



# Introducing Employment Relations: A Critical Approach

By Steve Williams

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## Introducing Employment Relations: A Critical Approach By Steve Williams

This book is an accessible and engaging introduction to the subject, and a must-read text for all students of employment relations. The book is both comprehensive and clearly focused, going beyond the traditional regulation of the employment relationship to examine how it is experienced and contested by employees, either individually or collectively. Adopting a critical approach, *Introducing Employment Relations* offers a broad perspective that highlights the relevance of employment relations for millions of working individuals around the world, as well as for organizations, and the wider society.

The third edition offers a new part and chapter structure to strengthen and broaden the focus on key themes such as employee engagement, conflict, disputes, and conflict resolution. There are also two new chapters tackling pay and working time, as well as a new part four dedicated to examining conflict and conflict resolution in the workplace.

Based on up-to-date research studies, and organised thematically, the book clearly demonstrates how employment relations operates in the twenty-first century, and the implications of the recent financial crisis on both workers and organisations alike. The book includes discussion of the "fair pay" and "living wage" campaigns, as well as the implications of pay "freezes," flexible working arrangements, and reduced working hours.

A wealth of carefully designed learning features including reflection points, international perspective boxes, and employment relations in practice boxes ensure you develop your understanding of key topics, while assignment and discussion questions check and reinforce your learning. The critical approach enables you to take your knowledge further, and fully get to grips with the key debates on the subject. The book also offers plenty of up-to-date case studies to illustrate how theory applies to real world organizations, including Amazon, Pret a Manger, and Apple.

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#### Review

"This is an excellent employment relations text that provides a sound coverage to the field. It engages with the critical debates, is international, draws on up-to-date studies and data, and importantly deals with a range of contemporary employment relations issues often neglected. This is an essential text for students of employment relations at undergraduate and post-graduate level."

--Geraldine Healy, Professor of Employment Relations, Queen Mary University of London

"The book is engaging and well written. It captures and sustains the reader's interest through the use of relevant and up-to-date examples. The international perspectives are useful, as are the chapter case studies and assignment and discussion questions."

--Dr Rory Donnelly, Senior lecturer, University of Birmingham

"This book provides excellent critical analysis of the latest research on the subject and is an engaging text for students and academics alike."

--Professor Andy Danford, Bristol Business School, UWE

#### About the Author

Steve Williams, *Reader in Employment Relations at the University of Portsmouth Business School*

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