Labor Relations: Striking a Balance
by John W. Budd
University of Minnesota

A brand new, comprehensive labor relations textbook complete with diverse contemporary and historical debates and examples, labor law and grievance cases, a Web-based bargaining simulation, and instructor’s supplements. Based on the rich intellectual framework developed by the author in Employment with a Human Face: Balancing Efficiency, Equity, and Voice (Cornell University Press, 2004), this exciting new textbook broadens the narrow focus of traditional labor relations texts by analyzing labor relations in the context of the goals of the employment relationship, competing intellectual perspectives on the employment relationship, and the challenging environment of the 21st century. This approach allows students to develop a deeper understanding of Labor Relations and to ask themselves:

- What are the goals of labor relations?
- How were these goals achieved in the traditional U.S. industrial relations system?
- What reforms are needed in the 21st century?

These questions are necessary in today’s environment in which many question the role of unions in a global marketplace!

Within this powerful framework, the text covers…

…all of the standard topics

- Labor History
- Labor Law
- Union and Mgmt. Structure
- Union Organizing
- Bargaining
- Strikes and Dispute Resolution
- Contract Administration

…and critical 21st century challenges

- Globalization
- Flexibility & Employee Involvement
- Changing Demographics
- Ethics
- Labor Rights as Human Rights
- Labor Law Reform
- Emerging Union Strategies

This text also offers outstanding pedagogy, active learning exercises and discussion cases, rich visual learning aids, and an instructor’s manual written by the author himself, a teaching award recipient from the Industrial Relations Research Association.

This book is available in March 2004! To pre-order your complimentary examination copy, simply ask your local McGraw-Hill/Irwin representative or call customer service at 1-800-338-3987.

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This exciting new approach replaces the tired paradigm of “labor relations equals detailed work rules” with the dynamic paradigm of “labor relations equals balancing workplace goals and rights.” Featuring even-handed coverage of labor relations using multiple perspectives, diverse examples, and extensive pedagogy, Labor Relations: Striking a Balance is the new choice for labor relations and labor studies courses in the 21st century.

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