

## INDICATIVE PUBLICATIONS (GENERAL)

---

### Books

- Wallace, J., Gunnigle, P., McMahon, G. & O'Sullivan, M. (2013) *Industrial Relations in Ireland*, 4<sup>th</sup> Edition, Dublin: Gill and Macmillan.
- Gunnigle, P., Heraty, N. & Morley, M. (2011) *Human Resource Management in Ireland*, 4<sup>th</sup> Edition, Dublin: Gill and Macmillan.
- Lavelle, J., McDonnell, A. & Gunnigle, P. (2009) *Human Resource Practices in Multinational Companies in Ireland: A Contemporary Analysis*, Dublin: The Stationery Office.
- Morley, M., Gunnigle, P. & Collings, D.G. (2006). *Global Industrial Relations*, London & New York: Routledge.
- Brewster, C., W. Mayrhofer, M. Morley (Eds.), (2004) *Human Resource Management in Europe: Evidence of Convergence?*, Oxford: Butterworth-Heinemann.
- Linehan, M., M. Morley & J. Walsh, (Eds.), (2002), *International Human Resource Management and Expatriate Transfers: Irish Experiences*, Dublin: Blackhall Publishing.
- Gunnigle, P., Heraty, N. & Morley, M. (2002) *Human Resource Management in Ireland*, Dublin: Gill and Macmillan.
- Gunnigle, P., Morley, M. & McDonnell, M. (Eds.) (2002) *The John Lovett Lectures: A Decade of Developments in Human Resource Management*, Dublin: The Liffey Press.
- Tiernan, S., M. Morley & E. Foley, (2001) (2<sup>nd</sup> ed.), *Modern Management*, Dublin: Gill and Macmillan.
- Morley, M. & N. Heraty, (Eds.) (2000) *Strategic Management in Ireland*, Dublin: Gill and Macmillan.
- Brewster, C., Mayrhofer, W. & Morley, M. (Eds.), (2000) *New Challenges for European Human Resource Management*, Basingstoke, Hampshire: Macmillan.
- Gunnigle, P. (Ed.). (1999) *The Irish Employee Recruitment Handbook: Finding and Keeping a High Quality Workforce*, Dublin: Oak Tree Press.
- Morley, M., Moore, S., Heraty, N. and Gunnigle, P. (1998) *Principles of Organisational Behaviour*, Dublin: Gill & Macmillan.
- Gunnigle, P., Morley, M., Clifford, N. & Turner, T. (1997) *Human Resource Management in Irish Organisations: Practice in Perspective*, Dublin: Oak Tree Press.

### Chapters in Edited Volumes

- Lamare, J.R., Lavelle, J., Gunnigle, P. & McDonnell, A. (2013) "Multinational Companies and Trade Union Recognition in Ireland" in Tom Turner, Daryl D'Art and Michelle O'Sullivan (Eds.) *Are Trade Unions still Relevant? Union Recognition 100 Years On*, Dublin: Orphen Press.
- O'Sullivan, M. & Gunnigle, P. (2013) "Union Avoidance in Europe's Largest Low Cost Airline", in Tom Turner, Daryl D'Art and Michelle O'Sullivan (Eds.) *Are Trade Unions still Relevant? Union Recognition 100 Years On*, Dublin: Orphen Press.
- Collings, D.G., Lavelle, J., & Gunnigle, P. (2011) "The Role of MNEs" in A. Wilkinson & M. Barry (Eds.) *Handbook on Comparative Employment Relations*, Cheltenham: Edward Elgar Press.
- McDonnell, A. & Gunnigle, P. (2009) "Performance Management", in D. Collings & G. Wood (Eds.) *Human Resource Management: A Critical Approach*, Milton Park, Abingdon (UK) & Madison Avenue, New York (US): Routledge.
- Gunnigle, P., Collings, D.G. & Morley, M.J. (2006) "Accommodating global capitalism? State policy and industrial relations in American MNCs in Ireland", in A. Ferner, J. Quintanilla & C. Sanchez-Runde, (Eds.) *Multinationals and the Construction of Transnational Practices: Convergence and Diversity in the Global Economy*, Basingstoke, Hampshire & New York: Palgrave Macmillan.
- Colling, T., Gunnigle, P., Quintanilla, J., & Tempel, A. (2006) "Collective Representation and Participation", in P. Almond & A. Ferner (Eds.) *American Multinationals in Europe: Managing Employment Relations Across National Borders*, Oxford: Oxford University Press.
- O'Hagan, E., Gunnigle, P. & Morley, M. (2005) "Issues in the management of industrial relations in international firms" in Scullion, H & M. Lenihan (Eds) *International Human Resource Management: A Critical Text*, London: Palgrave Macmillan.
- Gunnigle, P., O'Sullivan, M. & Kinsella, M. (2002) "Organised Labour in the New Economy: Trade Unions and Public Policy in the Republic of Ireland", in D'Art, D. & Turner, T.(Eds.) *Irish Employment Relations in the New Economy*, Dublin: Blackhall Press.
- Muller-Camen, M., Almond, P., Gunnigle, P., Quintanilla, J. & Tempel, A. (2002) "Between Home and Host Country: Multinationals and Employment Relations in Europe", in Towers, B. & Terry, M. Eds. *European Industrial Relations Annual Review 2000/2001*, Oxford: Blackwell.
- Morley, M., Brewster, C., Gunnigle, P., & Mayrhofer, W. (2000) "Communication, Consultation and the HRM Debate" in Brewster, C., Mayrhofer, W. & Morley, M. (Eds.), *New Challenges for European Human Resource Management*, Basingstoke, Hampshire: Macmillan.

Gunnigle, P. (1998) "Human Resource Management and the Personnel Function" in Roche, W.K., Monks, K. & Walsh, J. (Eds.), *Human Resource Management Strategies: Policy and Practice in Ireland*, Dublin: Oak Tree Press.

Garavan, T.N., Gunnigle, P. & Morley, M. (1998) "Ireland: A two tier structure?" in Farnham, D. Ed. *Managing Academic Staff in Changing University Systems: International Trends and Comparisons*, Buckingham, UK: Open University Press.

Roche, W.K. & Gunnigle, P. (1997) "Competition and the new industrial relations agenda", in Murphy, T.V. & Roche, W.K. (Eds.), *Irish Industrial Relations in Practice: Revised and Expanded Edition*, Dublin: Oak Tree Press.

### **Journal Papers**

Monaghan, S., Gunnigle, P. & Lavelle, J. (2014) "Courting the Multinational Enterprise: Subnational institutional capacity and foreign market insidership", *Journal of International Business Studies* (forthcoming).

Belizon, M.J., Gunnigle, P., Morley, M. & Lavelle, J. (2014) "Subsidiary autonomy over industrial relations and global HR structures: a parallel universe? The case of MNCs in Ireland and Spain", *European Journal of Industrial Relations* (forthcoming).

Gunnigle, P., Lavelle, J., & Monaghan, S. (2013) "Weathering the storm? Multinational companies and human resource management through the global financial crisis", *International Journal of Manpower*, 34(3), 214-231.

Belizon, M.J., Gunnigle, P. & Morley, M. (2013) "Determinants of central control and subsidiary autonomy in HRM: the case of foreign-owned multinational companies in Spain", *Human Resource Management Journal*, 23(3), 262-278.

Lamare, R., Gunnigle, P., Marginson, P. & Murray, G. (2013) "Union Status and Double-Breasting at Multinational Companies in Three Liberal Market Economies", *Industrial and Labor Relations Review*, 66 (3), 696-722.

Lavelle, J., Turner, T., Gunnigle, P. and McDonnell, A. (2012) "The Determinants of Financial Participation Schemes within multinational companies in Ireland", *International Journal of Human Resource Management*, 23(8), 1590-1610.

Lavelle, J., Gunnigle, P. & McDonnell, A. (2010) "Patterning employee voice in multinational companies", *Human Relations*, 63(3), 395-418.

Collings, D., McDonnell, A., Gunnigle, P. & Lavelle, J. (2010) "Swimming against the tide: Outward staffing flows from multinational subsidiaries", *Human Resource Management*, 49(4), 575-598.

- McDonnell, A., Lamare, R., Gunnigle, P. & Lavelle, J. (2010) "Developing Tomorrow's Leaders – Evidence of Global Talent Management in Multinational Enterprises", *Journal of World Business*, 45(2), 150-160.
- Gunnigle, P., Lavelle, J. & McDonnell, A. (2009) "Subtle but deadly? Union avoidance through 'double breasting' among multinational companies", *Advances in Industrial and Labor Relations*, 16, 51-74.
- Dobbins, A. & Gunnigle, P. (2009) "Can voluntary workplace partnership deliver sustainable mutual gains?" *British Journal of Industrial Relations*, 47(3), 546-570.
- O'Sullivan, M. & Gunnigle, P. (2009) "Bearing all the hallmarks of oppression: union avoidance in Europe's largest low cost airline", *Labor Studies Journal*, 34 (2), 252-270.
- Morley, M.J., Gunnigle, P., O'Sullivan, M. & Collings, D.G. (2006) "New Directions in the Roles and Responsibilities of the HRM Function", *Personnel Review*, 35(6), 609-617.
- Almond, P., Edwards, T., Colling, T., Ferner, A., Gunnigle, P., Muller-Camen, M., Quintanilla, J. & Waechter, H. (2005) "Unravelling Home and Host Country Effects, An Investigation of the HR Policies of an American Multinational in Four European Countries", *Industrial Relations, A Journal of Economy and Society*, 44 (2), 276-307.
- Morley, M., Gunnigle, P. & Mayrhofer, W. (2003) "Labour Market Developments and Flexible Work Practices: Introduction", *International Journal of Manpower*, Vol.24, No. 2: 118-127.
- Morley, M. & M. Flynn, (2003) "The Relationship Between Work-role Characteristics and Intercultural Transitional Adjustment Domain Patterns Among a Sample of US and Canadian Expatriates on Assignment in Ireland", *Cross Cultural Management*, Vol. 10, No. 3, pp. 42-57.
- Gunnigle, P., Murphy, K.R., Cleveland, J.N., Heraty, N. & Morley, M. (2002) "Localization in Human Resource Management, Comparing American and European Multinational Corporations", *Advances in International Comparative Management*, 14, 259-284.
- Gunnigle, P., Morley, M. & Kelly, J. (2002) "The Impact of Contemporary Labour Market Developments on Employee Relations and HRM", *Employee Relations*, Vol. 24, No. 4: 371-377.
- Turner, T., D'Art, D. & Gunnigle, P. (2002) "Multinational Corporations: A Challenge to European Trade Unions", *Irish Journal of Management*, Vol. 23, No.1: pp. 125-141.
- Tregaskis, O, N. Heraty & M. Morley (2001) "HRD in Multinationals: The Global/Local Mix", *Human Resource Management Journal*, Vol. 11, No. 2, pp. 34-56.

- Garavan, T.N., Morley, M., Gunnigle, P. & Collins, E. (2001) "Human capital accumulation: the role of human resource development", *Journal of European Industrial Training*, Vol. 25, Nos. 2-4: 48-68.
- Gunnigle, P. & McGuire, D. (2001) "Why Ireland? A Qualitative Review of the Factors influencing the Location of US Multinationals in Ireland with particular reference to the impact of labour issues." *Economic and Social Review* Vol. 32. No. 1: 43-67.
- Morley, M., P. Gunnigle & N. Heraty. (1999) "Constructing the Reward Package: The Extent and Composition of Change in Wage and Non Wage Increases in Ireland", *International Journal of Employment Studies*, Vol. 7, No. 2: 121-150.
- Gunnigle, P. (1998) "More rhetoric than reality, Enterprise level industrial relations partnerships in Ireland", *Economic and Social Review*, 29(2), 179-200.
- Gunnigle, P., Turner, T. & Morley. (1998) "Employment flexibility and industrial arrangements at organisation level: A comparison of five European countries", *Employee Relations*, Vol. 20, No. 5: 430-442.
- Gunnigle, P., Turner, T. & Morley, M. (1998) "Strategic Integration and Industrial Relations: The Impact of Managerial Styles", *Employee Relations*, Vol.20, No.2: 115-131.
- Turner, T., D'Art, D. & Gunnigle, P. (1997) "Pluralism in retreat: A comparison of Irish and multinational manufacturing companies", *International Journal of Human Resource Management*, Vol. 8. No. 6: 825-840.
- Gunnigle, P., Morley, M. & Turner, T. (1997) "Challenging Collectivist Traditions: Individualism and the Management of Industrial Relations in Greenfield Sites" *Economic and Social Review*, Vol. 28, No. 2: 105-134.
- Turner, T., D'Art, D. & Gunnigle, P. (1997) "US Multinationals: Changing the framework of Irish industrial relations?", *Industrial Relations Journal*, Vol. 28, No.2: 92-102.

---

**Employment Relations Research Unit  
Kemmy Business School  
University of Limerick  
Limerick  
IRELAND**

**Phone: Int + 353-61-202380**

**Fax: Int + 353-61-338171**

**Email: [Patrick.Gunnigle@ul.ie](mailto:Patrick.Gunnigle@ul.ie) or [Jonathan.Lavelle@ul.ie](mailto:Jonathan.Lavelle@ul.ie) or [Michael.Morley@ul.ie](mailto:Michael.Morley@ul.ie)**