## Contents

[List of figures] page ix  
[List of tables] xi  
[List of contributors] xv  
[Preface] xvii  
[List of abbreviations] xx  

1 Researching the changing workplace  
**WILLIAM BROWN AND PAUL EDWARDS**  
1  

2 Competition and the retreat from collective bargaining  
**WILLIAM BROWN, ALEX BRYSON AND JOHN FORTH**  
22  

3 Trade union decline and the economics of the workplace  
**DAVID G. BLANCHFLOWER AND ALEX BRYSON**  
48  

4 Employee representation  
**ANDY CHARLWOOD AND JOHN FORTH**  
74  

5 Voice at the workplace: where do we find it, why is it there and where is it going?  
**PAUL WILLMAN, RAFAEL GOMEZ AND ALEX BRYSON**  
97  

6 From industrial relations to human resource management: the changing role of the personnel function  
**DAVID GUEST AND ALEX BRYSON**  
120  

7 High involvement management  
**STEPHEN WOOD AND ALEX BRYSON**  
151  

8 Conflict at work: the changing pattern of disputes  
**GILL DIX, KEITH Sisson AND JOHN FORTH**  
176
<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
<th>Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Employees’ experience of work</td>
<td>Francis Green and Keith Whitfield</td>
</tr>
<tr>
<td>10</td>
<td>Equality and diversity at work</td>
<td>Shirley Dex and John Forth</td>
</tr>
<tr>
<td>11</td>
<td>The changing use of contingent pay at the modern British workplace</td>
<td>Andrew Pendleton, Keith Whitfield and Alex Bryson</td>
</tr>
<tr>
<td>12</td>
<td>Foreign ownership and industrial relations</td>
<td>Tony Edwards and Janet Walsh</td>
</tr>
<tr>
<td>13</td>
<td>The public sector in transition</td>
<td>Stephen Bach, Rebecca Kolins Givan and John Forth</td>
</tr>
<tr>
<td>14</td>
<td>Legal regulation and the changing workplace</td>
<td>Linda Dickens and Mark Hall</td>
</tr>
<tr>
<td>15</td>
<td>Conclusion: the evolutionary process</td>
<td>William Brown, Alex Bryson, John Forth and Keith Whitfield</td>
</tr>
<tr>
<td></td>
<td>Technical Appendix</td>
<td>John Forth and Alex Bryson</td>
</tr>
<tr>
<td></td>
<td>Bibliography</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Index</td>
<td></td>
</tr>
</tbody>
</table>