Contents today

- Drivers of changes

- Contemporary changes to the organisation of work and employment

- The changing employment relationship

Introduction

- As discussed last week, the ER outlines the legal rights and obligations of management and employees
- But… day to day work is very detailed and not everything can be covered by any legal document, particularly things like feelings, thoughts, hopes, expectations and failures
- Workers and managers make decisions, and cope with internal and external changes
- Pay and conditions are important, but the everyday organisation of work is often the cause of more satisfaction or discontent than financial concerns

Introduction

- As stated previously, work passes more than just paid employment

- The importance of the labour market as an economic and social institution needs to be considered

- Employment and work patterns have been changing and will continue to change

- Internal and external drivers to work, employment and the labour market exist

- Various stakeholders need to respond
(eg. employees, employers, government, the community)

The drivers of changes to work and employment

A. Computing power & network growth

B. Globalisation

C. Diversifying social values

D. Economic factors

E. The labour market

F. Economic & political systems

The drivers of changes to work and employment

A. Computing power/technology
- Computer power
- Networks and the internet
- Technological automation and robotics

A. Computing power/technology

- Computer power
- improvement in hardware computing power and free software quality are driving changes
- puters and cloud computing interfaces – transmit large data sets where something will be conceptualised in one location and made elsewhere in the world
- leads to greater efficiencies, more

A. Computing power/technology

- ## Networks and the internet
- Millennials (born 1977-1995) and Gen Z (born from 1996) retain only 10% of work-related knowledge and look the majority up on the internet and intranet
- jobs which rely on traditional research and note-taking skills are disappearing
- reliance on internet connecting multiple businesses and individuals globally leads to questions of quality and security of information
- increase in the use of Facebook, LinkedIn, Instagram Twitter etc as recruitment strategies

A. Computing power/technology

- ## Networks and the internet

  - implications of using Facebook etc need to be considered as many employers have restrictions on what can be said about them publicly and types of images that can be distributed using their logo, uniforms etc

  - internet has extended regular working hours for employees and managers

  - led to increase in working hours and work-life imbalance = increased stress and health problems

  - ABS data (2012) stated that that 60.5% employees claimed they were not able to choose which days they worked and 34% could not choose when they took holidays

A. Computing power/technology

- ● Technological automation and robotics

  - technology is getting cheaper and capacity is increasing productivity = fewer employees required

  - trends towards mobile robots, intelligent autonomous systems, micro, meso and nano-scale automation and assembly

  - eg. use of driverless trucks in the mining industry

  - eg. use of robotics in all manufacturing (small as well as large businesses) = speeding up of processes and reduction in low skill labour requirements