



# Trust and Transition: Managing Today's Employment Relationship

*Peter Herriot, Wendy Hirsh, Peter Reilly*

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Constant organizational change has led to new challenges for the HR department. In some instances it has created problems. This book identifies the two key problems facing senior managers and HR directors today:

- \* employees feelings of mistrust and insecurity, and their effects on the employment relationship
- \* the speed of organizational change which requires employees to make continuous transitions.

This book shows that the management of careers in organizations is still possible if career transitions:

- \* are negotiated with employees
- \* are supported by management
- \* and, hence, recreate trust

The authors outline the analytical, managerial and leadership tasks facing those seeking to manage careers in a climate of constant change. Fully illustrated with case studies this book will be of enormous use to any director concerned with the future success of the organization.

"A thoughtful, very readable and well-documented overview of employment in the context of the huge changes in the world of work that have been going on through the nineties. From the point of view of employers, the book is of particular value in drawing attention to the importance of trust as the basis of the social capital element in the intellectual property of organizations." Godfrey Golzen, Editor, Human Resources

"Trust and Transition is an important book on an important topic. If organizations are to manage change effectively, they need to help their employees to do so too. This deeply ethical as well as practical book indicates why this matters, and how career contracting can make it happen." A.G. Watts, National Institute for Careers Education and Counselling

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