

<<中国饭店的劳动关系>>

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作者：孙兆阳

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内容概要

经济体制改革和国企改革已经显著地改变了中国的经济、社会、政治环境，人们的工作生活环境也和旧时的计划经济体制下不同。

外资和民间资本的注入、国企的再构和重组以及股份制企业的增加，改变了国企作为唯一最好的工作单位的情况。

铁饭碗、铁工资也被打破，工人在有了更多选择的同时，不得不到逐渐形成的劳动力市场上寻找工作。

作为最早拥有外资的行业，饭店业在中国国内和国际旅游业激增的情况下，也得到了极大发展，收入、利润、饭店数、房间量都有显著增加。

国企饭店的员工？

也被卷入到改革的大潮中。

随着国外管理经验进入中国，国企饭店在转变其管理职能的同时也改变了管理者和工人之间的关系。

在这种环境下，国企饭店的雇佣关系在多大程度上和国际饭店相似了呢？

本书试图通过建立雇佣关系理论框架、总结国际饭店管理特征和国企饭店管理的转型回答这个问题。

特别要注意的是，劳动过程理论和感情劳动理论为分析提供了理论基础，观察和分析的结果也证明了类似的管理控制过程正在国企饭店和国际饭店中形成。

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作者简介

孙兆阳，博士，毕业于英国华威大学（Warwick University）社会学系，论文的研究方向是中国酒店劳动关系。

现在中国人民大学劳动人事学院劳动关系系做博士后。

本科在北京工商大学学习国际企业管理，毕业后留学英国七年，先后进行了人力资源管理、组织研究和比较劳动研究的硕士学习。

在这个过程中他认识到。

随着改革的进行，劳动问题凸显并已成为影响社会和谐的主要因素之一，于是转入到劳动关系的学习中。

博士业后，又加入中国人民大学劳动人事学院，与我国著名劳动法和劳动关系专家常凯教授合作，开始博士后的研究工作。

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章节摘录

版权页：插图：Pay and benefits are probably the most important part that the majority of employees want most from the employment relationship. The term pay restrictively covers only direct monetary payments of the basic wage or salary plus any variable additional earnings and, in a broader sense, covers the total remuneration package of pension and sickness provisions, welfare, social facilities and fringe benefits (Salamon, 1998). Those earnings include allowances, overtime and variable elements, such as bonus and performance-related pay, and benefits that have a financial value and are perceived by employees linking with their pay (Evans, 2003). The monetary payment is the main reward that the employer supplies in exchange for the labour from workers, though the reward can also involve social and political forms. Compensation can be used as a mechanism to fulfil the objectives of the employer and employee and it is their compromise of the conflict of expectations for different objectives and interests. Torrington and Hall (1998) have summarised mixes of their different objectives underpinning the employment contract for payment. Some of those can be directly achieved through the result of pay, such as purchasing power for workers and supply of labour for management. Both parties have unwritten expectations, in addition to the formal sentences in a contract, as Evans (2003) says, there is the tangled web of mutual expectations with many tensions. Pay is the achieved part of those expectations and visible manifestation of the psychological contract. The employment contract represents the legal function of pay that the employee supplies personal labour to the employer in return for payment and the level and nature of payment is the outcome of free and voluntary negotiation between both sides in a legal sense (Evans, 2003). It seems employers and employees have equal positions in the pay negotiation, but the different ownerships of property and needs for exchange lead to the dominance of management power. Management has achieved a high degree of control over the content of the employment contract, which becomes highly standardized and formalized for most employees (Brown et al, 2000).

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