Professor Helen Rainbird

Emeritus Professor of Human Resource Management

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About

Helen Rainbird joined Birmingham Business School in October 2004. She has researched and written extensively on the intersection between industrial relations structures and processes and workplace learning policies and practices in organisations and has worked on a number of European projects on training institutions.

Helen retired in December 2013 but continues to be a member of the Global Value Chains Research Cluster.

Qualifications

BA, MA, PhD

Biography

Helen Rainbird worked at the Institute for Employment Research, University of Warwick (1983-89,) and the ESRC's Industrial Relations Research Unit, University of Warwick (1989-1993), before taking up a Readership and then Professorship at University College Northampton. She joined Birmingham Business School in October 2004. She has researched and written extensively on the intersection between industrial relations structures and processes and workplace learning policies and practices in organisations.

She has a long-standing interest in training and development practices in the public sector and, in particular, the role of union/employer partnerships on learning in supporting the expression of employee voice and access to learning.

She has worked on a number of European projects on training institutions and practices and has an interest in comparative research methodology. Helen Rainbird retired in December 2013. She continues to be a member of the Global Value Chains Research Cluster.

She was a member of the ESRC's Research Grants Board, from September 2008 to 2010.

She was co-editor of Work, Employment and Society with Professor Michael Rose (University of Bath) 2005-2007. She has been a member of the editorial board of Sociologia del Trabajo since 1994 and associate editor of the International Journal of Training and Development since 1995.

Research

Group: Organisations, Work and Employment (/schools/business/departments/management/research/international-management-organisation.aspx)

Helen Rainbird's research interests lie at the interface of industrial relations and workplace learning. She has a long-standing interest in the training and development needs of low paid workers andin the role of trade unions as advocates and negotiators of learning.

Her current interests are in the implications of global value chain analysis for labour and skills.

Publications

Articles

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(with A. Munro and L. Holly). '"My ladies aren't interestedin learning": Managers, supervisors and the social context of learning',International Review of Education, 2000, 46,6, 515-528.

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(As a member of the Research Network 'Emploi-exclusion')'Rapports entre formes d'emploi et temps du travail. Une comparaison europeene' Sociologia del Lavoro, Speciale VII Journees de Sociologiedu Travail. Temps, Statut et Conditions du Travail, 1999, 74-75:124-132.

'Review essay: continued vocational training in Europe' Comparative Labour Law and Policy Journal, 1998, 19,2: 331-341.

'La formation continue en Grande Bretagne' Revue Formation/Emploi, decembre, 1994:13-49.

'The changing role of the training function: a test for the integration of Human Resource and business strategies?' Human Resource Management Journal, 1994. 5,1: 72-90.

Books

(editor, with A. Fuller and A. Munro) Workplace Learning in Context, London, Routledge. 2004:1-314.

(editor, with C. Bernier, A. Jobert and J. Saglio)Formation, Relations Professionelles et Syndicalisme a l'Heure de laSociete-Monde, L'Harmattan, Presses de l'Universite Laval, Canada,2002:1-254.

(editor) Training in the Workplace. Critical Perspectives on Learning at Work. MacMillan, Basingstoke, 2000:1-293.

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