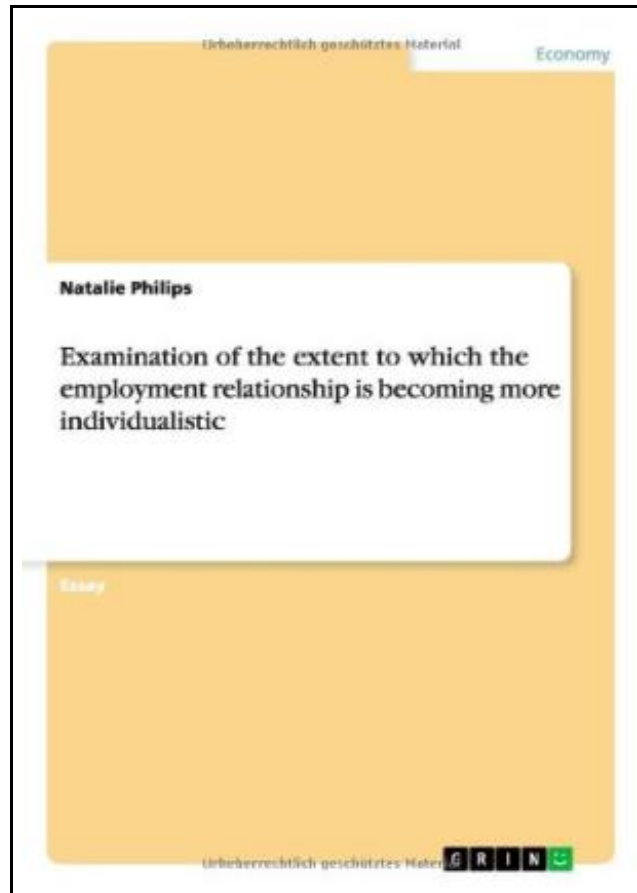


Examination of the Extent to Which the Employment Relationship Is Becoming More Individualistic



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EXAMINATION OF THE EXTENT TO WHICH THE EMPLOYMENT RELATIONSHIP IS BECOMING MORE INDIVIDUALISTIC



GRIN Verlag GmbH. Paperback. Book Condition: New. Paperback. 16 pages. Dimensions: 10.0in. x 7.0in. x 0.0in. Essay from the year 2013 in the subject Business economics - Personnel and Organisation, grade: 72, University of Hertfordshire, course: Industrial Relations. Theory and Practice, language: English, abstract: Trade union membership has been steadily declining since 1979. According to the Trade Union Membership Statistics (BIS, 2013), a growth of around 59, 000 to 6. 5 million trade union members in year 2012 was recorded. Nevertheless, in the year 2011, for the first time since the 1940s, trade union membership has decreased below six million. Accompanied by this development, is the rising trend of individualism in the relationship between employers and employees. The workforce these days is characterised by diverse individual interests, higher expectations concerning the extent of determination in the employment relationship and accordingly strives for direct say over employment agreements. However, there is some disagreement about the balance of individualism or collectivism in the employment relationship among industrial relations academics and practitioners (Legge, 1989, Purcell and Gray, 1986). For this reason it is worthwhile to scrutinise this aspect in more detail. The objective of this essay is to critically examine the extent to which the employment relationship is becoming more individualistic. First of all, to set the scene for the following analysis the key terms individualism as well as collectivism will be defined and the main perspectives associated with them will be presented. After that, focusing on individualistic and collectivistic aspects, the historical development of the altering nature of the British employment relationship will be outlined. Finally, based on these findings, a conclusion will be drawn. To begin with, the notion of individualism, according to Purcell and Gray (1986: 213), is marked by employers policies based on belief in the value of the individual...



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