

The John Lovett Memorial Lecture Series

1993-2015

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 - March 13th

Professor Susan Jackson, Rutgers University:

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

2004 - March 18th

Professor John Purcell, University of Bath:

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

2005 - April 21st

Professor Scott Snell, Cornell University:

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

2006 - March 9th

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

“The labour force needs of a cosmopolitan economy”

2007 - March 8th

Professor Nick Bacon, University of Nottingham:

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

2008 - March 27th

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

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

2009 - March 19th

Professor David Lepak, Rutgers University:

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

2010 - April 8th

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

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

2011 - March 10th

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 - April 10th

Professor Rose Batt, School of Industrial and Labor Relations, Cornell University:

“Financialization and its impact on Labour and Employment”

2013 - March 21st

Padraig Yeates, former Industry and Employment Correspondent with the Irish Times:

“Class War versus Social Compact? A Contemporary Analysis of the 1913 Lockout”

2014 - March 20th

Professor Nicholas Phelps, University College London:

“Inertia and Change at Multinational Enterprise Subsidiaries”

2015 - March 12th

Professor Paul Teague, Queen’s University Belfast:

“Human Resource Management and the Management of Workplace Conflict”

THE JOHN LOVETT LECTURES

A Decade of
Developments in
Human Resource
Management in Ireland

Edited by
Patrick Gunnigle,
Michael Morley
& Michael McDonnell

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, he joined the Dublin District Milk Board, where he became involved with the Workers Union of Ireland. He soon became a shop steward and later a full-time union official - a role in which he represented various public sector workers including those in the health sector. He later left the union movement - as did a number of other union officials at the time - and became a personnel manager for Krups Engineering in Limerick in 1970. He

remained Head of Personnel for over 20 years. In this and in several other roles he played a leading part in the emergence of modern personnel management in Ireland. John had a deep interest in education. By the time he arrived in Limerick, John had earned a BA degree in History, English and Economics from University College of Dublin, having studied at night. In the early 1970s he became involved with the then fledgling National Institute for Higher Education (NIHE, now University of Limerick). John took a strong personal interest in the personnel management and industrial relations programmes being developed at the college, an area to which he brought a wealth of experience and knowledge.

His views on personnel management and industrial relations processes at plant level 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 personnel and industrial relations, but also to ensure their rigour. In this regard he provided an extremely important input in his role as external assessor on business and management programmes in the college. In executing this role John was both supportive and demanding, understanding as he did the need to have and maintain high standards in the field.

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 in evidence. 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 Lovett lectures and a significant research-based contribution to the literature on human resource management 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 most recent lectures have addressed issues of considerable interest to contemporary HRM, namely *diversity in the workplace* (Professor Susan Jackson, 2003) and the *impact of HRM on organisation performance* (Professor John Purcell, 2004, Profess Scott Snell, 2005), contemporary labour market issues (Professor John Fitz Gerald, 2006) and industrial relations partnership at enterprise level (Professor Nick Bacon, 2007).

Copies of these lectures are available from Jonathan.Lavelle@ul.ie or Julianne.Forde@ul.ie