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## PERSONNEL PLANNING IN THE U. S. AUTO INDUSTRY: APRIL 1983 (CLASSIC REPRINT) (PAPERBACK)

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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Excerpt from Personnel Planning in the U. S. Auto Industry: April 1983 Introduction This report analyzes how personnel planning, training, and adjustment occurs for blue collar workers within the U.S. auto industry. In general terms, the U.S. personnel system is heavily based on contractual agreements with the United Auto Workers (UAW). Cyclical flux in the sale and production of motor vehicles leads to overtime and layoff manpower adjustments which occur in accordance with contractual procedures. These procedures, in turn, rely heavily on seniority principles. The training of blue collar workers also takes place in the context of a contractually based system - an apprentice system that is associated with a sharp differentiation between skilled trades and production job classifications. First, this paper provides an overview of the contractual rules which make up the auto personnel system. Two broad categories of rules can be distinguished rules that relate to adjustments in response to cyclical flux, and rules concerned with training. The operation of these contractual rules is illustrated in Section 4 through discussion of a dispute concerning layoffs which arose within a General Motors plant. This case also highlights the operation of the training system within a given plant and illustrates the implementation issues which arise. In the face of enormous declines in employment and heightened international competition, the U.S. auto collective bargaining system has begun to undergo significant transition. Some of the changes underway within the labor relations system are associated with efforts to lower costs while others are directly associated with new worker participation programs. Section 3 reviews how the training and personnel system is being affected by these changes. About the Publisher Forgotten Books publishes...

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