

## The Concept Of The Employer Oxford Monographs On L

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### LILIAN WALSH

*Building High-Performance People and Organizations [3 volumes]* Realta Consulting

The word 'fissured' aptly describes the effect on the workplace of the enormous retreat from direct employment on the part of large enterprises that began several decades ago and shows no sign of slowing down. Market-leading companies, even though they continue to wield considerable influence on the fate of actual workers, may thus be relieved of legal responsibility as employers. How extensive is this phenomenon? Do recourses exist in labour law? What ongoing trends can be discerned? This groundbreaking book tackles these questions and more, with thoroughly researched reports from ten of the world's leading market-driven economies - Australia, China, France, Germany, Japan, the Republic of Korea, Spain, Taiwan, the United Kingdom, and the United States. Recognizing that law should squarely grasp and tackle this new reality, the authors consider such questions as the following: - How far can current labour law go in determining the responsibility of persons who have no direct contractual relationship with the workers? - Do other measures such as soft law or reputation mechanisms in the market deal with the undesirable consequences of the fissurization more properly? - What managerial motives and socioeconomic backgrounds give rise to such fissurization? - What distinct phenomena compose fissuring? - Are measures available to protect workers that go beyond the boundary of the legal entity (e.g., initiatives toward piercing the corporate

veil)? Each contributor describes, for his or her country, how far the fragmentation and externalization of employment has gone, current legislation protecting workers in a multilayered contractual relationship or indirect employment relationship (e.g., on health and safety, wages, bargaining, dismissal), and emerging developments and trends. This book ably responds to the question posed by a recent study: Why has work become so bad for so many and what can be done to improve it? Although concerned scholars worldwide will rally to the call, the reports in this volume will also be of great practical value to business persons and labour and employment lawyers everywhere.

National Labor Relations Board V. Jahn & Ollier Engraving Company John Wiley & Sons

Business success depends on employee innovation, drive, skill, endurance, and dedication. Engaged employees, studies show, provide tangible advantages to the organization like greater customer satisfaction and improved profitability. In contrast, the Gallup Organization has discovered that disengaged workers cost U.S. business between \$250 billion and \$350 billion each year. How do you engage employees and, in turn, create the high-performance organization? That's what this set is all about. From the latest theories on motivation to innovations in HR to methods to increase employee retention, it provides the essential insights and tools managers, leaders, and HR people need to find new ways to succeed—while keeping employees happy, productive, and loyal. Employees know that cradle-to-grave—or even week-to-week—employment security is a thing of the past, and that they are at the helm of their own career ship. Discerning consumers in the employment marketplace, they therefore seek employment opportunities that speak not only to their wallets and life circumstances, but also to their desire to find work that provides purpose and passion. How

can employers meet these needs and create a team of engaged employees? That's a large question, and one that spans a spectrum of issues that includes career development, human resource management, and the alignment between individual and organizational goals. In these three volumes, leaders and managers will find answers. They feature articles, interviews, and reports from academics, psychologists, managers in the practical corporate world, and experts in career management. Despite what Donald Trump might say, work is personal, and the ways in which individuals navigate the organizational environment—and businesses organize to seek, attract, and retain the best employees—is of primary concern. That goes double in these turbulent times, when job security is at stake, cynicism rampant, and loyalty at risk. *Building High-Performance People and Organizations* connects the dots so employers can maintain a loyal, satisfied, and productive workforce. Volume 1: *The New Employer-Employee Relationship* looks at trends in demographics and the general business environment leading to and driving the concept of employee engagement. Volume 2: *The Engaged Workplace: Organizational Strategies* focuses on real-world organizational strategies to find, develop, and retain the best employees, with an emphasis on innovative practices in both the U.S. and internationally. Volume 3: *Case Studies and Conversations* features interviews with thought leaders in the entire landscape of performance management and employee engagement. Their insights will provide readers with the absolute latest thinking in their fields of expertise. Volume 3 also contains short case studies of companies that are pioneering high-performance cultures.

#### **Collecting Compensation Data from Employers** National Academies Press

Bachelor Thesis from the year 2014 in the subject Business economics - Personnel and Organisation, grade: 1,7, University of applied sciences Frankfurt a. M., course: International Management, language: English, abstract: "We have to get used to the thought that companies are much more dependent on their best employees than the good people from the company." With reference to this statement made by Peter Drucker in 2002, the contribution of employees to a company's success and their growing independence from current employer takes on greater significance in the management of human resources. Already in the 1990s, the war for talents has been declared on the basis of decreasing resources of employees who own valuable qualifications on behalf of organisational success. Employers nowadays are growingly confronted with economic circumstances influencing the quantity and quality of their workforce. Thus, demographic changes will modify the composition of employee workforces, while globalisation will enable employees to rapidly change their place of employment. In addition, organisations are likely to counteract skill shortages and increasing readiness of employees to leave an employer for a more profitable offer. With regard to these global developments, the work of HR management is to implement a specified form of management strategy in order to maintain experienced and valuable employees within the organisation, as well as to ensure continuing productivity. Similar to the common practiced customer relationship management aiming at establishing a stable customer base and associated higher profitability, employee retention management transfers experiences in retaining promising customers to human resource processes and therefore focuses on employees as an additional crucial element in corporate success. Basically, there is a growing consensus that the retention of employees is a key determinant of further strategic competitiveness and longterm success of a company. In fact, various surveys among human resource departments agree in their findings that the retention of employees will be prioritised in further human resource strategies. In order to counteract employees' willingness to leave their employer, retention management intends to respond appropriately to employees' needs by means of individualised incentives which are considered to improve the employees' conformity and loyalty with the employer. Thus, the elaboration of the variety of possible instruments presented in this thesis may lead organisations in their development towards a strategic concept enhancing the organisations' attractiveness as an employer which will enable organisations to current economic influences.

#### **Psychological Contracts in Employment** CRC Press

The relationship between workers and firms are changing worldwide. Nowhere is this more evident than in the psychological contracts of employment. This book combines the cross-national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The contributors include social scientists with deep knowledge of the particular societies they describe, and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book, *Psychological Contract in Organizations* (Sage 1995) will welcome the extension of this ground-breaking work into the global arena.

#### **Understanding Psychological Contracts at Work** University of Pennsylvania Press

"This title was first published in 2000. Workplace flexibility polarizes opinion; it is either a necessary prerequisite to survival in the global market or a means by which the rights of workers are eroded. The difference comes from a lack of shared understanding of the concept. Organizations need to get to grips with flexibility, not only to address business problems and cope with legal regulations, but also to respond to the pressures of workforce diversity and labour market tightness. Flexibility at Work brings clarity to this misunderstood subject. It will show you how to obtain the business benefits of flexibility through an approach which addresses the needs of both employer and employee. Peter Reilly breaks down flexibility into five different types, from functional through to financial. He introduces a model of how mutual flexibility might be developed and the preconditions necessary to make it successful. Along the way he cites much evidence of how employers are introducing alternative working arrangements that provide benefits to both parties. Flexibility can reduce costs, improve quality and service, increase productivity, hedge against change, and meet supply needs. Can you afford to ignore the benefits it will bring?"--Provided by publisher.

#### **Private Government** Ashok Yakkaldevi

Why our workplaces are authoritarian private governments—and why we can't see it One in four American workers says their workplace is a "dictatorship." Yet that number almost certainly would be higher if we recognized employers for what they are—private governments with sweeping authoritarian power over our lives. Many employers minutely regulate workers' speech, clothing, and manners on the job, and employers often extend their authority to the off-duty lives of workers, who can be fired for their political speech, recreational activities, diet, and almost anything else employers care to govern. In this compelling book, Elizabeth Anderson examines why, despite all this, we continue to talk as if free markets make workers free, and she proposes a better way to think about the workplace, opening up space for discovering how workers can enjoy real freedom. *Profit Sharing Between Employer and Employee* Legare Street Press

Contributing to the debate on work performance evaluation in a time of technological transformation, this book explores the impact of digitisation on production and organisation models, as well as on the rights and interests of the stakeholders involved. As organisations down-size, merge with other companies and become decentralised, the boundaries in employer-employee-customer relationships are blurred and new models for the organisation and assessment of work performance have emerged. With these new models, innovative regulatory approaches are sorely needed. Taking an interdisciplinary approach and drawing on theoretical concepts from organisation studies, human resource management, sociology and labour economics, this all-encompassing collection is not only essential reading for academics and students, but also for policy-makers and employers who are looking for innovative and practical solutions to the challenges of modern employment relations.

#### **Employee Voice at Work** GRIN Verlag

This book addresses the contemporary aspects of employee voice through theoretical and practical analysis. In addition to case studies of employee voice in the workplace, it also looks at emerging forms of voice associated with the use of technology such as social media. Because of the breadth of the concept of employee voice, the focus of the book lends itself to an international perspective on employment relations and human resources management - analyses and experiences drawn from one country will be usefully considered or applied in relation to others.

#### **secret formulas for an authentic employer brand** Kluwer Law International B.V.

Competition among employers is fierce with many companies arguing that they have the best opportunities. The labor market has become a seller's market, with workers able to make their own choices about where they will work, how diligently they'll work and when they'll leave. "Employer of Choice" defines, clarifies and differentiates the term, concept and what really constitutes an Employer of Choice. This book is ground breaking, establishing a new category in the way these issues are addressed in the world of work. Aspects of being an Employer of Choice addressed in the book include the company, the culture, enlightened leadership, care of people, growth and opportunity, meaningful work, compensation and benefits, and making the world a better place.

#### **Privacy in the Workplace** Bloomsbury Publishing USA

This book examines the relationship between job security and job flexibility. Through an innovative conceptual approach, the concept of job flexicurity is presented to highlight the labour market dynamics between job flexibility and employee security. The dynamics of labour market mechanisms are placed within ideas of rigidity, security, flexibility, and plasticity to explore the interplay between different employee considerations. Particular attention is given to the Romanian labour market with an empirical case study that expands upon the ideas discussed. This book aims to analyse how job security and flexibility impact worker well-being and happiness. It will be relevant to students and researchers interested in labour economics and the job market.

#### **Rethinking Industrial Relations** Oak Hill Publishing Company

Inhaltsangabe:Abstract: The information economy, the current demographical trends and other factors will produce a shortage of skilled labour. During the last decade, many labour markets had encountered a shortage of skilled labour. In fact, whole industries have had serious problems to fill vacancies. Many have forecast horror scenarios for the labour market, whereas others have created strategic concepts to cope with it. The War for Talent and the Employer of Choice concept are leftovers of this period. Employee attraction and retention will continue to be an important issue for many companies in the beginning of the 21st century. The new up-coming competition for talent draws the attention on a new concept, in order to deal with the future challenge - employer branding. Employer branding has moved center stage in the last two years. The strategic relevance of employer branding is still underestimated or unknown. Employer branding is neither a wonder cure nor a cure-all approach. This thesis and chapters provide an insight in the employer branding concept and its relevance. What does employer branding means, where does it stem from? It also contains a practical guide for developing and implementing an employer branding process, with a short case study of global chemical company. Do you remember the scenario published in McKinsey's Quarterly in 1998? The War for Talent - this expression has become synonymous for the labour shortage of High Potentials. The economy was burning white-hot in the late 1990s and companies were scrambling to hire and retain the people they needed. With a boom, talent becomes scarcer because everybody is looking for talented people to fill vacancies. In the late 1990s the employer of choice concept became popular, when the war for talent was about to begin. The term employer of choice is based on the unwritten promises and expectations that develop the basis of the employment relationship. The collapse of the dot.com industry, followed by a time of recession and downturns causing layoffs and job cuts, has created a surplus of labour. The predicted War for Talent for High Potentials has been postponed. Really? The current economic landscape has changed dramatically, product lifecycles have grown shorter, products and services are substitutional, innovation is accelerating and customer loyalty is just a pie-in-the-sky. The economy is driven by ongoing changes, globalization, growing complexity and the [...]

#### **The Concept of the Employer** OUP Oxford

Employment law has increasingly struggled to adapt to complex modern work arrangements, from agency work to corporate groups. This book suggests that the reason for this failure can be found in our concept of the employer, which has become riddled with internal contradictions in its search for a unitary employer, the counterparty to a bilateral contract, through a series of multi-functional tests focussed on the exercise of a range of employer functions. As a result of this tension, full employment law coverage is restricted to a narrow scenario where a single legal entity exercises all employer functions - a paradigm far from the reality of modern labour markets characterized by a fragmentation of work, from the rise of employment agencies and service companies to corporate groups and Private Equity investors. These problems can only be addressed by a careful reconceptualization and the development of a functional concept of the employer. The book draws on existing models in English, German, and European law to develop a definition of the employer as the entity, or combination of entities, exercising functions regulated in a particular domain of employment law. Each of the two strands of the current concept is addressed in turn to demonstrate how a more openly multi-functional approach can successfully overcome the rigidities of the current notion without abandoning a coherent underlying framework. It fills a crucial gap in employment law and corporate law with its analysis of the defects in our current understanding of the employer, and in developing a new functional concept designed to overcome the problems identified.

The Concept of the Employer diplom.de

U.S. agencies with responsibilities for enforcing equal employment opportunity laws have long relied on detailed information that is obtained from employers on employment in job groups by gender and race/ethnicity for identifying the possibility of discriminatory practices. The U.S. Equal Employment Opportunity Commission (EEOC), the Office of Federal Contract Compliance programs of the U.S. Department of Labor, and the Civil Rights Division of the U.S. Department of Justice have developed processes that use these employment data as well as other sources of information to target employers for further investigation and to perform statistical analysis that is used in enforcing the anti-discrimination laws. The limited data from employers do not include (with a few exceptions) the ongoing measurement of possible discrimination in compensation. The proposed Paycheck Fairness Act of 2009 would have required EEOC to issue regulations mandating that employers provide the EEOC with information on pay by the race, gender, and national origin of employees. The legislation was not enacted. If the legislation had become law, the EEOC would have been required to confront issues regarding currently available and potential data sources, methodological requirements, and appropriate statistical techniques for the measurement and collection of employer pay data. The panel concludes that the collection of earnings data would be a significant undertaking for the EEOC and that there might be an increased reporting burden on some employers. Currently, there is no clearly articulated vision of how the data on wages could be used in the conduct of the enforcement responsibilities of the relevant agencies. Collecting Compensation Data from Employers gives recommendations for targeting employers for investigation regarding their compliance with antidiscrimination laws.

The Peter Principle John Wiley & Sons

1.1 INTRODUCTION The growth rate of employment in computer centred and Information Technology (IT) occupations is projected to grow 11 per cent from 2019 to 2029, much faster than the average growth compared with other occupations. These occupations are projected to put in about 5, 31,200 new jobs. Demand for these workers will stem from greater emphasis on cloud computing, collection and storage of big data, and information security. IT skills in general, span several industries and therefore, recruitment of talented IT professionals will be highly significant for the overall performance of the sector and the economy.

Employee Retention Management. Instruments of Human Resources in the view of current developments Princeton University Press

This original book is a wide-ranging, radical and highly innovative critique of the prevailing orthodoxies within industrial relations and human resource management. It covers: central problems in industrial relations the mobilization theory of collective action the growth of non-union workplaces and the prospects and desirability of a new labour-management social partnership an historical account of worker collectivism, organization and militancy and state or employer counter mobilization a critique of postmodernism and accounts of the end of the labour movement Containing a detailed examination of the evolution of industrial relations, it argues that the area is often under-theorized and influenced by the policy agenda of the state or employers, and will prove informative reading for students of industrial relations.

The Employer Brand Springer Nature

The approaches to employability being taken by United Kingdom employers were examined in a study that included three components: a literature review to develop a definition of employability and isolate its key elements; case studies of six organizations to identify employers' approaches to employability; and examination of related literature on lifelong learning and individual responsibility for career development. Four main elements of employability were identified. The first three are analogous to the concepts of production, marketing, and sales; the fourth element is the marketplace in which they operate. The following four approaches to employability were discovered: (1) explicit recognition that there are no more jobs for life and that individuals must, therefore, prepare themselves for career transitions; (2) reduction of the pain of reducing staff size by increasing departing employees' chances of finding another job; (3) inplacement or redeployment of staff whose skills are less in demand; and (4) maximization of employee retention by enhancing employees' employability. Special attention was given to the factors driving employers' selection of an approach. A range of practices that employers could adopt to increase employees' employability were identified, and a checklist to help employers develop a comprehensive employability policy was developed. (Contains 43 references.) (MN)

Profit Sharing Between Employer and Employee GRIN Verlag

In a hierarchy, every employee rises to the level of their own incompetence. This simple maxim, defined by this classic book over 40 years ago, has become a beacon of truth in the world of work. From the civil service to multinational companies to hospital management, it explains why things constantly go wrong: promotion up a hierarchy inevitably leads to over-promotion and incompetence. Through barbed anecdotes and wry humour the authors define the problem and show how anyone, whether at the top or bottom of the career ladder, can avoid its pitfalls. Or, indeed, avoid promotion entirely!

## Best Sellers - Books :

- [Things We Never Got Over \(knockemout\) By Lucy Score](#)
- [Twisted Games \(twisted, 2\)](#)
- [The Summer Of Broken Rules](#)
- [I Love You To The Moon And Back By Amelia Hepworth](#)
- [Guess How Much I Love You](#)
- [Are You There God? It's Me, Margaret. By Judy Blume](#)
- [Blowback: A Warning To Save Democracy From The Next Trump](#)
- [Things We Hide From The Light \(knockemout Series, 2\) By Lucy Score](#)
- [Never Lie: An Addictive Psychological Thriller](#)
- [Can't Hurt Me: Master Your Mind And Defy The Odds](#)

Conspicuous Employment GRIN Verlag

A political, legal, intellectual, and social history of employment in America In the present age of temp work, telecommuting, and outsourcing, millions of workers in the United States find themselves excluded from the category of "employee"—a crucial distinction that would otherwise permit unionization and collective bargaining. Tracing the history of the term since its entry into the public lexicon in the nineteenth century, Jean-Christian Vinel demonstrates that the legal definition of "employee" has always been politically contested and deeply affected by competing claims on the part of business and labor. Unique in the Western world, American labor law is premised on the notion that "no man can serve two masters"—workers owe loyalty to their employer, which in many cases is incompatible with union membership. The Employee: A Political History historicizes this American exception to international standards of rights and liberties at work, revealing a little known part of the business struggle against the New Deal. Early on, progressives and liberals developed a labor regime that, intending to restore amicable relations between employer and employee, sought to include as many workers as possible in the latter category. But in the 1940s this language of social harmony met with increasing resistance from businessmen, who pressed their interests in Congress and the federal courts, pushing for an ever-narrower definition of "employee" that excluded groups such as foremen, supervisors, and knowledge workers. A cultural and political history of American business and law, The Employee sheds historical light on contemporary struggles for economic democracy and political power in the workplace.

Employee Relations GRIN Verlag

Just a few years ago, the concept of job-related privacy was barely recognized by the law and virtually unknown to most employers. Under the legal doctrine of employment-at-will, the conditions of most employment were dictated by employers, and workers held their jobs at the discretion of their superiors. In the past two decades, however, numerous laws and court rulings have established the doctrine of workplace privacy: the protection of employees and job applicants from attempts by employers to learn information about them and to regulate their activities on and off the job. This book examines the multi-faceted concept of workplace privacy, helping employers and workers to appreciate each other's legal rights, and offering practical suggestions for avoiding legal pitfalls. A number of general privacy-related issues are addressed in the volume, including how to balance employee privacy interests with business needs, what adjustments should be made in regard to illicit drugs and drug testing, and the role of computers in monitoring employees. In language stripped of as much legal jargon as possible, Jon Bible and Darien McWhirter discuss some basic aspects of our legal system and consider why employee screening attracts so much attention today. They review factors that impinge on an employer's right to screen and trace the evolution of the privacy concept from its 1890 recognition as a legal article to its current applications in the field of employment law. Finally, they explore the privacy implications of specific employment screening devices, such as AIDS, drug, and polygraph testing, as well as on-the-job surveillance and lifestyle activity interference. Extensive references are supplied at the end of each chapter, and an appendix containing the entire text of the Americans with Disabilities Act of 1990 is also included. This study of an important legal issue will be a valuable reference source for the personnel and human resource professionals in most businesses, as well as for any employees who wish to further understand this complicated subject. Students of business and employee relations will also find it to be an important resource, as will both academic and public libraries.

Job Security and Flexibility Oxford University Press

2018 International Book Awards Finalist in "Business and Management" Category We shop for everything else online...why not benefits? Using private benefit exchanges (a.k.a. "online benefits marketplaces"), employers can bring a consumer-centric online shopping experience to benefits. Alan Cohen, a benefits technology pioneer, details how these platforms can offer unprecedented flexibility and choice to employees, revolutionize the way employers attract and retain talent, strengthen cost control in an era of skyrocketing premiums, and promote much-needed innovation in the U.S. health care system. Discover How To Make sense of today's challenging benefits landscape and plan breakthrough changes that have succeeded for thousands of employers of all sizes Leverage the lessons of the online shopping revolution to drive radical innovation Incorporate the 7 key pillars of a true private benefits exchange into your benefits mindset Gain indispensable practical insights from early adopters' experiences Clarify the new roles of employers, HR, insurers, brokers, employees, and other stakeholders Accelerate your transition away from inefficient employer-managed plans Assess the ongoing impact of health care reform, public exchanges, health care consumerism, and other trends Alan Cohen created one of the first private exchange platforms and has pioneered this approach for more than a decade. Now, in a candid discussion of how the economic principles of choice, consumerism, and defined contribution are at work in an exchange environment, he breaks down the concept for HR professionals, entrepreneurs, brokers, insurers, health care reformers, policy makers, and employees. Cohen looks to social and economic implications to forge a future in which all eyes are on a new model of the consumer for the benefits age. With insights from industry veterans, Employee Benefits and the New Health Care Landscape brings a fresh perspective to the debate on health care and health insurance in America.