EXPLORING THE RELATIONSHIP BETWEEN ALTERNATIVE WORK ARRANGEMENTS AND INDUSTRIAL RELATIONS CLIMATE

The relationship between the use of outworkers and an organization’s industrial relations climate is examined from the point of view of employee relations managers and employees, using the Australian Workplace Industrial Relations Survey (1995) database. The use of outworkers in an organization was significantly and positively related to employee relations managers’ perceptions of the supervision, worker representation, and grievance procedure dimensions of in-company industrial relations climate.