

# To merge or not to merge? assignment



In this assignment I will analyze article called; "To merge or not to merge? The Impact of union merger decisions on workers' representation In Germany" by Martin Barrens and Andrea Peak. This article mainly explaining trade unions mergers' cases of In few countries and focusing on Germany and how this mergers affects union effectiveness especially workers performance. (Industrial Relations Journal C) 2012 Blackwell publishing Ltd. 9600 Garments Road, oxford OX Q, UK and 350 Main Street, Malden, MA 02148, USA.

Although the case is different however this article show allot of similarity between my company trails to merge and Demeter two of the business units I explained in week 1 Q. And how the merge & Demeter affects the Human Resources within the 2 business units. Argument Academic Analysis: The writers actually explain the study very well by giving brief introduction with reference to allot of researches did in this area and they refer to the other research results to support their findings. Also It was very organized as it starts

Also there are always reference, use citing and quoting to researches and studies done and level is very high and academic where they used mixed approach (Harvard & Oxford) Example: Typically, a significant reduction in the total number of unions has been accompanied by the creation of huge, multi-industry ' conglomerate unions' (Streets and Viziers, 1997).

Recent research has explicitly sought to assess union effectiveness allowing merger. Typically, these studies have examined unions' post-merger performance using a number of different indicators of organizational

development (e. G. Finances, governance structures) and the nature of their relationships with the state, employers and other unions (e. G. Undo, 2008; Wadding et al. , 2005). Our conceptualization of union performance is grounded in seminal accounts of union function. This work has traditionally distinguished three union functions: legal enactment, collective bargaining and mutual insurance (Neumann, 1976; Webb and

Webb, 1913) The majority of German employees still have their terms and conditions set by union-negotiated collective agreements (Alleged and Cookout, 2010). Also they use graphs to illustrate facts and summarize studies done Also by end of the article the writers do reference to trends of books, researches.. Etc. For more information's as follow:

The writers present their original ideas by explaining 4 cases teachers and education union (GEE), media industry union GIG Mended, textile workers' union (GET) and food and hospitality workers' union (ENG) and each case the writers explained in details what happened and how those unions decide to merge or refuse the idea after a lot of analysis to the impact of members. And I can see that the writers never give personal opinions or incorporate outside evidence because in each single paragraph you will find few citations or references even when they summarize you can see that they just summarize their text into organized thoughts.

Conclusion: In my conclusion I will cite a lot from the article's conclusion because after the study the results were mainly advising that any merge in unions or organization should be studied very well in terms of short term and long term where sometimes consequences of the merging look interesting

in the short term but after few years people find out that it was not the right decision and vice versa. To begin with, our study has shown that whatever a union's merger choices, these tend to prompt extensive organizational reforms.