

# IB2400: Understanding Employment Relations

View Online



ACAS - Help and advice for employers and employees. (n.d.).  
<http://www.acas.org.uk/index.aspx?articleid=1461>

Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, & Richard B. Freeman (Eds.). (n.d.).  
Handbook of research on employee voice. Edward Elgar.  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2845238](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2845238)

Appelbaum, E., Batt, R., & Clark, I. (2013). Implications of Financial Capitalism for  
Employment Relations Research: Evidence from Breach of Trust and Implicit Contracts in  
Private Equity Buyouts. *British Journal of Industrial Relations*, 51(3), 498–518.  
<https://doi.org/10.1111/bjir.12009>

Appelbaum, E., Bernhardt, A., Murnane, R., & Weinberg, J. (2005). Low-wage employment  
in America: results from a set of recent industry case studies. *Socio-Economic Review*, 3  
(2), 293–310. <https://doi.org/10.1093/SER/mwi012>

Bach, S. (2012). Shrinking the state or the Big Society? Public service employment  
relations in an era of austerity. *Industrial Relations Journal*, 43(5), 399–415.  
<https://doi.org/10.1111/j.1468-2338.2012.00693.x>

Bach, S., & Edwards, M. R. (2013). *Managing human resources: human resource  
management in transition* (5th ed). Wiley.  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2653249](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2653249)

Bach, S., & Stroleny, A. (2014). Restructuring UK local government employment relations:  
pay determination and employee participation in tough times. *Transfer: European Review  
of Labour and Research*, 20(3), 343–356. <https://doi.org/10.1177/1024258914535546>

BBC - Home. (n.d.). <https://www.bbc.co.uk/>

Berry, DaphneBell, Myrtle P. (2012). Inequality in organizations: stereotyping,  
discrimination, and labor law exclusions. *Equality, Diversity and Inclusion: An International  
Journal*, 31(3), 236–248.  
<https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/928748340?accountid=14888>

Blanchflower, D., & Machin, S. (2014). *Falling Real Wages*.  
<http://cep.lse.ac.uk/pubs/download/cp422.pdf>

Blyton, P., Heery, E., & Turnbull, P. (2011a). *Reassessing the employment relationship: Vol.  
Management, work and organisations*. Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3073677](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677)

Blyton, P., Heery, E., & Turnbull, P. (2011b). Reassessing the employment relationship: Vol. Management, work and organisations. Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3073677](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677)

Blyton, P., Heery, E., & Turnbull, P. (2011c). Reassessing the employment relationship: Vol. Management, work and organisations. Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3073677](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3073677)

Blyton, P., & Turnbull, P. (2004a). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Blyton, P., & Turnbull, P. (2004b). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Blyton, P., & Turnbull, P. (2004c). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Blyton, P., & Turnbull, P. (2004d). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Blyton, P., & Turnbull, P. (2004e). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Blyton, P., & Turnbull, P. (2004f). The dynamics of employee relations: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3253397](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3253397)

Bryson, A., & Forth, J. (2006). The Theory and Practice of Pay Setting.

<http://cep.lse.ac.uk/pubs/download/mhrldp0001.pdf>

Budd, J. W., Gollan, P. J., & Wilkinson, A. (2010). New approaches to employee voice and participation in organizations. *Human Relations*, 63(3), 303–310.

<https://doi.org/10.1177/0018726709348938>

Butler, P. (2009). 'Riding along on the crest of a wave': tracking the shifting rationale for non-union consultation at FinanceCo. *Human Resource Management Journal*, 19(2), 176–193. <https://doi.org/10.1111/j.1748-8583.2009.00094.x>

CIPD 2013: Employee Outlook. (n.d.).

[https://www.cipd.co.uk/Images/employee-outlook\\_2013-autumn-trust-leaders\\_tcm18-9571.pdf](https://www.cipd.co.uk/Images/employee-outlook_2013-autumn-trust-leaders_tcm18-9571.pdf)

CIPD The Professional Body for Human Resources and People Development. (n.d.).

<https://www.cipd.co.uk/>

- Colling, T. (2004). No Claim, No Pain? The Privatization of Dispute Resolution in Britain. *Economic and Industrial Democracy*, 25(4), 555–579.  
<https://doi.org/10.1177/0143831X04047159>
- Colling, T., & Terry, M. (2010a). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010b). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010c). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010d). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010e). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010f). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010g). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010h). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010i). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010j). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010k). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010l). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010m). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010n). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010o). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>
- Colling, T., & Terry, M. (2010p). *Industrial relations: theory and practice* (3rd ed). Wiley-Blackwell. <https://go.exlibris.link/1F3GN640>

Conference of Socialist Economists & EBSCO Publishing (Firm). (n.d.). Capital & class.  
<https://go.exlibris.link/qFWzpkjr>

Davis-Blake, A., Broshak, J. P., & George, E. (2003). Happy Together? How Using Nonstandard Workers Affects Exit, Voice, and Loyalty among Standard Employees. *The Academy of Management Journal*, 46(4), 475–485.  
[https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/30040639?seq=1#metadata\\_info\\_tab\\_contents](https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/30040639?seq=1#metadata_info_tab_contents)

Department for Business, Energy & Industrial Strategy - GOV.UK. (n.d.).  
<https://www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy>

Dickens, L. (1999). Beyond the business case: a three-pronged approach to equality action. *Human Resource Management Journal*, 9(1), 9–19.  
<https://doi.org/10.1111/j.1748-8583.1999.tb00185.x>

Dickens, L. (2007). The Road is Long: Thirty Years of Equality Legislation in Britain. *British Journal of Industrial Relations*, 45(3), 463–494.  
<https://doi.org/10.1111/j.1467-8543.2007.00624.x>

Dickens, L. (2014). The Coalition government's reforms to employment tribunals and statutory employment rights-echoes of the past. *Industrial Relations Journal*, 45(3), 234–249. <https://doi.org/10.1111/irj.12055>

Dix, G., & Barber, S. B. (2015). The changing face of work: insights from Acas. *Employee Relations*, 37(6), 670–682. <https://doi.org/10.1108/ER-03-2015-0056>

Donaghey, J., Cullinane, N., Dundon, T., & Wilkinson, A. (2011). Reconceptualising employee silence. *Work, Employment and Society*, 25(1), 51–67.  
<https://doi.org/10.1177/0950017010389239>

Earnshaw, J., Marchington, M., & Goodman, J. (2000). Unfair to whom? Discipline and dismissal in small establishments. *Industrial Relations Journal*, 31(1), 62–73.  
<https://doi.org/10.1111/1468-2338.00147>

EBSCO Publishing (Firm). (n.d.-a). Gender, work, and organization.  
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-0432](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-0432)

EBSCO Publishing (Firm). (n.d.-b). Industrial relations journal.  
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-2338](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-2338)

EBSCO Publishing (Firm). (n.d.-c). Working USA.  
<http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/publication/32378>

EBSCO Publishing (Firm) & Ingenta (Firm). (n.d.). International journal of human resource management.  
<http://0-ejournals.ebsco.com.pugwash.lib.warwick.ac.uk/direct.asp?JournalID=100172>

Edwards, P. (1995). Strikes and Industrial Conflict. In *Industrial relations: theory and*

practice in Britain: Vol. Industrial relations in context (pp. 434–460). Blackwell Business. <https://contentstore.cla.co.uk/secure/link?id=bcddc92c-8f43-e611-80bd-0cc47a6bddeb>

Edwards, P. K. (Ed.). (2003a). Industrial relations: theory and practice (Second edition). Blackwell Publishing. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2733952](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952)

Edwards, P. K. (Ed.). (2003b). Industrial relations: theory and practice (Second edition). Blackwell Publishing. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2733952](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952)

Edwards, P. K. (Ed.). (2003c). Industrial relations: theory and practice (Second edition). Blackwell Publishing. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2733952](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733952)

Edwards, P. K. (2003d). Industrial relations: theory and practice (2nd ed). Blackwell. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2330755](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2330755)

Edwards, P. K. (2003e). Industrial relations: theory and practice (2nd ed). Blackwell. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2330755](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2330755)

Edwards, P., & Wajcman, J. (2005a). The politics of working life. Oxford University Press. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2749746](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749746)

Edwards, P., & Wajcman, J. (2005b). The politics of working life. Oxford University Press. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2749746](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749746)

Employment Relations Matters. (n.d.). <https://warwick.ac.uk/fac/soc/wbs/research/irru/erm>

European Trade Union Institute. (n.d.). Transfer: European review of labour and research. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2159256](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2159256)

Financial Times Home. (n.d.). Financial Times. <https://www.ft.com/?edition=uk>

Foster, D., & Wass, V. (2013). Disability in the Labour Market: An Exploration of Concepts of the Ideal Worker and Organisational Fit that Disadvantage Employees with Impairments. *Sociology*, 47(4), 705–721. <https://doi.org/10.1177/0038038512454245>

Fox, A. (1966). Managerial Ideology and Labour Relations. *British Journal of Industrial Relations*, 4(1–3), 366–378. <https://doi.org/10.1111/j.1467-8543.1966.tb00936.x>

Fox, A. (1991). Man mismanagement (2nd ed). Industrial Relations Research Unit, University of Warwick.

Gaddis, S. M. (2015). Discrimination in the Credential Society: An Audit Study of Race and College Selectivity in the Labor Market. *Social Forces*, 93(4), 1451–1479. <https://doi.org/10.1093/sf/sou111>

Ghoshal, S. (2005). Bad Management Theories Are Destroying Good Management Practices. *Academy of Management Learning & Education*, 4(1), 75–91. <https://doi.org/10.5465/AMLE.2005.16132558>

Godard, J. (2011). What Has Happened to Strikes? *British Journal of Industrial Relations*, 49(2), 282–305. <https://doi.org/10.1111/j.1467-8543.2011.00853.x>

- Godard, John. (n.d.). Whither strategic choice: Do managerial IR ideologies matter? *Industrial Relations*, 36(2).  
<https://0-onlinelibrary-wiley-com.pugwash.lib.warwick.ac.uk/doi/abs/10.1111/0019-8676.491997012>
- Grimshaw, D., Bosch, G., & Rubery, J. (2014). Minimum Wages and Collective Bargaining: What Types of Pay Bargaining Can Foster Positive Pay Equity Outcomes? *British Journal of Industrial Relations*, 52(3), 470–498. <https://go.exlibris.link/sjM0J3y4>
- Hall, M. (2005). Assessing the Information and Consultation of Employees Regulations. *Industrial Law Journal*, 34(2), 103–126. <https://doi.org/10.1093/indlaw/dwi007>
- Harris, L. (2001). Rewarding employee performance: line managers' values, beliefs and perspectives. *The International Journal of Human Resource Management*, 12(7), 1182–1192. <https://doi.org/10.1080/09585190110068386>
- Hartley, J., & Stephenson, G. M. (1992). *Employment relations: the psychology of influence and control at work*. Blackwell Publishing.
- Hauptmeier, M., & Heery, E. (2014). Ideas at work. *The International Journal of Human Resource Management*, 25(18), 2473–2488.  
<https://doi.org/10.1080/09585192.2014.936235>
- Heery, E. (2009). The representation gap and the future of worker representation. *Industrial Relations Journal*, 40(4), 324–336.  
<https://doi.org/10.1111/j.1468-2338.2009.00530.x>
- Heyes, A. (2005). The economics of vocation or 'why is a badly paid nurse a good nurse'? *Journal of Health Economics*, 24(3), 561–569.  
<https://doi.org/10.1016/j.jhealeco.2004.09.002>
- Hickel, J. (2012). New Left Project | A Short History of Neoliberalism (And How We Can Fix It). <https://www.coursehero.com/file/16909710/Hickel-A-Short-History-of-Neoliberalism/>
- Howell, C. (2004). Is There a Third Way for Industrial Relations? *British Journal of Industrial Relations*, 42(1), 1–22. <https://doi.org/10.1111/j.1467-8543.2004.00302.x>
- Hyman, R. (1974). Inequality, Ideology and Industrial Relations. *British Journal of Industrial Relations*, 12(2), 171–190. <https://go.exlibris.link/LjLkt8fl>
- Hyman, R. (1987). Strategy or Structure? Capital, Labour and Control. *Work, Employment and Society*, 1(1), 25–55. <https://doi.org/10.1177/0950017087001001004>
- Industrial Relations Research Unit - Warwick Business School. (n.d.).  
<http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/>
- Industrial Relations Services & EBSCO Publishing (Firm). (n.d.). Human resource management journal.  
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1748-8583](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1748-8583)
- Industrial Relations Society of Australia & Australian Labour and Employment Relations

Association. (n.d.). The Journal of industrial relations.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb1741999](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1741999)

Jacobs, A. W., & Padavic, I. (2015). Hours, Scheduling and Flexibility for Women in the US Low-Wage Labour Force. *Gender, Work & Organization*, 22(1), 67–86.

<https://doi.org/10.1111/gwao.12069>

Kalleberg, A. L. (2009). Precarious Work, Insecure Workers: Employment Relations in Transition. *American Sociological Review*, 74(1), 1–22.

<https://doi.org/10.1177/000312240907400101>

Katz, H. C. (n.d.-a). *Introduction To Collective Bargaining and Industrial Relations* (4th edition).

Katz, H. C. (n.d.-b). *Introduction To Collective Bargaining and Industrial Relations* (4th edition).

Katz, H. C. (n.d.-c). *Introduction To Collective Bargaining and Industrial Relations* (4th edition).

Katz, H. C. (n.d.-d). *Introduction To Collective Bargaining and Industrial Relations* (4th edition).

Kelly, John. (2015). Conflict: trends and forms of collective action. *Employee Relations*, 37(6), 720–732.

<https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/2084388241?accountid=14888>

Kersley, B. (2006). *Inside the workplace: findings from the 2004 workplace employment relations survey*. Routledge.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2733962](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2733962)

Kirton, G., & Greene, A. M. (2016a). *The dynamics of managing diversity: a critical approach* (Fourth edition). Routledge, Taylor & Francis Group.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2860859](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2860859)

Kirton, G., & Greene, A. M. (2016b). *The dynamics of managing diversity: a critical approach* (Fourth edition). Routledge, Taylor & Francis Group.

[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2860859](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2860859)

LabourStart: Where trade unionists start their day on the net. (n.d.).

<http://www.labourstart.org/news/>

Linda Clarke, Eddy Donnelly, Richard Hymane, John Kelly, & Sonia McKay. (n.d.). What's the Point of Industrial Relations? *International Journal of Comparative Labour Law and Industrial Relations*, 27(3), 239–253.

<http://0-www.kluwerlawonline.com.pugwash.lib.warwick.ac.uk/abstract.php?area=Journals&id=IJCL2011016>

London School of Economics and Political Science & EBSCO Publishing (Firm). (n.d.). *British journal of industrial relations*.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1467-85](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1467-85)

Lyddon, D. (2015). The changing pattern of UK strikes, 1964-2014. *Employee Relations*, 37(6), 733–745. <https://doi.org/10.1108/ER-05-2015-0084>

Marginson, P. (2015). The changing nature of collective employment relations. *Employee Relations*, 37(6), 645–657. <https://0-www-emeraldinsight-com.pugwash.lib.warwick.ac.uk/doi/full/10.1108/ER-03-2015-0049>

Matthew, A., & Tüselmann, H.-J. (2009). All powerful voice? The need to include 'exit', 'loyalty' and 'neglect' in empirical studies too. *Employee Relations*, 31(5), 538–552. <https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/235186717?accountid=14888>

Mazzucato, M. (2011). The Entrepreneurial State. [https://www.demos.co.uk/files/Entrepreneurial\\_State\\_-\\_web.pdf](https://www.demos.co.uk/files/Entrepreneurial_State_-_web.pdf)

MCB University Press & Emerald (Firm). (n.d.). Employee relations. <http://0-www-emeraldinsight-com.pugwash.lib.warwick.ac.uk/loi/er>

McCann, L., Morris, J., & Hassard, J. (2008). Normalized Intensity: The New Labour Process of Middle Management. *Journal of Management Studies*, 45(2), 343–371. <https://doi.org/10.1111/j.1467-6486.2007.00762.x>

Moore, S., & Read, I. (2006). Collective organisation in small- and medium-sized enterprises? an application of mobilisation theory. *Human Resource Management Journal*, 16(4), 357–375. <https://doi.org/10.1111/j.1748-8583.2006.00025.x>

New Statesman | Britain's Current Affairs & Politics Magazine. (n.d.). <http://www.newstatesman.com/>

News, sport and opinion from the Guardian's UK edition | The Guardian. (n.d.). <https://www.theguardian.com/uk>

Nolan, P. (2012). Understanding the employment relationship: markets, hierarchies and power. *Industrial Relations Journal*, 43(4), 359–369. <https://doi.org/10.1111/j.1468-2338.2012.00688.x>

Noon, M. (2010). The shackled runner: time to rethink positive discrimination? *Work, Employment and Society*, 24(4), 728–739. <https://doi.org/10.1177/0950017010380648>

Pager, D., & Pedulla, D. S. (2015). Race, Self-Selection, and the Job Search Process. *American Journal of Sociology*, 120(4), 1005–1054. [https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/10.1086/681072?seq=1#meta-data\\_info\\_tab\\_contents](https://0-www-jstor-org.pugwash.lib.warwick.ac.uk/stable/10.1086/681072?seq=1#meta-data_info_tab_contents)

Podro, S. (2011). The Future of Workplace Relations - an ACAS view. [http://www.acas.org.uk/media/pdf/n/8/The\\_Future\\_of\\_Workplace\\_Relations\\_-\\_An\\_Acas\\_view.pdf](http://www.acas.org.uk/media/pdf/n/8/The_Future_of_Workplace_Relations_-_An_Acas_view.pdf)

Pollert, A. (2005). The Unorganised Worker: The Decline in Collectivism and New Hurdles



to Individual Employment Rights. *Industrial Law Journal*, 34(3), 217–238.  
<https://doi.org/10.1093/indlaw/dwi016>

Prospect Magazine. (n.d.). <https://www.prospectmagazine.co.uk/>

Purcell, J. (1987). Mapping Management Styles in Employee Relations. *Journal of Management Studies*, 24(5), 533–548. <https://doi.org/10.1111/j.1467-6486.1987.tb00462.x>

Puttick, K. (2012). '21st Century Welfare' and the Wage-Work-Welfare Bargain. *Industrial Law Journal*, 41(1), 122–131. <https://doi.org/10.1093/indlaw/dws007>

Riach, P. A., & Rich, J. (2010). An Experimental Investigation of Age Discrimination in the English Labor Market. *Annals of Economics and Statistics*, 99/100.  
<https://doi.org/10.2307/41219164>

Rose, E. (2008a). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rose, E. (2008b). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rose, E. (2008c). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rose, E. (2008d). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rose, E. (2008e). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rose, E. (2008f). *Employment relations* (3rd ed). Prentice Hall/Financial Times.

Rubery, J. (1997). Wages and the Labour Market. *British Journal of Industrial Relations*, 35 (3), 337–366. <https://doi.org/10.1111/1467-8543.00058>

Simms, M., & Dean, D. (2015). Mobilising contingent workers: An analysis of two successful cases. *Economic and Industrial Democracy*, 36(1), 173–190.  
<https://doi.org/10.1177/0143831X13501000>

Sisson, K. (n.d.). Public Policy - Balancing Flexibility and Security?  
[https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm/sisson\\_ermch10publicpolicy2-9\\_2020.pdf](https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm/sisson_ermch10publicpolicy2-9_2020.pdf)

Sisson, K. (2010a). Changing expressions of conflict.  
<https://www2.warwick.ac.uk/fac/soc/wbs/research/irru/erm/ch7conflict.pdf>

Sisson, K. (2010b). *Employment Relations Matters*.  
<https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm>

Sisson, K. (2010c). *Employment Relations Matters*.  
<https://warwick.ac.uk/fac/soc/wbs/research/irru/publications/erm>

Summers, C. W. (2000). Employment at Will in the United States: The Divine Right of Employers. *University of Pennsylvania Journal of Labor and Employment Law*, 3(1), 65–86.  
[https://0-www-heinonline-org.pugwash.lib.warwick.ac.uk/HOL/Page?public=true&handle=hein.journals/upjlel3&div=11&start\\_page=65&collection=journals&](https://0-www-heinonline-org.pugwash.lib.warwick.ac.uk/HOL/Page?public=true&handle=hein.journals/upjlel3&div=11&start_page=65&collection=journals&)

;set\_as\_cursor=0&men\_tab=srchresults

Taylor, P., & Bain, P. (1999). 'An assembly line in the head': work and employee relations in the call centre. *Industrial Relations Journal*, 30(2), 101-117.  
<https://doi.org/10.1111/1468-2338.00113>

The Economist - World News, Politics, Economics, Business & Finance. (n.d.). The Economist. <https://www.economist.com/>

The Independent | News | UK and Worldwide News | Newspaper. (n.d.).  
<http://www.independent.co.uk/>

The Times. (n.d.). Times Newspapers.  
<http://webcat.warwick.ac.uk/search~S15?/tThe+Times/ttimes/1%2C245%2C371%2CB/frame&FF=ttimes&32%2C%2C35>

Thompson, P. (2003). Disconnected Capitalism: Or Why Employers Can't Keep Their Side of the Bargain. *Work, Employment and Society*, 17(2), 359-378.  
<https://doi.org/10.1177/0950017003017002007>

Thompson, P. (2013). Financialization and the workplace: extending and applying the disconnected capitalism thesis. *Work, Employment and Society*, 27(3), 472-488.  
<https://doi.org/10.1177/0950017013479827>

TUC 2015: Living on the Margins: Black workers and Casualisation. (n.d.).  
<https://www.tuc.org.uk/sites/default/files/LivingontheMargins.pdf>

University of California, Berkeley. Institute of Industrial Relations & EBSCO Publishing (Firm). (n.d.). Industrial relations.  
[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1468-232X](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1468-232X)

Wanrooy, B. van. (2013a). Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study. Palgrave Macmillan.  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2824858](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2824858)

Wanrooy, B. van. (2013b). Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study. Palgrave Macmillan.  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2824858](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2824858)

Wilkinson, A., Dundon, T., Marchington, M., & Ackers, P. (2004). Changing Patterns of Employee Voice: Case Studies from the UK and Republic of Ireland. *Journal of Industrial Relations*, 46(3), 298-322. <https://doi.org/10.1111/j.0022-1856.2004.00143.x>

Willman, P., Bryson, A., & Gomez, R. (2006). The sound of silence: which employers choose no employee voice and why? *Socio-Economic Review*, 4(2), 283-299.  
<https://doi.org/10.1093/ser/mwl012>

Work, employment & society. (n.d.).  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb1746057](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1746057)

World Edition - The Atlantic. (n.d.). <https://www.theatlantic.com/world/>