

Title	Industrial Relations Theory and Practice
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Brief Introduction	<p data-bbox="491 389 679 432">PREFACE</p> <hr data-bbox="491 454 1136 459"/> <p data-bbox="491 651 1136 1115">This is the second edition of a book published in 1995, which was itself the descendant of the volume <i>Industrial Relations in Britain</i>, edited by George Bain and published in 1983. The present volume aims to continue the style of its predecessors, notably, in the words of the preface to the 1995 edition, through 'comprehensiveness and an authoritative blend of description and analysis'. Much of the structure of the book has been retained, though every chapter has been updated and revised, in some cases very extensively so that the text is in effect wholly new. The main changes to the book since 1995 are as follows. First, the effects of international developments are stronger than they were in 1995. The implications for the development of industrial relations in the UK run through many chapters, and there is one wholly new chapter, on multinationals and industrial relations innovation. Second, the 'individualization' of employment relations has been a developing theme. It is considered in several revised chapters, and there is a new chapter on the management of the 'individualized' employment relationship. Related to the new contours of industrial relations, there is no longer a need for a separate chapter on strikes and collective industrial action, which are covered in chapter 9. Third, 'outcomes' for managements and workers of industrial relations arrangements have been receiving increased attention. The former chapter on industrial relations and productivity has accordingly been rewritten, and placed at the end, drawing together the implications of many of the foregoing chapters. A brief set of concluding comments aims to highlight current issues and possible lines of development.</p> <p data-bbox="491 1115 1136 1283">The substantially rewritten chapter 1 tries to analyse the changing nature of industrial relations as a field of enquiry and to spell out its links to terms such as human resource management. There is no need to repeat that discussion here, though it is worth highlighting that, as indicated by the quality of the main journals, the growing membership and activity of the British Universities Industrial Relations Association, and the number of important research books on employment relations which have appeared in the past five years, the subject is in a strong condition.</p> <p data-bbox="480 1339 587 1357">xiv PREFACE</p> <p data-bbox="480 1377 1136 1545">Like its predecessors, this is largely a Warwick-based volume. Since 1995, four contributors (Stephen Bach, Anthony Ferner, Richard Hyman and Jeremy Waddington) have moved from Warwick to senior positions elsewhere. I am very grateful for their continued involvement in this book. I am indeed indebted to all the contributors. Producing this book has taken much longer than its predecessor, which is a reflection of the growing demands on academic time. The contributors have, however, avoided the temptation to take short cuts, and have written substantial scholarly essays.</p> <p data-bbox="480 1545 1136 1697">Two other changes of personnel deserve special mention. First, David Winchester retired, officially at least, in 2001 after eight years at the London School of Economics and then 23 years at Warwick. A text such as this is an appropriate place to mark David's contribution to the teaching of industrial relations. He is marked above all by his enormous interest in and dedication to students. He has inspired generations of them through his care and commitment. In this spirit, he provided some particularly helpful comments on chapter 1 of this book.</p> <p data-bbox="480 1697 1136 1827">Second, Keith Sisson retired in 1998 from his position as director of the Industrial Relations Research Unit. He led IRRU for 13 years with a clear vision, a fundamental commitment to scholarly integrity, and a dedication to bringing the best out of his colleagues. I am delighted that he continues to play an active part in IRRU's continuing programme of research and teaching (which included some helpful suggestions on the concluding comments of this book).</p> <p data-bbox="1023 1839 1136 1859">Paul Edwards</p>