

Title	The Employment Relationship A Psychological Perspective
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Brief Introduction	<div style="text-align: center;"> <hr/> <h2 style="margin: 0;">The Employment Relationship</h2> <hr/> </div> <p><i>The Employment Relationship</i> presents a controversial perspective on an area hitherto dominated by industrial relations experts and radical sociological theorists.</p> <p>Exploring some of the metaphors commonly used to describe the employment relationship, Peter Herriot argues that it is often their dark rather than their bright side that best expresses how employees really feel. Human resources sometimes feel like human discards! The main culprits in this situation, he suggests, are the top managers who fail to treat employment as a relationship and employees as individuals. He concludes that management rhetoric must be replaced by real dialogue, and points to three issues where this is most crucial: employee compliance, contractual inequalities, and the need for organisational change.</p> <p><i>The Employment Relationship</i> will make essential reading for all managers and occupational psychologists. It will also be of interest to students of work psychology, human resource management or organisational behaviour.</p> <p>Peter Herriot is a well-known commentator on organisations and employment. After a career as an academic psychologist, he has more recently been engaged in consultancy and research and was, until 2000, Editor of <i>The European Journal of Work and Organisational Psychology</i>. His previous publications include <i>New Deals</i> (1995, with Carole Pemberton) and <i>Trust and Transition</i> (1998, with Wendy Hirsch and Peter Reilly).</p>