Martin, Roderick / Ishikawa, Akihiro / Makó, Csaba / Consoli, Francesco (eds.)

**Workers, Firms and Unions**

**Part 1**

**Industrial Relations in Transition**


Herausgegeben von Wiking Ehlert und György Széll

Print: ISBN 978-3-631-33205-4 pb. (Softcover)

SFR 76.00 / € 66.95 / €** 68.90 / € 62.60 / £ 50.00 / US$ 81.95

Order online: www.peterlang.com

**Book synopsis**

The book examines changes in workers’ attitudes towards their managements and unions in electronics plants in eleven countries, capitalist and (ex) socialist between 1984 and 1996. The book is based on original field work in the same or comparable plants at both dates. The book shows the inter-relations between global competition and national industrial relations systems. The first part examines changes in capitalist countries (Germany, Italy, France, Japan, Finland and Sweden), the second part examines socialist and ex-socialist countries (China, Poland, Hungary, the Czech Republic, Slovakia and Slovenia). In all countries workers identify increasingly with the interests of lower level management and in most countries are highly critical of trade unions.

**Contents**


**About the author(s)/editor(s)**

The Editors: The editors are mainly industrial sociologists. Roderick Martin is Professor of Organisational Behaviour at the University of Glasgow. He formerly taught at Oxford and Imperial College, London. Akihiro Ishikawa is an industrial sociologist at Chuo University in Tokyo. Professor Csaba Makó teaches at the Budapest University of Economics and Professor Consoli at the University of Rome.
Final union contracts typically give workers group identities instead of treating them as individuals. Unions do not have the resources to monitor each worker's performance and tailor the contract accordingly. Even if they could, they would not want to do so. Unions want employees to view the union—not their individual achievements—as the source of their economic gains. They target large and profitable firms that tend to pay higher wages. Union contracts also make firing underperforming workers difficult, so unionized companies try to avoid hiring workers who might prove to be underperformers. High-earning workers do not want seniority schedules to hold them back and therefore avoid unionized companies.