



The Evolution of the Modern Workplace

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The last thirty years have seen the world of work transformed in Britain. Manufacturing and nationalized industries contracted and private services expanded. Employment became more diverse. Trade union membership collapsed. Collective bargaining disappeared from much of the private sector, as did strikes. This was accompanied by the rise of human resource management and new employment practices. The law, once largely absent, increasingly became a dominant influence. The experience of work has become more pressured. The Evolution of the Modern Workplace provides an authoritative account and analysis of these changes and their consequences. Its main source is the five Workplace Employment Relations Surveys that were conducted at roughly five-year intervals between 1980 and 2004. Drawing on this unique source of data, a team of internationally renowned scholars show how the world of the workplace has changed, and why it has changed, for both workers and employers.

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