The Centre for Work, Organisation and Wellbeing

invite you to a seminar

“The Evolution of Employee Opposition under Current Modes of Management Control: A Conceptual Model”

When: 10.30 – 11.30am, Monday 17th August, 2009
Where: Nathan Campus, Room -1.18, Building N72 (Business 2)
       Tea / Coffee provided upon arrival (please RSVP)

Abstract: This seminar will focus on a paper (co-authored with Christian Thuderoz) by Professor Bélanger, drawing on the French and English research literature in the sociology of work and employment relations and contributes to recent debates by proposing an alternative conceptualisation on resistance at work. It is based on monographs produced in the industrial period and recent empirical studies and explicitly draws upon recent contributions that highlight the enduring forms of resistance and struggle (Ackroyd and Thompson, 1999; Fleming and Spicer, 2007).

Two objectives will be pursued. First, to present a critique of the widely expressed idea that employees do not have the resources and social organisation to oppose and resist the management programmes introduced in the current context and hence to have some influence upon their implementation and success. Second, this analysis leads us to construct a conceptual framework for understanding the repertoire of workplace opposition, whether in its most standard and open forms, such as strikes, or in more covert forms, such as withdrawal, dissent or cynicism. More than mapping the multiple forms of resistance, or describing these various forms without making analytical distinctions between them, the object is to construct a conceptual tool in order to disentangle the rationales underlying various types of behaviour and shed light on their meanings.

Speaker: Jacques Bélanger holds a PhD in Industrial Relations from the University of Warwick, UK. Since 1980 he has taught in the Département des relations industrielles [Department of Industrial Relations] of the Faculté des sciences sociales [Social Sciences Faculty] at Université Laval, Quebec, Canada, becoming a full professor in 1992. He is an Associate Fellow of the Industrial Relations Research Unit, University of Warwick.

Professor Bélanger is Co-Director of the Inter-University Research Centre on Globalisation and Work (CRIMT), which is supported by the Social Sciences and Humanities Research Council of Canada, and by the Fonds de recherche sur la société et la culture (Quebec). He is also member of the Editorial Board of Human Relations, Human Resource Management Journal, and of the International Advisory Board of Work, Employment and Society publications.

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