

The John Lovett Memorial Lecture Series

The Annual *John Lovett Memorial Lecture Series* is jointly organised by the Kemmy Business School and the Chartered Institute of Personnel and Development in Ireland. The Series was established in 1993 in memory of John Lovett, a former chairman of the Chartered Institute of Personnel and Development in Ireland (then Institute of Personnel Management), personnel director and trade union official. Its objective is to present new material and insights on aspects of human resource management (HRM) which will advance knowledge and understanding in the field among both the academic and practitioner community. A full list of past lectures is outlined below.

JOHN LOVETT

Born in 1940, John completed his Leaving Certificate in 1957 and subsequently worked for a short time in England. On his return to Ireland, John became involved with the Workers Union of Ireland. He later left the union movement and became a personnel manager for Krups Engineering in Limerick in 1970 where he worked as Head of Personnel for over 20 years. Through this and several other roles John played a leading part in the emergence of modern human resource management in Ireland. He had a deep interest in education. By the time he arrived in Limerick, John had earned a BA degree in History, English & Economics from UCD. In the early 1970s he became involved with the then fledgling National Institute for Higher Education. He took a strong personal interest in the HR and industrial relations programmes being developed at the college, an area to which he brought a wealth of experience and knowledge.

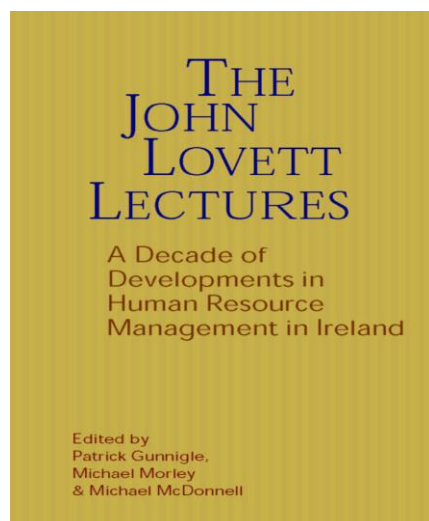
His views on HRM were solidly grounded in notions of social equity. John's contribution to the University of Limerick was on the one hand to be supportive of the then emerging academic disciplines concerned with the study of HR but also to ensure their rigour in his role as external assessor.

It is perhaps within the then Institute of Personnel Management (IPM) that John's highly developed sense of duty and service to others was most evident. He was chairman of IPM (I) in the mid-eighties (1985-1987), a critical period for the future development of the Institute in the country. John led the negotiations that secured the Institute's financial base in Ireland, displaying outstanding qualities of intellect and articulation in the execution of this important task. His achievement was recognised and appreciated by all who came in contact with him and the Institute bestowed upon him the rare award of Companionship in 1989. The continued growth and influence of the IPM (now CIPD) in Ireland is a lasting testament to his service and achievement in this important role.

John died tragically in 1991. In keeping with his interests this Memorial Lecture Series is designed to address issues which explore significant aspects of workforce management both from an academic and a practitioner perspective.

Publications and Past Lectures

To commemorate the first ten lectures in the series (1993-2002) an edited volume entitled *The John Lovett Lectures: A Decade of Developments in Human Resource Management in Ireland* was



published by the Liffey Press in 2002. Based primarily on updated papers from the lecture series but also drawing on a number of additional contributions in keeping with a publication of this nature, this volume constitutes both a compendium of the first decade of Lovett lectures and a significant research-based contribution to the literature on HRM in Ireland. Involving contributions by leading authorities in human resource management, industrial relations, and labour history, the individual chapters draw on Irish and international research in the field and constitute an important knowledge base for scholars and practitioners in Ireland and abroad. Contributions include those by Paul Sparrow on globalisation and HRM, Tom Kochan on the social contract, Bill Roche on HRM policy effects and Joe Lee on labour, employment and society in twentieth century Ireland.

The John Lovett Memorial Lectures 1993-2010

1993

Dr. Kathy Monks, Dublin City University:

“Personnel or Human Resource Management: A Choice for Irish Organisations?”

1994

Professor William K. Roche, University College Dublin:

“Testing Alternative Models of Human Resource Policy Effects on Trade Union Recognition in the Republic of Ireland”

1995

Professor Philip B. Beaumont, University of Glasgow:

“Organisational Change, Human Resource Management and the Quality Route”

1996

Professor R. B. McKersie, Sloan School of Management, Massachusetts Institute of Technology:

“Labour-management partnerships: U.S. Evidence and Implications for Ireland.”

1997

Professor Andrew Kakabadse, Cranfield School of Management:

“The Challenges and Paradoxes of Organisational Leadership: Strategic Climate, National Culture and Key Recommendations for Effective Leadership Development”

1998

Dr. John Geary, University College Dublin:

“The New Workplace: Change at Work in Ireland”

1999

Professor Mick Marchington, University of Manchester Institute of Science and Technology:

“ ‘Best practice’ Human Resource Management Perfect opportunity or dangerous illusion?”

2000

Professor T.A. Kochan, Sloan School of Management, Massachusetts Institute of Technology:

“A New Social Contract for the New Economy”

2001

Professor Paul Sparrow, University of Sheffield:

“Globalisation as an Uncoupling Force: Internationalisation of the HRM process?”

2002

Professor J.J. Lee, University College Cork:

“Labour, Employment and Society in Twentieth Century Ireland”

2003

Professor Susan Jackson, Rutgers University:

“Understanding and managing workforce diversity: A decade of progress?”

2004

Professor John Purcell, University of Bath:

“The HRM-performance link: Why, how and when does people management impact on organisational performance?”

2005

Professor Scott Snell, Cornell University:

“Human resource strategy and organizational learning: Extending the architecture in an era of competitive potential”

2006

Professor John Fitz Gerald, the Economic and Social Research Institute:

“The labour force needs of a cosmopolitan economy”

2007

Professor Nick Bacon, University of Nottingham

“Industrial relations partnership at the enterprise level; Evidence of progress and agreements”

2008

Professor Christel Lane, Professor of Economic Sociology, Cambridge University:

“Labour standards and rights and the accountability of global capital”

2009

Professor David Lepak, Rutgers University:

“Strategic human resource management – what do we know and where are we going?”

2010

Dr Alan Ahearne, NUI Galway & Special Advisor to the Minister for Finance

“Ireland’s economic crisis: implications for the labour market”

2011

Kieran Mulvey, Chief Executive – Labour Relations Commission

“All changed, changed utterly – new times, new engagements and new solutions: how the employment relationship is changing”

2012

Professor Rosemary Batt, ILR School, Cornell University:
“Impact of Financialization on Management & Workers”