



Will the New Industrial Relations Last?: Implications for the American Labor Movement (Classic Reprint)

By Thomas A Kochan

Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from Will the New Industrial Relations Last?: Implications for the American Labor Movement This paper reviews changes occurring in the U.S. industrial relations system at the workplace, in collective bargaining, and at the level of strategic decision making within business and labor organizations. By relating these current developments to longer term pressures on the post New Deal industrial relations system, we suggest that the system is undergoing fundamental transformation. To adapt to these changes unions will need to redefine their roles at the workplace by reorganizing work and fostering worker participation, adjust their wage bargaining objectives to promote employment continuity and compensation systems that are more closely tied to firm performance, and play a more direct and central role in business strategy decisions within the firm. These changes at the micro level of industrial relations are only likely to be successful If macro economic policies are reformed to provide a more supportive role for labor movement in society. Thomas A. Kochan is a professor in the Industrial Relations Section, MIT Sloan School of Management. He received...



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