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Titolo	Shaping Inclusive Workplaces Through Social Dialogue // edited by Alicia Arenas, Donatella Di Marco, Lourdes Munduate, Martin C. Euwema
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Disciplina	158.7
Soggetti	Psychology, Industrial Personnel management Mediation Dispute resolution (Law) Conflict management Economics - Sociological aspects Industrial and Organizational Psychology Human Resource Management Dispute Resolution, Mediation, Arbitration Organizational Studies, Economic Sociology
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters.
Nota di contenuto	Chapter 1. General introduction (Alicia Arenas) -- Chapter 2. General concepts about inclusion in organizations (John Dovidio) -- Chapter 3. Showcase (Helge Hoel) -- Chapter 4. Showcase (Christine Aumayr-Pintar) -- Chapter 5. Inclusive recruitment and discrimination -free selection (Silvia Moscoso) -- Chapter 6. Work designs that work (Fred Zijlstra) -- Chapter 7. Colorful socialization and training (Francisco José Medina) -- Chapter 8. Performance appraisal and compensation with fairness (Inés Martínez-Corts) -- Chapter 9. A safe place for all (Ria Deakin) -- Chapter 10. Developing multiple careers (Beatrice van der Heijden) -- Chapter 11. Farewell is not goodbye (Vangelis Chiotis) -- Chapter 12. Challenges for social dialogue to promote the circle of inclusion (Patricia Elgoibar) -- Chapter 13. Circle of inclusion: from

illusion to reality (Alicia Arenas).

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## Sommario/riassunto

This book presents Social Dialogue as a social innovation strategy for managing diversity at any step of the human resource circle. It showcases empirical research on how to improve open dialogue and constructive negotiations between management, trade unions and employee representatives using multi-disciplinary perspectives from psychology, business, law, gender studies, sociology and management. This book delivers the latest research to promote a change of attitudes, behaviors and competences on diversity and social inclusion, and develop effective organizational responses in terms of policies and procedural aspects to improve inclusion of vulnerable groups at work. The authors and editors explain effective development tools for an inclusive workplace through Social Dialogue, showing that it is possible to achieve this by integrating values, policies and practices at organizational level. The diversity of contributions from different organizational contexts, countries and cultures results in this being a valuable book for a wide range of scientists, researchers, students and human resource managers as they seek to shape inclusive workplaces through Social Dialogue.

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