

Comparative Workplace Studies

A British Journal of Industrial Relations Workshop

13th-14th March 2008

Venue: Centre for Economic Performance
London School of Economics 4th floor
Lionel Robbins Building
10 Portugal Street
London WC2A 2HD

Organisers: Alex Bryson and Carola Frege

For registration contact Sylvia Roesch: s.roesch@lse.ac.uk
There are no charges for attendance

Programme

Thursday 13 March

1.30 – 1.45 Registration

1.45 – 2.00 Welcome by Organisers
Alex Bryson

2.00 – 3.30

Incentive pay systems and the management of human resources in France and Great Britain

David Marsden (LSE)

Employer Strategies and Wage Determination in Call Centers: An International Comparison

Rosemary Batt (Cornell), **Hiroatsu Nohara** (Cornell) and **Hyunji Kwon** (Cornell)

What are the Factors behind Pay Settlements? Evidence from British and Spanish Data
Alberto Bayo-Moriones (Navarra), **Jose Henrique Galdon Sanchez** (Navarra) and **Sara Martinez-de-Morentin** (Navarra)

3.30 – 4.00 Coffee

4.00 – 5.30

Company Values and Soft Work Practices in Western and Eastern Europe: A Comparison within a Multinational Company

Marta Kahancova (MPIFG)

Capacity utilization, quality of work and work-life balance

Enrique Fernández Macías (Eurofound) and **Rafael Muñoz de Bustillo Llorente** (University of Salamanca)

Delivering flexibility: working time and contractual status in the food processing industry in France and the UK

Eve Caroli (Paris X University, EconomiX and Paris School of Economics **Jérôme Gautié** (University of Paris1-Panthéon-Sorbonne, and Paris School of Economics), **Caroline Lloyd** (Skope, Cardiff), **Annie Lamanthe** (University of Méditerranée and LEST/Cereq's associated Regional Centre) and **Susan James** (SKOPE, University of Oxford)

Friday 14 March

10.00 – 11.30

The Distribution of Decision Rights within the Workplace: Evidence from Canadian, Australian and UK Establishments

Cindy Zoghi (Bureau of Labour Statistics) and **Robert Mohr** (New Hampshire and Copenhagen)

Workplace Flexibility and Institutions in Great Britain and Italy. New Evidence from Establishment-Level Panel Data

Federica Origo (Università degli studi di Bergamo)

New Workplace Practices and Firm Performance: a Comparative Study of Italy and UK

Annalisa Cristini and **Dario Pozzoli** (Università degli studi di Bergamo)

11.30 – 12.00 **Coffee**

12.00 – 13.00

Chronicle of a death foretold: have HRM practices eventually replaced worker representatives? - A micro-statistical comparison between the UK and France

Thomas Amossé (Centre d'Etudes de l'Emploi) and **LoupWolff** (DARES - Ministry of Labour)

Co-defining the workplace: a comparison of employee representation in France and in Germany

Marie Meixner (IDHE)

13.00 – 14.00 **Lunch**

14.00 – 15.00

Co-determination, representative voice, and high involvement management: A comparative study of service work reorganization in the US and Germany

Virginia Doellgast (King's College London)

Managing Convergence within Varieties of Capitalism: Organizational Restructuring and Middle Management in the UK, USA and Japan

Leo McCann (Manchester Business School), **John Hassard** and **Jonathan Morris**

15:00 – 15:30 **Coffee**

15:30 – 16:30

Through the snow and across the pond: The role of workplaces on the gender pay gap in Canada and Britain

Marie Drolet (StatCan) and **Karen Mumford** (York)

International Differences in Wage Inequality: A New Glance with European Matched
Employer-Employee Data
Hipólito Simón (*Universidad de Alicante*)