

HR 325: Understanding Employee Relations

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91 items

Recommended Text Books (5 items)

These books cover most elements of the module but you will need to do considerable reading from other sources. You don't need to buy the book if you don't want to, or to use it if you make sufficient use of other materials.

Introducing employment relations: a critical approach, by Steve Williams, 2017

[Book](#) | **Recommended for student purchase** | This is the most comprehensive text and gives a critical account of contemporary employee relations.

Employment relations: fairness & trust in the workplace, by Cecilie Bingham, 2016

[Book](#) | **Recommended** | This recent employee relations textbook less critical but more focused on sophisticated unitary approaches.

A very short, fairly interesting and reasonably cheap book about employment relations, by Tony Dundon; Niall Cullinane; Adrian Wilkinson, 2017

[Book](#) | **Recommended** | An interesting read, relatively short and more useful for semester one.

International and comparative employment relations: national regulation, global changes, edited by Russell D. Lansbury Bamber; Nick Wailes; Chris F. Wright, 2016

[Book](#) | **Recommended** | This book has chapters on employee relations in many countries and may be a useful starting point for your comparative reading in semester one.

How to succeed at university: an essential guide to academic skills, personal development and employability, by Bob Smale; Julie Fowlie, 2015

[Book](#) | **Recommended** | For support with your study skills.

Recommended books for further and alternative reading (61 items)

You will find all these items in the Aldrich Library

The modernisation of the public services and employee relations: targeted change, by Bach, Stephen; Kessler, Ian, 2012

[Book](#) | **Further**

Comparative industrial relations: an introduction to cross-national perspectives, by Bean, R., 1994

[Book](#) | **Further**

The dynamics of employee relations, by Paul Blyton; Peter Turnbull, 2004

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The dynamics of employee relations, by Paul Blyton; Peter Turnbull, 2004

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European employment models in flux, by Bosch, Gerhard; Lehndorff, Steffen; Rubery, Jill, 2009

[Book](#) | [Further](#)

International human resource management, by Briscoe, Dennis R.; Schuler, Randall S.; Tarique, Ibraiz, 2011

[Book](#) | [Further](#)

International human resource management: policies and practices for multinational enterprises, by Dennis R. Briscoe; Ibraiz Tarique; Randall S. Schuler, 2015

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International human resource management: policies and practices for multinational enterprises, by Ibraiz Tarique; Dennis R. Briscoe; Randall S. Schuler, c2016

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Labour relations, by Frank Burchill, 2014

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Trade unions in Britain, by Coates, Ken; Topham, Tony, 1988

[Book](#) | [Further](#)

Industrial relations: theory and practice, by Colling, Trevor; Terry, Michael, 2010

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Industrial relations: theory and practice, by Trevor Colling; Michael Terry, 2010

[Book](#) | [Further](#)

Working for the State: employment relations in the public sector, by Corby, Susan; Symon, Graham; Dawsonera, 2011

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Working for the State: employment relations in the public sector, by Susan Corby; Graham Symon, 2011

[Book](#) | [Further](#)

Employee relations in an organisational context, by Daniels, Kathy; Chartered Institute of Personnel and Development, 2006

[Book](#) | [Further](#)

What's the point of industrial relations?: in defence of critical social science, by Darlington, Ralph; British Universities Industrial Relations Association, 2009

[Book](#) | [Further](#)

International human resource management, by Peter Dowling; Marion Festing; Allen D. Engle, 2017, ©2017

[Book](#) | [Further](#)

Employment relations: a critical and international approach, by Dibben, Pauline; Klerck, Gilton; Wood, Geoffrey; Chartered Institute of Personnel and Development, 2011

[Book](#) | [Further](#)

Understanding employment relations, by Dundon, Tony; Rollinson, Derek, c2011

[Book](#) | [Further](#)

Comparative employment relations: an introduction, by Eaton, Jack, 2000

[Book](#) | [Further](#)

The changing faces of employment relations: global, comparative and theoretical perspectives, by David Farnham, 2015

[Book](#) | [Recommended](#)

Human resource management in context: strategies, insights and solutions, by Farnham, David; Farnham, David; Chartered Institute of Personnel and Development, 2010

[Book](#) | [Further](#)

Effective negotiation: from research to results, by R. E. Fells, 2016

[Book](#) | [Recommended](#)

Management and unions: the theory and reform of industrial relations, by Flanders, Allan, 1975

[Book](#) | [Further](#)

Comparative employment relations in the global economy, by John E. Kelly, 2013

[Book](#) | [Recommended](#)

Comparative employment relations in the global economy, by Frege, Carola M.; Kelly, John E.

[Book](#) | [Recommended](#)

Employee relations, by Gennard, John; Judge, Graham, 2005

[Book](#) | [Further](#)

Employment policy in the European Union: origins, themes and prospects, by Gold, Michael, c2009

[Book](#) | [Further](#)

Employee representation in non-union firms, by Gollan, Paul; Dawsonera, 2007

[Book](#) | [Further](#)

British industrial relations, by Gospel, Howard F.; Palmer, Gill, 1993

[Book](#) | [Further](#)

Global human resource management casebook, by Hayton, James C., 2012

[Book](#) | [Further](#)

Employee relations, by Hollinshead, Graham; Nicholls, Peter; Tailby, Stephanie, 2003

[Book](#) | [Further](#)

Industrial relations: a Marxist introduction, by Hyman, Richard, 1975

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The development of human resource management across nations: unity and diversity, edited by Bruce E. Kaufman, 2014

[Book](#) | [Recommended](#)

Converging divergences: worldwide changes in employment systems, by Katz, Harry Charles; Darbishire, Owen, 2000

[Book](#) | [Further](#)

Employee relations: understanding the employment relationship, by Lewis, Philip; Thornhill, Adrian; Saunders, Mark N. K.; Dawsonera, 2003

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Employee relations: understanding the employment relationship, by Philip Lewis; Adrian Thornhill; Mark N. K. Saunders, 2003

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Labor movements: global perspectives, by Stephanie Luce, 2014

[Book](#)

Labor movements: global perspectives, by Stephanie Luce, 2014

[Book](#) | [Further](#) | Interesting insight into the global state of unionisation

Comparative employment relations: France, Germany and Britain, by Susan Milner, 2015

[Book](#) | [Recommended](#)

Comparative employment relations: France, Germany and Britain, by Susan Milner, 2015

[Book](#) | [Recommended](#)

Global industrial relations, by Michael Morley; Patrick Gunnigle; David G. Collings; Dawsonera, 2006

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Global industrial relations, by Morley, Michael; Gunnigle, Patrick; Collings, David G., 2006

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People resourcing and talent planning: HRM in practice, by Pilbeam, Stephen; Corbridge, Marjorie, 2010

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People resourcing and talent planning: HRM in practice, by Stephen Pilbeam; Marjorie Corbridge; Stephen Pilbeam; Dawsonera, 2010

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Struck out: why employment tribunals fail workers and what can be done, by Dave Renton, 2012

[Book](#) | [Recommended](#) | This provides a valuable critique of the employment tribunal

system as well is making radical suggestions for its reform.

Struck out: why employment tribunals fail workers and what can be done, by Renton, Dave, 2012

[Book](#) | **Recommended** | This provides a valuable critique of the employment tribunal system as well is making radical suggestions for its reform.

Employment relations, by Rose, Ed, 2008

[Book](#) | **Further**

The organisation of employment: an international perspective, by Rubery, Jill; Grimshaw, Damian, 2003

[Book](#) | **Further**

Industrial relations: theory and practice, by Salamon, M. W., 2000

[Book](#) | **Further**

Strategic human resource management: theory and practice, by Salaman, Graeme; Storey, John; Billsberry, Jon, 2005

[Book](#) | **Further**

The new workplace and trade unionism, by Smith, Chris; Ackers, Peter; Smith, Paul, 1996

[Book](#) | **Further**

Union voices: tactics and tensions in UK organizing, by Melanie Simms; Jane Holgate; Edmund Heery, 2013

[Book](#) | **Further**

Human resource management: a critical text, by Storey, John, 2007

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Employee engagement in theory and practice, by Truss, Catherine; Delbridge, Rick; Alfes, Kerstin; Shantz, Amanda; Soane, Emma. 2014

[Book](#) | **Further**

Employee engagement in theory and practice, edited by Catherine Truss; Rick Delbridge; Kerstin Alfes; Amanda Shantz; Emma Soane, 2013

[Book](#) | **Further**

Employment relations in the shadow of recession: findings from the 2011 workplace employment relations study, by Wanrooy, Brigid van, 2013

[Book](#) | **Recommended** | Provides analysis of the WERS 2011 data.

The SAGE handbook of human resource management, by Nicolas Bacon, 2013

[Book](#) | **Further**

The SAGE handbook of human resource management, edited by Adrian Wilkinson; Nicolas Bacon; Tom Redman; Scott Snell, 2013

[Book](#) | **Further**

International human resource management, by Chris Brewster; Elizabeth Houldsworth; Paul Sparrow; Guy Vernon, 2016

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Academic Articles (13 items)

You can access all these through the on-line library

Collective Bargaining and Innovation in Germany: A Case of Cooperative Industrial Relations? - in Industrial Relations: A Journal of Economy and Society, by John T. Addison; Paulino Teixeira; Katalin Evers; Lutz Bellmann, 2017-01

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Restructuring UK local government employment relations: pay determination and employee participation in tough times - in Transfer: European Review of Labour and Research, by S. Bach; A. Stroleny, 2014-08-01

[Article](#) | [Further](#)

UK Courts, balloting requirements and the right to strike: recent developments - in The Law Teacher, by Charles Barrow, 2011-02-08

[Article](#) | [Further](#) | This article gives useful insight into the legal problems encountered by trade unions in achieving a successful ballot for industrial action.

The bitter recent history of employee involvement at Royal Mail: An aggressive management agenda versus resilient workplace unionism - in Economic and Industrial Democracy, by D. Beale; S. Mustchin, 2013-03-13

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Statutory union recognition in the UK: a work in progress - in Industrial Relations Journal, by Tor Brodtkorb, 2012-01

[Article](#) | [Further](#)

Private equity, 'union recognition' and value extraction at the Automobile Association: The GMB as an emergency service? - in Industrial Relations Journal, by Ian Clark, 2011-01

[Article](#) | [Further](#)

Union Recognition in Britain: The End of Legally Induced Voluntarism? - in Industrial Law Journal, by G. Gall, 2012-12-01

[Article](#) | [Further](#)

Perspectives of legal regulation and employment relations at the workplace: Limits and challenges for employee voice - in Journal of Industrial Relations, by P. J. Gollan; G. Patmore, 2013-09-01

[Article](#) | [Further](#)

Workplace Bullying, Psychological Perspectives and Industrial Relations: Towards a Contextualized and Interdisciplinary Approach - in British Journal of Industrial Relations, by Helge Hoel; David Beale, 2006-06

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The Lived Experience of Isolation for Vulnerable Workers Facing Workplace Grievances in 21st-Century Britain - in Economic and Industrial Democracy, by A. Pollert, 2010-02-01

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Is there still a public sector model of employment relations in the United Kingdom? - in International Journal of Public Sector Management, by Peter Prowse; Julie Prowse, 2007

[Article](#) | [Further](#)

Discipline, representation and dispute resolution-exploring the role of trade unions and employee companions in workplace discipline - in Industrial Relations Journal, by Richard Saundry; Carol Jones; Valerie Antcliff, 2011-03

[Article](#) | [Further](#)

Accompaniment, Workplace Representation and Disciplinary Outcomes in British Workplaces - Just a Formality? - in British Journal of Industrial Relations, by Valerie Antcliff; Richard Saundry, 2009-03

[Article](#) | [Further](#)

Websites (11 items)

Acas - Home

[Webpage](#) | [Recommended](#) | This is the public body giving advice and information on UK employment matters.

CBI: The UK's top business lobbying organisation

[Website](#) | [Recommended](#)

Certification Officer - Home

[Website](#) | [Further](#) | This site gives information on UK trade unions and employers' associations.

Employment Tribunal Service guidance

[Webpage](#) | [Recommended](#) | This site gives information and advice on Employment Tribunals

Employment Appeal Tribunal guidance

[Webpage](#) | [Recommended](#) | This site gives information and advice on appeals against the decisions of Employment Tribunals |

Employee engagement - Partnership in the workplace - IPA

[Website](#) | [Recommended](#)

Institute of Directors | IoD

[Website](#) | [Further](#)

International Labour Organization

[Webpage](#) | [Further](#)

Trades Union Congress - TUC - Britain at work

[Website](#) | [Recommended](#)

Unions21 - Home

[Website](#) | [Further](#)

The 2011 Workplace Employment Relations Study (WERS) - Publications - GOV.UK

[Webpage](#) | Recommended

Video clips (1 items)

UNITE THE UNION, About Trade Unions by Jamie-Max Caldwell, 5 Oct 2012

[Audio-visual document](#) | Recommended