

Effectiveness of alternative dispute resolution (adr) in the workplace

[Business](#), [Human Resources](#)



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Annotated Reference List

Ferdous, Syed Robayet. 2014. " An Empirical Study on Dispute Resolution Methods (DRM) from the Perspective of Employee and Employer: Special Emphasis on Alternative Dispute Resolution (ADR)". Journal of Business and Technology (Dhaka). 8, no. 1-2: 1.

The purpose of this research was to identify how effectively ADR is operating in the real world. The researchers identified that both the employer as well as the worker population gave precedence to ADR while selecting a method of resolving disputes. This is because the cost of the ADR is lower and the process is quite flexible.

Harris, Lynette, Alan Tuckman, and Jereme Snook. 2012. " Supporting Workplace Dispute Resolution in Smaller Businesses: Policy Perspectives and Operational Realities". The International Journal of Human Resource Management. 23, no. 3: 607-623.

This study was conducted in order to identify the different ways of resolving disputes used by small business entrepreneurs. The researchers identified that ADR has several benefits to offer to small business to both the employer and employees but there is lack of knowledge of ADR concept. Another issue is their failure to defend the solution of ADR in case litigation takes place.

Emerson, Robert D., R. Edward Minchin, and Stephen Gruneberg. 2013. " Workers' Compensation in Construction: Workers' Benefits Under Alternative Dispute Resolution Systems". Journal of Legal Affairs and Dispute Resolution in Engineering and Construction. 5, no. 3: 113-121.

<https://assignbuster.com/effectiveness-of-alternative-dispute-resolution-adr-in-the-workplace/>

This research was conducted in order to identify the effectiveness of ADR in case of helping workers obtain benefits and compensation. The researchers identified that the levels of benefits gained through ADR were lower and so was the chances of attaining the benefits. The researchers even identified that when attorneys were involved in ADR case, it was easier to obtain employee benefits.

Roche, William K., and Paul Teague. 2012. " The Growing Importance of Workplace ADR". *The International Journal of Human Resource Management*. 23, no. 3: 447-458.

This research was conducted in order to identify how ADR is used in different organizations in different regions. Furthermore it tried to identify the outcomes that have taken place as a result of adopting ADR. The research even focused on the issues connected with the use of ADR in workplace.

Brubaker, David, Cinnie Noble, Richard Fincher, Susan Kee-Young Park, and Sharon Press. 2014. " Conflict Resolution in the Workplace: What Will the Future Bring?" *Conflict Resolution Quarterly*. 31, no. 4: 357-386.

This research was conducted in order to exhibit the trends of the use of ADR in solving conflicts that are taking place in organizations and the article even provides education related to ADR. The research article even focuses on the future of ADR especially in the area of conflict resolution in workplace.

Bibliography

Brubaker, David, Cinnie Noble, Richard Fincher, Susan Kee-Young Park, and Sharon Press. 2014. " Conflict Resolution in the Workplace: What Will the Future Bring?" *Conflict Resolution Quarterly*. 31, no. 4: 357-386.

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