Article Critique

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 The research article “Moving Beyond the Critical Synthesis: Does the Law Preclude a Future for US Union” by Hurd, R.W. (2013) is one significant research approach to attain the better understanding about the labor union scenario prevails in the country. It is worthy to mention that this piece of reflection provides better insights into the functioning of unions in an organizational setting. The author of this reflective article critically explores the idea of union declines and ineffective revival efforts. Here the particular focus is to analyze the article provided by Hurd to accomplish insights about the future of U.S. unions and the anticipated future of the working class of the country.

 A comprehensive review of the article reveals that the main point of this certain research work is to analyze the argument developed by Tomlins about the labor relations aspects and the noticeable consideration of New Deal reformers. The author of this research article focused on illustrating the foundation of a set relevant to the idea of legal rules and different institutional hurdles to achieve targets appropriately. The main idea of the position of a labor union in the country developed by Tomlins is further explained by the author with the objective to provide better explanations of this specific argument.

 The existence of labor unions in the country is discussed by the researcher with the focus on the legal prospects related to this development. The author validates this main point with the help of various related arguments. The revised perspective of the argument developed by Tomlins is mandatory to make effective inferences about the changing feature of labor unions and its association with the National Labor Relations Act (NLRA). Proper evaluation of the concept of developments in the union strategies over the years is necessary to explore better understanding about the main point of argument. The author of this article also provides an argument that it is also mandatory to recognized and established the facet of labor law reforms referring to the active role of unions as the political indicators (Hurd, 2013).

 It is important to explore and explain that different arguments provided by the author ultimately successfully helps to determine the main point about the labor union reforms. The influential role of labor unions is investigated by referring to many different aspects and practical implications. An important argument provided by the author concerning to the main approach of Tomlin’s thesis is that the paradigm of New Deal can only be recognized as the fake form of freedom for the labor structure of the country. It is viable to judge this specific argument by evaluating the actual working conditions and the operations of the labor unions. The author of this article examines this main idea through the identification of working domains in the organizations. The approach of the strategic planning process is addressed by the researcher to provide better inferences about the changing working conditions and the role of labor unions. It is important to indicate that the declining spectrum of the role of the union ultimately influences the performance level of the workers (Wachter, 2014). The moral of the working class is closely linked with the operations of the labor unions referring to the adoption of strategies to maintain a balanced working domain.

 The decline of the labor density over the years also influence the workers’ approach to their organizational tasks and responsibilities. Ineffective role of unions eventually become the reason of frustration for the individuals who involve in the whole scenario as the important stakeholders. The working approach of workers is also affected by the detrimental situation of unions operated in the country. Employee morale is closely associated with the different reforms and changing relevant to the idea of labor unions in the country. The declining role of unions appears in the form of their decreasing morale rate. Labor laws initiated by the government strongly impact the working facets of the workers considering the decreasing influence of labor unions in the country. It is also worthy to explain that different forms of collective bargaining strategies are adopted by the companies to reduce the strong influence of the labor unions. These particular strategies referred to as the tools to better deal with the demands of unions. Bargaining strategies consider as the aspects of successful negotiations with the important stakeholder exist in the form of labor unions. The strategies of cooperative management and focused on the issues are considered by the companies to handle the influence of the unions effectively (Freeman & Han, 2012). Focused collective bargaining strategies are planned and implemented by the companies to ensure the better relationship between the organization’s working domain and the objectives of the workers. The aspect of negotiation strongly impacts the working perspectives adopted by the workers. Various options relevant to the idea bargaining provides an edge to the workers to effectively cooperate in the decision-making process.

 To conclude the critical discussion about the argument of labor union provided by the author, it is mandatory to mention that the role of unions can never be ignored. Labor unions have the potential to influence the organization’s decisions. It is assessed that the author of this article only significantly focused on one side of the argument concerning the idea of the declining role of a labor union. It might appear as the weak participation of the labor unions, but it has the potential to affect the working viewpoint of the workers in many different forms.

References

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