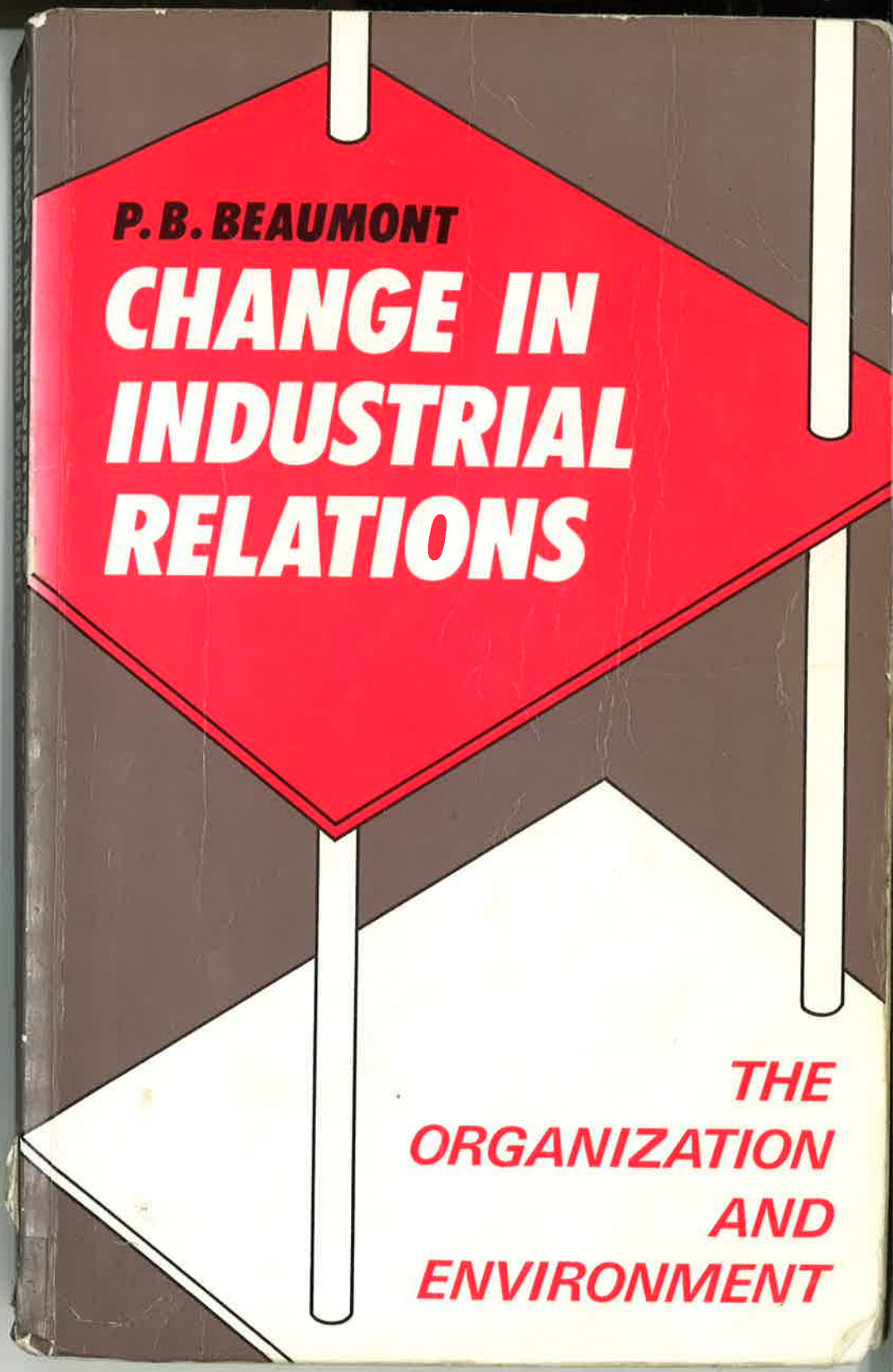

P. B. BEAUMONT
CHANGE IN INDUSTRIAL RELATIONS
THE ORGANIZATION AND ENVIRONMENT

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Change in Industrial Relations

The 1980s have witnessed a wide range of alleged changes in industrial relations in Britain, such as the growth of non-union firms, trade union decline, the emergence of human resource management practices, and an increase in labour-management co-operation. As a result, there is increased controversy about how the industrial relations system in the UK works today, and its basic path of development in the future.

The author describes the major features of the system and discusses the recent changes, drawing on insights from economics, organizational behaviour, and urban and regional research, as well as from the traditional literature of industrial relations. Focusing on collective bargaining, he examines the practices of the British system of industrial relations in recent years, and places the UK in a wider context by providing facts and figures for other national systems, in particular making extensive reference to developments and research in the USA. He discusses the emergence of a number of new issues, and raises the question of where the system is going in the future.

Analytical in its approach, the book takes account of the changing and dynamic aspects of the industrial relations system. Up-to-date and comprehensive, it will be invaluable as a text and as a source of reference for students of industrial relations, organizational studies, and economics.

The Author

P.B. Beaumont is Reader in Industrial Relations at the University of Glasgow. He is the author of *Safety at Work and the Unions* and *The Decline of Trade Union Organization*.

Change in Industrial Relations

The Organization and Environment

P. B. Beaumont

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