labour law and several explore the capacity of different forms of regulatory techniques such as commercial law corporate codes of conduct or supply chain regulation to protect workers Principles and Paradoxes of Sports Economics Stefan Szymanski, 2024-11-11 This book is a Festschrift in honor of Professor Rod Fort one of the leading contributors to the emerging field of sports economics in the past half century Professor Fort's path breaking research in the 1990s and 2000s both laid down an agenda for research in sports economics and popularized the application of economic analysis to sports issues for lay readers The contributors to the volume are among the leading scholars in modern sports economics They put issues highlighted in Professor Fort's research in the context of current issues Topics discussed include competitive balance and outcome uncertainty estimation gender wage discrimination in US professional soccer and the paradox of fan loyalty The Future of Employment Relations A. Wilkinson, K. Townsend, 2011-10-26 EPUB **On the Job** Heather Akou, 2024-02-22 Through a variety of archival documents artefacts illustrations and references to primary and secondary literature *On the Job* explores the changing styles business practices and lived experiences of the people who make sell and wear service industry uniforms in the United States It highlights how the uniform business is distinct from the fashion business including how manufacturing developed outside of the typical fashion hubs such as New York City and gives attention to the ways that various types of employers small business corporate government and others differ in their ambitions and regulations surrounding uniforms *On the Job* sheds new light on an understudied yet important field of dress and clothing within everyday life and is an essential addition to any fashion historian's library appealing to all those interested in material culture the service industry heritage and history **Fragmenting Work** Mick Marchington, 2005 This major new book examines the way in which employment is managed across organizational boundaries It analyses how public private partnerships franchises agencies and other forms of inter firm contractual relations impact on work and employment and the experiences of those working in these increasingly significant forms of organization It draws upon research undertaken in eight separate networks comprising over 50 organizations to explore the fragmentating effects of contemporary changes in the organization of work and employment relationships It considers the consequences of increased reliance upon inter organizational mechanisms for producing goods and especially for delivering services It argues that established analyses continue to rely too heavily upon a model of the single employing organization whereas today the

situation is often more complex and confused Public private partnerships are one high profile example of this phenomenon but private enterprises are also developing new relations with their clients and customers that impinge upon the nature of the employment relationship Established hierarchical forms are becoming disordered with consequences for career patterns training and skills pay structures disciplinary practice worker voice and the gendered division of labor The findings of the study raise questions about the governance of such complex organizational forms the appropriateness of current institutions for addressing this complexity and the challenge of harnessing of employee commitment in circumstances where human resource practices are shaped by organizations other than the legal employer Using an analytical schema of three dimensions institutional organizational employment and four themes power risk identity trust the authors adopt an inter disciplinary perspective to address these complex and critically important practical policy and theoretical concerns *Fragmenting Work* will be vital reading for all those wishing to understand the contemporary realities of work and employment

**Forthcoming Books** Rose Arny, 1993-12



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web 3 our room really small our room was really small 4 there not many family activities there were not many family activities 5 there a lot of friendly people there were a lot of friendly people 6 the flight not very long there wasn t too long write ye no questions and short answers use the past tense of be

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web sissy girl got anxious and knocked on the bedroom door a resounding get out began to echo into the hallway sissy girl ran back into the living room and sat on the floor with her head bowed down sissy girl was almost asleep when the bedroom door opening startled her she arose and waited for her mistress

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web 30 followers all characters in this story are of legal age please let me loose mistress i m so very sorry i pleaded i would have knelt down in supplication but i was tethered by my neck to the punishment post

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web there was a cry of rage as a large man ran into the group scattering them all leave her alone you beasts or you will answer to me he yelled as my lovers melted into the undergrowth he held me in his arms and cuddled me to his bosom it s alright my baby girl dada is here now i will look after you

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web nov 8 2015 personally i m very much into the bondage element of things i actually discovered diapers through my interest in bondage definitely love the whole punishment element infact my general headset is that i m being forced to wear diapers dress as a baby as a punishment for some reason

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web after sitting in the stroller for most of the morning she comes for me and wheels it back inside i sit in a high chair and am fed a gooey tasteless yellow green mush she s made in the blender oh it so yummy yummy she torments me and just think baby can finish the left over tonight for din din

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