

1. Record Nr.	UNINA9910717419203321
Titolo	Employee Relations and Trade Unions in Africa : A Critical Approach / / edited by Chima Mordi, Hakeem Adeniyi Ajonbadi, Olatunji David Adekoya
Pubbl/distr/stampa	Cham : , : Springer Nature Switzerland : , : Imprint : Palgrave Macmillan, , 2023
ISBN	9783031268250 3031268253
Edizione	[1st ed. 2023.]
Descrizione fisica	1 online resource (XIX, 196 p.)
Disciplina	658.3
Soggetti	Personnel management Business Africa Human Resource Management African Business
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Chapter 1: Human Resource Management and Employees Relationships in Angola -- Chapter 2: HRM Practices in Nigeria: Employee Relations and Trade Unions -- Chapter 3: Union-State Relations in Zimbabwe: An Assessment of the Changing Relationship Between Trade Unions and the State -- Chapter 4: Employee Relations and Trade Unions in Ghana: A Changing Perspective -- Chapter 5: Employee Relations and Trade Union in Kenya -- Chapter 6: Understanding Employment Relationships and Trade Unions in South Africa -- Chapter 7: HRM Practices in South Africa: Equality, Diversity and Inclusion in Contemporary and Future workplaces -- Chapter 8: The Realities of Social Dialogue and Trade Union in Morocco -- Chapter 9: The Legal Regulations of Employment Relations and Conflicts in Nigeria.
Sommario/riassunto	Traditionally, studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace. A contemporary African outlook into the state of employment relations shows that there has

been a shift in the dominance of trade unions. This edited collection considers the role of government actors and workers' experiences in both unionised and non-unionised organisations. It seeks to understand how international and national labour markets, including national and international employment actors and institutions, affect employment relations and the ways in which these relationships play out in different national contexts. Researchers, students, policymakers and practitioners working around employment relations in Africa will find this book an essential tool, particularly those with an interest in comparative and international programmes across areas such as employment relations, industrial relations, human resource management, political economy, labour politics, industrial and economic sociology, regulation and social policy. Chima Mordi is a Reader in Human Resource Management and Employment Relations and Director of Post Graduate Research at Brunel Business School, UK. His key research examines Human Resource Management and Employment Relations. He has authored/co-authored over 100 articles and is the co-editor of the forthcoming edited volume, *HRM in the Global South* (Palgrave Macmillan). Hakeem Adeniyi Ajonbadi is a Lecturer in International Human Resource Management and Organisational Development at Birmingham City University, UK. He has taught in several countries, including the UK, UAE, Belgium and Nigeria and, in addition to Business and Management, has a background in Economics and Law, as well as Business and Management. He has authored four books and over fifty articles on various aspects of HRM and Entrepreneurship. Olatunji David Adekoya is a Senior Lecturer of Organisational Behaviour and Human Resource Management (OBHRM) at Sheffield Hallam University, UK. He has also lectured at the University of East London and the University of West London. He has published widely and his research examines HRM in local and international contexts, with a strong focus on work-life balance, organisational flexibility, employee wellbeing, employment relations and economic growth and development.
