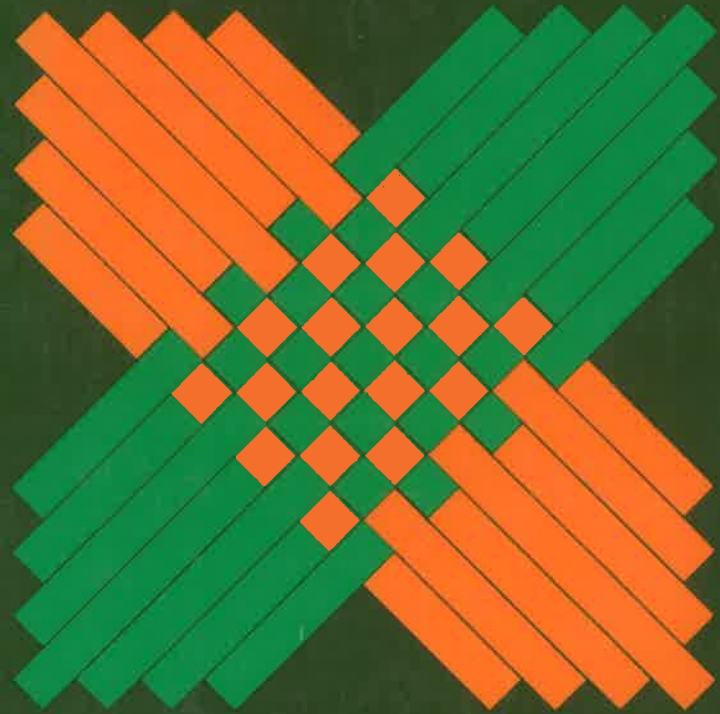


Theories of Trade Unionism
A Sociology of Industrial Relations
Michael Poole



001

Theories of Trade Unionism

This comprehensive study traces the development of trade union theory from its nineteenth century foundations to the more advanced conceptual models of today. Michael Poole surveys the main tributaries of modern approaches – the moral and ethical, the revolutionary, the defensive or conservative and the economic and political – and analyses the work of contemporary industrial relations scholars. This includes the main types and varieties of systems theory, the disparate pluralist approaches and the 'radical school', in which the concept of control has proved to be a principal concern. Such a review constitutes the prelude for the formulation of sophisticated theoretical and conceptual models grounded in sociological analysis, in which the notions of power and structure, the insights of institutionalist and organizational scholars, and the assumptions of social action and 'culturalist' perspectives are integrated into a consistent whole.

Throughout his study, Michael Poole conveys a sense of thematic and intellectual unity. Hence, while the premises of the various schools have diverged considerably on ethical, political and disciplinary counts, clear theoretical links between the various approaches are identified. As a result, the main perspectives are combined in a higher analytical and conceptual unity. Moreover, although structural modes of analysis are acknowledged as cornerstones of any advanced theory, equally the canons of freedom, choice and creativity encompassed in the social action and 'culturalist' models are seen to be the most crucial parts of the overall equation. Finally, Michael Poole locates a number of avenues for theoretical and conceptual progress in conclusion to the study as a whole.

Brendan MacPartlin S.J. August 2007

P. HANNA LTD
1R216.58

W. H. ...
...
...



Theori

This co
develo
ninete
advanc
Poole
approa
revolu
and th
the wo
schola
varieti
plurali
which
princ
the pr
theore
sociol
power
institu
the as
'cultu
consi

Throu
sense
while
diver
discip
betw
As a
comb
unity
analy
any a
freed
the s
seen
equa
num
cond
as a

Theories of trade unionism

Theor

This c
devel
ninete
advan
Poole
appro
revolu
and th
the w
schol
variet
plural
which
princi
the pi
theor
socia
powe
institi
the a
'cultu
cons

Thro
sens
while
diver
disci
betw
As a
com
unity
anal
any
free
the s
seer
equ
num
conc
as a

Barcode No: 39006010220533
Dewey No : 331.8801
Date Input : 1918/07
Price

Theories of trade unionism: A sociology of industrial relations

Michael Poole

Senior Lecturer in Industrial Relations
University of Wales Institute of Science and Technology

UNIVERSITY OF WELLES



ROUTLEDGE & KEGAN PAUL
London, Boston and Henley

The
This
deve
nine
adv
Pool
appr
revo
and
the v
sche
vari
plur
whic
prin
the j
thec
soci
pow
insti
the
'cul
con
Thre
sen
whi
dive
disc
bet
As
con
unil
ana
any
free
the
see
equ
nur
cor
as

*First published in 1981
by Routledge & Kegan Paul Ltd
39 Store Street,
London WC1E 7DD,
9 Park Street,
Boston, Mass. 02108, USA, and
Broadway House,
Newtown Road,
Henley-on-Thames,
Oxon RG9 1EN*

*Set in IBM Press Roman by Columns
and printed in Great Britain by
Biddles Ltd, Guildford, Surrey
© M.J.F. Poole, 1981*

*No part of this book may be reproduced in
any form without permission from the
publisher, except for the quotation of brief
passages in criticism*

British Library Cataloguing in Publication Data

*Poole, Michael
Theories of trade unionism.*

1. Trade-unions

I. Title

331.88'09 HD6483 80-41561

ISBN 0 7100 0695 0

Contents

Preface	ix
Point of departure	1
1 Early theories of the labour movement	6
2 System models of labour relations	20
3 The theoretical foundations of the 'Oxford school'	47
4 Pluralism and trade unionism	72
5 Social inequality and trade union behaviour	92
6 Modern structuralist approaches	116
7 Organizations, institutions and their environments	141
8 Culture, values and perception	163
The emerging synthesis	187
Notes	192
Bibliography	221
Index of names	243
Index of subjects	247

Theor
This c
devel
ninete
advan
Poole
appro
revolu
and th
the w
schol
varie
plura
which
princ
the p
theor
socie
power
instit
the a
'culti
cons
Thro
sens
whili
dive
disc
betw
As a
com
unit
ana
any
free
the
see
equ
nun
con
as a

Tables

2.1 Theoretical refinement to the 'system model': social change	37
5.1 Values, class and control	101
5.2 Variations in types of shop floor control	111
7.1 Union goals and Etzioni's categories	157
8.1 Categories of social action and perceptions of trade unionism	172
N.1 Parsons's model of power and influence	196

Figures

2.1 A framework for analysing industrial systems (a structural-functional approach)	31
2.2 Structure and process in union-management relations	32
2.3 Relationship of the industrial relations system to the social system	34
3.1 Matrix of explanatory variables in Flanders's theory	61
4.1 Dimensions of collective bargaining structure, origins and union behaviour	84
5.1 The trend towards instrumental collectivism	100
5.2 Social stratification and trade unionism	102
7.1 General models of trade unionism	142
7.2 Environmental and organizational factors in trade unionism	150
7.3 The central cycle of union activity	151