

Edited by Sandra E. Gleason

Workplace Dispute Resolution



Directions for the Twenty-First Century

Workplace Dispute Resolution Directions For The Twenty First Century

R Barnett



Workplace Dispute Resolution Directions For The Twenty First Century:

Workplace Dispute Resolution Sandra E. Gleason,1997 Dispute management in the U S currently accepts workplace conflicts as a necessary part of organizational life Having an effective dispute management system means providing the methods to resolve a dispute that matches the type and stage to which it has progressed while also serving the needs of those who use the system Contributors to this collection provide a variety of viewpoints including international perspectives that help explain why employers who are committed to effective dispute management will use a combination of preventive and remedial dispute resolution mechanisms to address conflicts based primarily on interests rights or power Several essays also investigate how the interpersonal nature of a relationship between people determines the method selected to handle disputes the impact of the lens of gender on our thinking about negotiation as a social activity for problem solving and the tension between self interest and fairness in negotiation and the use of justifications and impression management to resolve this tension

Employment Dispute Resolution and Worker Rights in the Changing Workplace Adrienne E. Eaton,Jeffrey H. Keefe,1999 Have the speed informality and low cost of the grievance and arbitration system deteriorated Has the system become too adversarial Has it lost its problem solving character This book examines the nature and degree of change in workplace dispute resolution in the context of ongoing changes in work and in labor relations The volume begins with an editors introduction that provides context and offers a political perspective on the current state of dispute resolution in the workplace The chapters that follow contain critiques of the existing legal framework surrounding mandatory arbitration in the nonunion sector and a review of the empirical literature on nonunion dispute resolution

Employment Dispute Resolution and Worker Rights in the Changing Workplace includes sections on grievance mediation the status of the grievance procedure in workplaces with extensive worker and or union participation in decision making and high performance workplaces The study concludes with trends in dispute resolution in the public sector and with the alternative dispute resolution system commonly practiced in the unionized construction industry

Handbook of Conflict Management William J. Pammer,Jerri Killian,2019-02-21 The Handbook of Conflict Management cuts across theoretical perspectives strategic models and situational contexts as the first all encompassing conflict management reference A young field in both research and practice this foundational text sets precedents for furthering academic study and real world progress in managing diverse instances of conflict It draws on more than 600 references to probe sources of conflict and to prescribe means of reducing tension in organizational institutional and community settings Introducing core themes and issues into the dialogue the handbook provides techniques to promote peaceful negotiation cooperation and consensus

Dispute System Design Lisa Blomgren Amsler,Janet Martinez,Stephanie E. Smith,2020-06-02 Dispute System Design walks readers through the art of successfully designing a system for preventing managing and resolving conflicts and legally framed disputes Drawing on decades of expertise as instructors and consultants the authors show how dispute systems design can be used

within all types of organizations including business firms nonprofit organizations and international and transnational bodies This book has two parts the first teaches readers the foundations of Dispute System Design DSD describing bedrock concepts and case chapters exploring DSD across a range of experiences including public and community justice conflict within and beyond organizations international and comparative systems and multi jurisdictional and complex systems This book is intended for anyone who is interested in the theory or practice of DSD who uses or wants to understand mediation arbitration court trial or other dispute resolution processes or who designs or improves existing processes and systems

The Oxford Handbook of Conflict Management in Organizations William K. Roche, Paul Teague, Alexander J. S. Colvin, 2014-07-03 New ways of managing conflict are increasingly important features of work and employment in organizations In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution ADR practices drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy Developments in the management of individual and collective conflict at work are addressed as are innovations in both unionized and non union organizations and in the private and public sectors New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict should be understood and addressed Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management the trend in conflict at work developments in employment rights and the influence of HRM on conflict management Part 2 covers the main approaches to conflict management in organizations addressing both conventional and alternative approaches to conflict resolution Conventional grievance handling and third party processes in conflict resolution are examined as well as the main ADR practices including conflict management in non union firms the role of the organizational ombudsman mediation interest based bargaining line and supervisory management and the concept of conflict management systems Part 3 presents case studies of exemplars and innovators in the field covering mediation in the US postal service interest based bargaining at Kaiser Permanente med arb in the New Zealand Police and judicial mediation in UK employment tribunals Part 4 covers international developments in conflict management in Germany Japan The United States Australia New Zealand the United Kingdom and China This Handbook gives a comprehensive overview of this growing field which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes

Research Handbook on the Economics of Labor and Employment Law Michael L. Wachter, Cynthia L. Estlund, 2012-01-01 Wachter and Estlund have assembled a feast on the economic analysis of issues in labor and employment law for scholars and policy makers The volume begins with foundational discussions of the economic analysis of the individual employment relationship and collective bargaining It then progresses to discussions of the theoretical and empirical work on a wide range of important labor and employment law topics including union organizing and employee

choice the impact of unions on firm and economic performance the impact of unions on the enforcement of legal rights just cause for dismissal covenants not to compete and employment discrimination Anyone who wants to study what economists have to say on these topics would do well to begin with this collection Kenneth G Dau Schmidt Indiana University Bloomington School of Law US This Research Handbook assembles the original work of leading legal and economic scholars working in a variety of traditions and methodologies on the economic analysis of labor and employment law In addition to surveying the current state of the art on the economics of labor markets and employment relations the volume s 16 chapters assess aspects of traditional labor law and union organizing the law governing the employment contract and termination of employment employment discrimination and other employer mandates restrictions on employee mobility and the forum and remedies for labor and employment claims Comprising a variety of approaches the Research Handbook on the Economics of Labor and Employment Law will appeal to legal scholars in labor and employment law industrial relations scholars and labor economists

Journal of Dispute Resolution ,2009 **Business Dispute Resolution** Thomas D. Cavenagh,2000 Cavenagh business law and conflict resolution North Central College Illinois sets out the details of the dispute resolution programs at nine successful companies describes the companies reasons for creating the programs assesses the programs and predicts trends in law and business relating t *Ohio State Journal on Dispute Resolution* ,2014 *Labor Relations* Arthur A. Sloane,Fred Witney,2001 Its all here in Arthur A Sloane and Fred Witneys Labor Relations Tenth Edition Complete with updated coverage this book is designed to help readers of all backgrounds develop a thorough understanding of the many different aspects of labor relations A time tested classic Sloane and Witneys tenth edition provides a broad and balanced overview that includes Historical legal and structural environments A close examination of the negotiation administration and major contents of the labor agreement itself Arbitration cases many selected from the authors own experiences An extensively revised bibliography and new glossary New coverage labors recent turn to more aggressive leadership fast track presidential authority the dues rebate controversy managerial health care cost containment tax deferred retirement plans cyberspace and miscalculations in bargaining *Minnesota Law Review* ,2004 *Missouri Law Review* ,2004 **Arbitration 2007** National Academy of Arbitrators. Meeting,2008 *Engaging Communication in Conflict* Stephen W. Littlejohn,Kathy Domenici,2001 This book uses a communication perspective to address insights and methods in private mediation small group facilitation system design large scale interventions and public issue management

American Book Publishing Record ,2004 *Dispute Resolution Journal* ,2001-02 **Bowker's Law Books and Serials in Print** ,1998 *Labor Arbitration Reports* ,1999 *Professional Responsibility Standards, Rules & Statutes* ,2009 *A History of Alternative Dispute Resolution* Jerome T. Barrett,Joseph Barrett,2004-08-05 A History of Alternative Dispute Resolution offers a comprehensive review of the various types of peaceful practices for resolving conflicts Written by Jerome Barrett a longtime practitioner innovator and leading historian in the field of ADR and his son Joseph Barrett this

volume traces the evolution of the ADR process and offers an overview of the precursors to ADR including negotiation arbitration and mediation The authors explore the colorful beginnings of ADR using illustrative examples from prehistoric Shaman through the European Law Merchant In addition the book offers the historical context for the use of ADR in the arenas of diplomacy and business

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