

UNELE ASPECTE PRIVIND MANAGEMENTUL ȘI DEMOCRAȚIA INDUSTRIALĂ

Prof. univ. dr. Gheorghe Gh. IONESCU
Universitatea de Vest Timișoara
Lector Univ. Dr Adina Letiția NEGRUȘA
Universitatea Babeș-Bolyai Cluj- Napoca

Abstract:

Maintaining positive work-force relationships includes in effective labor-management relations and making appropriate responses to current employee issues. Among the major current employee issues are protection from arbitrary dismissal, drug and alcohol abuse, privacy rights and family matters and they impact work. In our paper we discuss two problems: first, the meanings of industrial democracy; second, the three principal operational concepts of industrial democracy (1) industrial democracy through collective bargaining, (2) integrative representative industrial democracy, (3) industrial democracy through direct "shop-floor participation". Also we discuss about workers' ownership of the enterprise and some general landmarks towards industrial democracy.