University of Birmingham

Dr Andy Hodder

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About

Dr Andy Hodder joined Birmingham Business School in September 2012 after completing a PhD at Keele University. Andy's PhD looked at trade union organising within the Public and Commercial Services union (PCS). This research reviewed the extent to which the PCS has adopted the organising agenda and evaluated its impact on membership and levels of activism, during a period of civil service modernisation.

Andy has also conducted research into the relationship between young workers and trade unions in the UK and is currently working with Professor John Kelly (Birkbeck), Dr Nick McCarthy (PCS) and Dr Mark Williams (Surrey) on issues associated with union mobilisation and strike action. With Dr Geraint Harvey (University of Birmingham), Andy is also looking at trade union involvement in Corporate Social Responsibility.

Qualifications

PhD in Human Resource Management and Industrial Relations (Keele University)

MRes in Social Science Research Methods in Human Resource Management and Industrial Relations (Keele University)

BA (Hons) in Business Administration and Human Resource Management (Keele University)

Teaching

Modules: Change Management (M level), Contemporary Issues in Work, Employment and People Management (M level), International Perspectives on Industrial Relations (M level).

Administration: Pathway Lead and Admissions Tutor - MA in Social Research Methods (Business)

Research

- Trade union renewal
- Theories of industrial relations
- Union government, growth, purpose and structure
- Public sector industrial relations
- Young people and work

Grants:

ESRC Impact Acceleration Account Urgency Fund bid (£1,605) – Awarded January 2015.

Other activities

Andy is a member of the British Academy of Management, the British Sociological Association and the Society for the Advancement of Socio-Economics.

Andy is also on the Executive Committee of the British Universities Industrial Relations Association.

Publications

Publications:

Journal articles:

Hodder, A. (2014) 'Organising young workers in the Public and Commercial Services union' *Industrial Relations Journal*, 45 (2): 153-168.

Hodder, A. (2015) 'Young and unionised in the UK? Insights from the public sector', *Employee Relations: The International Journal*, 37 (3): 314-328.

Hodder, A. (2015) 'Employment relations in the UK civil service', *Personnel Review*, 44 (5).

Hodder, A. and Edwards, P. K. (2015) 'The essence of trade unions – understanding identity, ideology and purpose' *Work, Employment and Society,* Published online before print April 27, 2015, doi: 10.1177/0950017014568142

Hodder, A. and French, S. (2010) 'Resisting public sector cuts: the key issue of union strategy', *Federation News,* 10 (2).

Book:

Hodder, A. and Kretsos, L. (eds.) (2015) *Young Workers and Trade Unions: A Global View*, Basingstoke: Palgrave Macmillan.

Book contributions:

Hodder, A. (2015) '"Old Dusty Men"? Young People and Trade Unions in The UK', in A. Hodder and L. Kretsos (eds.) *Young Workers and Trade Unions: A Global View*, Basingstoke: Palgrave Macmillan, 142-176.

Hodder A. and Kretsos, L. (2015) 'Young Workers and Unions: Context and Overview' in A. Hodder and L. Kretsos (eds.) *Young Workers and Trade Unions: A Global View*, Basingstoke: Palgrave Macmillan, 1-15.

Kretsos, L. and Hodder, A. (2015) 'Concluding Comments', in A. Hodder and L. Kretsos (eds.) *Young Workers and Trade Unions: A Global View*, Basingstoke: Palgrave Macmillan, 195-200.

Book reviews:

Hodder, A. (2012) 'Review of New Trade Union Activism: Class Consciousness or Social Identity?, Moore, S.', *Labor History,* 53 (1): 149-150.

Hodder, A. (2013) 'Review of Research in International Human Resource Management (2nd Edition), Stahl, G., Bjorkman, I. and Morris, S. (eds.)', *Relations industrielles / Industrial Relations*, 68 (2): 346-348.

Hodder, A. (2013) 'Review of Union Voices: Tactics and Tensions in UK Organizing, Simms, M., Holgate, J. and Heery, E.' *Labor History*, 54 (3): 343-344.

Hodder, A. (2015) 'Review of Transnational Trade Unionism, Fairbrother, P., Levesque, C. and Hennebert, M. (eds.) *Industrial Relations Journal*, 46 (1): 78-80.

Published conference proceedings:

Hodder, A. (2012) 'Organising young workers in the Public and Commercial Services union', Paper published in the Proceedings of the 16th World Congress of the International Labour & Employment Relations Association, Philadelphia, 2nd-5th July 2012.

Conference Papers:

French, S., Daniels, G., Hodder, A. and McIntosh, S. (2009) 'Public Sector Restructuring and Workload Intensification: Civil Servants' Workload and Work-Life Balance', Paper presented at 59th Annual British Universities Industrial Relations Association Conference, Cardiff University, 2nd-4th July 2009.

Harvey, G. and Hodder, A. (2013) 'United in Effective Deliberative Democracy?' Paper presented at *Work, Employment and Society Conference*, University of Warwick, 3-5th September 2013.

Hodder, A. (2012) 'Building for the future – young members in the Public and Commercial Services union', Paper presented at 24th Annual Meeting of Society for the Advancement of Socio-Economics, Massachusetts Institute of Technology, 28th-30th June, 2012.

Hodder, A. (2013) 'What do reps do? Preliminary results of a survey on union facilities time', Paper presented at Public and Commercial Services Annual Delegate Conference, Brighton, 22nd May 2013.

Hodder, A. (2013) 'Varieties of unionism – a historical and theoretical consideration of union purpose', Paper presented at 63rd Annual British Universities Industrial Relations Association Conference, Glasgow, 27th-29th June 2013.

Hodder, A. (2013) 'What's the point of union organising?', Paper presented at *Work, Employment and Society Conferenc*e, University of Warwick, 3-5th September 2013.

Hodder, A., Bensassi, S., McCarthy, N., Hawkins, P. and Mason, A. (2013) 'Workin' 9 to 5: union representatives and pressures on facilities time', Paper presented at The UK Coalition Government and Employment Relations: a one-day conference, University of Portsmouth, 16th December 2013.

Hodder, A. and French, S. (2010) 'Organising in a UK University: Academics as trade unionists, or trade unionists as academics?' Paper presented at 60th Annual British Universities Industrial Relations Association Conference, Manchester University, 1st-3rd July 2010.

Hodder, A. and Houghton, D. (2014) 'Union use of social media', Paper presented at Crisis and Social Change: Towards Alternative Horizons, University of Cambridge, 26th-27th September, 2014.

Hodder, A., Kelly, J., McCarthy, N. and Williams, M. (2014). 'Union mobilisation and membership: a consideration of strike activity in the public sector', Paper presented at 26th Annual Meeting of Society for the Advancement of Socio-Economics, Northwestern University and University of Chicago, 10th-12th July, 2014.

Hodder, A. and McCarthy, N. (2013) 'Who joins trade unions and why? Evidence from the Public Sector', Paper presented at 63rd Annual British Universities Industrial Relations Association Conference, Glasgow, 27th-29th June 2013.

Hodder, A. and Niforou, C. (2014) 'Understanding Transnational Union Action', Paper presented at 64th Annual British Universities Industrial Relations Association Conference, Westminster, 25th-27th June, 2014.

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