

end of chapter material

final observations and summary

Final observations provide the end point of the argument for the chapter and beyond. The chapter summary is a synopsis of the whole chapter that reiterates the key themes of the chapter topic. Use these summaries as a reliable pre-exam revision tool.

Final observations

There have been substantial changes in Australia. Subsequent changes in practices of Australian industrial relations. The sectoral location of employment has declined of permanent. These changes have had numerical and functional raise the possibility of lines of a core-periphery employees who hold ties, and on the other occupy unstable and. Associated with the employee perceptions in hours of work and porary agencies or la

summary

- There has been a sectoral shift in employment.
- There has been a decline in the number of workers on a basis.
- Workers are working longer more than 45 hours per week. Much of this overtime is unpaid.
- Many organisations have reduced 'and' 'delaying'. Research suffer negative effects.
- There has been a rise in 'earn high-paid employment at the
- Many of the changes in the nations' desire to increase the flexibility.

discussion questions

1. Outline key recent trends in employment contracting.

2. How would you account for the growth of part-time and casual employment?

3. Assess the argument that the growth of the extension of sub-contract work has reduced changes in the organisational structure and strategies of companies in service organisations. Is it true?

4. How can we explain the growth in hours of work by those in employment?

5. How does a more secure employment contract affect the growth of service organisations. Is it true?

6. What is meant by the terms *advancing and delaying*? Discuss their consequences for employees, unions and organisations.

7. What is meant by the terms *nominal flexibility* and *functional flexibility*? Provide examples that illustrate how Areas of Disability. What are the consequences of flexibility for employees?

case study FinanceCo

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discussion questions

These short-answer discussion questions give you an opportunity to think about and discuss different situations directly related to the chapter you've just read.

case study

End of chapter cases illustrate real-world applications of industrial relations concepts. These cases provide a sense of place for the ideas that have been developed within the chapters. They may be used as the basis for tutorial or class discussion and are accompanied by three to four 'issues for debate' questions.

The PowerWeb icon appears here as a reminder that you may search for more related articles and cases online.

To access this information please see the registration card at the front of this book.



further reading

At the end of every chapter a list of further reading is provided to encourage you to extend your reading around chapter themes.

Further reading

Australian Industrial Relations Commission 1994, *Making Labour Law in Australia*, Sydney.

Briggs, C. 2001, 'Australian Exceptionalism: The Bargaining', *Journal of Industrial Relations*, vol. 43, no. 2, pp. 101-113.

Business Council of Australia (BCA) 1989, *Enter the Business Council of Australia* by the Industry Council of Australia.

Callus, R. 1999, 'The Future of Australians at Work', *Journal of Industrial Relations*, vol. 41, no. 2, pp. 101-113.

Chapman, A. 2000, 'Industrial Legislation in Victoria', *Journal of Industrial Relations*, vol. 42, no. 2, pp. 101-113.

Charlesworth, S. 1997, 'Enterprise Bargaining at Work', *Journal of Industrial Relations*, vol. 39, no. 2, pp. 101-113.

Creighton, W. B. and Stewart, A. 2000, *Labour Law in Australia*, Sydney.

Dabscheck, B. 2001, 'The Slow and Agonising Death of Enterprise Bargaining', *Journal of Industrial Relations*, vol. 43, no. 2, pp. 101-113.

Hancock, K. 2000, 'Trends in Australian Industrial Relations', *Journal of Industrial Relations*, vol. 42, no. 2, pp. 101-113.

Higgins, H. B. 1922, *A New Province for Law and Justice*, Sydney.

Kirby, Hon. Justice 2002, 'Human Rights and the Future of Enterprise Bargaining', *Journal of Industrial Relations*, vol. 44, no. 2, pp. 101-113.

Ludke, J. T. 1998, 'The Evolving Industry', *Journal of Industrial Relations*, vol. 40, no. 2, pp. 101-113.