

1. Record Nr.	UNINA9910132304503321
Autore	Euwema Martin
Titolo	Promoting Social Dialogue in European Organizations [[electronic resource]] : Human Resources Management and Constructive Conflict Management // edited by Martin Euwema, Lourdes Munduate, Patricia Elgoibar, Erica Pender, Ana Belén García
Pubbl/distr/stampa	Cham, : Springer Nature, 2015 Cham : , : Springer International Publishing : , : Imprint : Springer, , 2015
ISBN	3-319-08605-7
Edizione	[1st ed. 2015.]
Descrizione fisica	1 online resource (xxi, 199 pages) : Illustrations, charts
Collana	Industrial Relations & Conflict Management, , 2199-4544
Disciplina	361.61
Soggetti	Industrial psychology Social policy Political science Industrial and Organizational Psychology Social Policy Political Science
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Chapter 1: Employee Representatives in European Organizations; Martin Euwema, Ana García, Lourdes Munduate, Patricia Elgoibar and Erica Pender -- Chapter 2: Belgium: Management Perceptions of Social Dialogue at the Company Level in Belgium; Valeria Pulignano and Nadja Doerflinger -- Chapter 3: Denmark: Employee Representatives in Denmark. How Employers See them and What they Expect; Soren Viemose and Hans Jørgen Limborg -- Chapter 4: Estonia: Employee Representatives in Estonia. How are they Perceived and What are the Expectations by Employers in Estonia? Mare Teichmann and Merle Lõhmus -- Chapter 5: France: Employee Representatives in France: Employers' Perceptions and Expectations Towards Improved Industrial Relations; Aurélien Colson, Patricia Elgoibar and Francesco Marchi -- Chapter 6: Germany: Management's Perceptions of Social Dialogue at the Company Level in Germany; Michael Whittall -- Chapter 7: Italy:

Management's Perceptions of Social Dialogue at the Company Level in Italy; Giovanni Passarelli -- Chapter 8: The Netherlands: Industrial Relations and Works Councils in The Netherlands. Results from Interviews and a Survey Among HR Managers; Aukje Nauta -- Chapter 9: Poland: Employee Representatives in Poland. How are they Perceived and What are the Expectations by Employers in Poland? Barbara Kousznik and Jarosaw Polak -- Chapter 10: Portugal: Employee Representatives in Portugal. How are they Perceived and What are the Expectations of Employees in Portugal? Ana Passos -- Chapter 11: Spain: Employee Representatives in Spain. Which are the Perceptions and Expectations by Employers? Lourdes Munduate, Ana García, Erica Pender, Patricia Elgoibar and Francisco Medina -- Chapter 12: United Kingdom: Employee Representatives and Participation in the United Kingdom; Miguel Martínez-Lucio and Arjan Keizer -- Chapter 13: The Tower of Power: Building Innovative Organizations through Social Dialogue; Ana García, Erica Pender, Patricia Elgoibar, Lourdes Munduate and Martin Euwema.

Sommario/riassunto

This volume focuses on describing the social dialogue system in organizations from an Human Resources Management perspective. Based on the NEIRE model for industrial relations, key factors are determined contributing to creative social dialogue in European organizations. Actual data from surveys and interviews from more than 700 CEO and HR managers in eleven European countries give insights in the experiences with and expectations of employers of social dialogue. The volume offers a comprehensive introduction to the historical context and current situation in social dialogue in these countries. This context helps to understand the current major challenges in each country when it comes to a vital social dialogue. Using good practices from many organizations, this book offers an agenda for innovative and cooperative social dialogue in organizations.
