

## The Oxford Handbook of Employment Relations: Comparative Employment Systems (Oxford Handbooks)

By Adrian Wilkinson, Geoffrey Wood, Richard Deeg

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**The Oxford Handbook of Employment Relations: Comparative Employment Systems (Oxford Handbooks)** By Adrian Wilkinson, Geoffrey Wood, Richard Deeg

There have been numerous accounts exploring the relationship between institutions and firm practices. However, much of this literature tends to be located into distinct theoretical-traditional 'silos', such as national business systems, social systems of production, regulation theory, or varieties of capitalism, with limited dialogue between different approaches to enhance understanding of institutional effects. Again, evaluations of the relationship between institutions and employment relations have tended to be of the broad-brushstroke nature, often founded on macro-data, and with only limited attention being accorded to internal diversity and details of actual practice. The *Handbook* aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s. Theoretically-based chapters attempt to link varieties of capitalism, business systems, and different modes of regulation to the specific practice of employment relations, and offer a truly comparative treatment of the subject, providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world.

Most notably, the *Handbook* seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change, and, at an applied level, a greater emphasis on recent applied evidence, specifically dealing with the employment contract, its implementation, and related questions of work organization. It will be useful to academics and students of industrial relations, political economy, and management.

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### Review

"An impressive handbook of collected works on employment relations ... These accomplished researchers in the field of comparative employment systems have assembled an impressive cast of contributors on various aspects of this subject. ... this handbook will remain a valuable reference work for many years to come."

Russell Lansbury, *ILR Review*

### About the Author

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Geoffrey Wood is Professor of International Business, University of Warwick Previously, he was Professor and Director of Research at Middlesex University Business School and before that, taught at Rhodes University, South Africa and Coventry University, Coventry, UK. He currently is Overseas Research Associate of the University of the Witwatersrand. He has authored/co-authored/edited twelve books, and over one hundred articles in peer-reviewed journals, including *Work and Occupations, Work Employment and Society, Organization Studies, British Journal of Industrial Relations, Human Relations, Economy and Society, Human Resource Management (US)*

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