

ALEX BRYSON

Present Post

Senior Research Fellow, National Institute of Economic and Social Research

Education and Qualifications

1981-84 University of Bristol
 BSc Politics and Sociology

1986-88 London School of Economics
 MSc Industrial Relations

Employment

1985-89 Confederation of British Industry, Pay and Benefits Researcher

1989-91 Low Pay Unit, Researcher

1991-96 Research Fellow, Policy Studies Institute

1997-98 Senior Fellow, Policy Studies Institute

1998-2006 Principal Research Fellow, Policy Studies Institute

2007-2008 Research Director, Policy Studies Institute

Current Projects (Funder in italics)

The Prevalence and Effects of Performance-related Pay in Britain, *Economic and Social Research Council*

CEO Effects on Firm Performance in China: The Role of Incentives, Firm Governance Arrangements and CEO Human Capital, *Economic and Social Research Council*

Share Ownership, Employee Attitudes and Employee Behaviour. *The British Academy*

British Workplaces in the Shadow of Recession. *The Nuffield Foundation*

Work Life Challenges: workforce management and worker involvement solutions. *Norwegian Research Council*

Other posts

2011- Beyster Senior Fellow, Rutgers University

2008 - Research Fellow, Centre for Economic Performance, London School of Economics

2005 - 2009 Editor, British Journal of Industrial Relations

2005 -2010 Associate Expert in the EU 6th Framework funded Economic Change, Quality of Life and Social Cohesion (EQUALSOC) Network

- 2006 - 2008 Manpower Research Fellow, Centre for Economic Performance, London School of Economics
- 2005 - 2006 Wertheim Fellow, Harvard Law School and National Bureau of Economic Research
- 2001 - 2005 Research Associate, Centre for Economic Performance, London School of Economics
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Other activities

- 2011-2012 Guest editor *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*
- 2010- NIESR Review editorial board
- Referee for: Contemporary Economic Policy, Economics of Education Review, Economic Inquiry, Empirical Economics, European Economic Review, European Journal of Industrial Relations, Human Relations, Industrial and Labor Relations Review, Industrial Relations (Berkeley), Industrial Relations Journal, International Journal of Human Resource Management, International Journal of Manpower, Journal of Economic Behavior & Organization, Journal of Economic Psychology, Journal of Happiness Studies, Journal of Labor Economics, Journal of Marriage and Family, Journal of Social Policy, Journal of Sports Economics, Labour Economics, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Scandinavian Journal of Economics, Scottish Journal of Political Economy, Small Business Economics, The Economic Journal, The Manchester School, Work and Occupations
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Publications

- Bryson, A., Frick, B. and Simmons, R. (forthcoming) 'The Returns to Scarce Talent: Footedness and Player Remuneration in European Soccer', *Journal of Sports Economics*, (previously CEP Discussion Paper No. 948 and NIESR Discussion Paper No. 339)
- Bryson, A., Willman, P., Gomez, R. And Kretschmer, T. (forthcoming) 'The Comparative Advantage of Non-Union Voice in Britain, 1980-2004', *Industrial Relations: A Journal of Economy and Society* (previously CEP Discussion Paper No. 924 and NIESR Discussion Paper No. 329)
- Bryson, A., Freeman, R., Lucifora, C., Pellizzari, M and Perotin, V. (2012) *Paying for Performance: Incentive Pay Schemes and Employees' Financial Participation*, CEP Discussion Paper No. 1112
- Bryson, A., Barth, E. and Dale-Olsen, H. (2012) 'Do Higher Wages Come at a Price?', *Journal of Economic Psychology*, 33, 1:251-263 (previously CEP Discussion Paper No. 1011 and NIESR Discussion Paper No. 371)
- Bryson A., Green F., Bridges S., Craig R. (2011) *Well-being, health and work*. In Craig R, Mindell J (eds). *Health Survey for England 2010*. The NHS Information Centre, Leeds
- Forth, J., Bryson, A., Humphris, A., Koumenta, M. and Kleiner, M. (2011) *A Review of Occupational Regulation and Its Impact: Evidence Report 40*, UK Commission for Employment and Skills

- White, M. and Bryson, A. (2011) *HRM and Workplace Motivation: Incremental and Threshold Effects*, NIESR Discussion Paper No. 381 (also CEP Discussion Paper No. 1097)
- Böckerman, P., Bryson, A. and Ilmakunnas, P. (2011) *Does High Involvement Management Improve Worker Wellbeing?*, NIESR Discussion Paper No. 380 (also CEP Discussion Paper No. 1095)
- Addison, J. T., Teixeira, P., Bryson, A. and Pahnke, A. (2011) *The Structure of Collective Bargaining and Worker Representation: Change and Persistence in the German Model*, IZA Discussion Paper No. 5987 (also NIESR Discussion Paper No. 382 and CEP Discussion Paper No. 1099)
- Bryson, A. Buraimo, B. and Simmons, R. (2011) 'Do Salaries Improve Worker Performance?', *Labour Economics*, 18, 4: 424-433 (previously CEP Discussion Paper No. 1019 and NIESR Discussion Paper No. 366)
- Addison, J. T., Bryson, A., Teixeira, P., and Pahnke, A. (2011) 'Slip Sliding Away: Further Union Decline in Germany and Britain', *Scottish Journal of Political Economy*, 58, 4: 490-518 (previously CEP Discussion Paper No. 971 and IZA Discussion Paper No. 4760)
- Bryson, A., Forth, J. and Laroche, P. (2011) 'Evolution or Revolution? The Impact of Unions on Workplace Performance in Britain and France', *European Journal of Industrial Relations*, 17, 2: 171-187, (previously CEP Discussion Paper No. 920 and NIESR Discussion Paper No. 327)
- Bryson, A., Ebbinghaus, B. and Visser, J. (2011) 'Introduction: Causes, Consequences and Cures of Union Decline', *European Journal of Industrial Relations*, 17, 2: 97-105
- Bryson, A. and Forth, J. (2011) 'Trade Unions', Chapter 17 in P. Gregg and J. Wadsworth (eds.) *The Labour Market in Winter: the State of Working Britain*, pp.255-271, Oxford University Press, Oxford
- Papps, K. L., Bryson, A. and Gomez, R. (2011) 'Heterogeneous Worker Ability and Team-based Production: Evidence from Major League Baseball, 1920-2009', *Labour Economics*, 18, 3: 310-319 (previously IZA Discussion Paper No. 5225, CEP Discussion Paper No. 1015 and NIESR Discussion Paper No. 365)
- Böckerman, P., Bryson, A. and Ilmakunnas, P. (2011) *Does High Involvement Management Lead to Higher Pay?*, NIESR Discussion Paper No. 376 (also CEP Discussion Paper No. 1046)
- Bryson, A. and Nurmi, S. (2011) 'Private sector employment growth, 1998-2004: a panel analysis of British workplaces', *Cambridge Journal of Economics*, 35, 1: 85-104 (previously CEP Discussion Paper No.861)
- Bryson, A. and Forth, J. (2010) 'The Evolution of the Modern Worker: Attitudes to Work', Chapter 5 in A. Park, J. Curtice, E. Clery and C. Bryson (eds.) *British Social Attitudes 27th Report: Exploring Labour's Legacy*, pp.103-130, Sage, London (previously NIESR Discussion Paper No. 372 and CEP Discussion Paper No. 1030)
- Bryson, A. and Freeman, R. B. (2010) 'To join or not to join? Factors influencing employee share plan membership in a multinational corporation', in T. Kato (ed.) *Advances in the Economic Analysis of Participatory & Labor-Managed Firms, Volume 11*, pp.1-22, Emerald Group Publishing Limited (previously NBER Working Paper No. 16292, CEP Discussion Paper No. 1001 and NIESR Discussion Paper No. 361)
- Bryson, A. and Kleiner, M. M. (2010) 'The Regulation of Occupations', *British Journal of Industrial Relations*, 48, 4: 670-675
- Bryson, A. and Forth, J. (2010) *Trade Union Membership and Influence, 1999-2009*, NIESR Discussion Paper No. 362 (also CEP Discussion Paper No. 1003)

- Addison, J. T., Bryson, A., Teixeira, P., Pahnke, A. and Bellmann, L. (2010) *The State of Collective Bargaining and Worker Representation in Germany: The Erosion Continues*, IZA Discussion Paper No. 5030
- Bryson, A. and Frege, C. (2010) 'The Importance of Comparative Workplace Employment Relations Studies', *British Journal of Industrial Relations*, 48, 2: 231-234
- Forth, J., Bewley, H., Bryson, A., Dix, G. and Oxenbridge, S. (2010) 'Survey errors and survey costs: a response to Timming's critique of the Survey of Employees Questionnaire in WERS 2004', *Work, Employment and Society*, 24, 3, 578-590
- Bryson, A. (2010) 'Union Effects on Wages', Chapter 7 in D. Marsden and F. Rycx (eds.) *Wage Structures, Employment Adjustments and Globalization: Evidence from Linked and Firm-level Panel Data*, pp. 174-184, Palgrave Macmillan
- Bryson, A., Cappellari, L. and Lucifora, C. (2010) 'Why So Unhappy? The Effects of Unionization on Job Satisfaction', *Oxford Bulletin of Economics and Statistics*, 72, 3: 357-380 (previously IZA Discussion Paper No. 1498)
- Bryson, A. and Freeman, R. (2010) 'How does shared capitalism affect economic performance in the UK?', Chapter 6 in D. Kruse, R. Freeman and J. Blasi (eds.) *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options*, pp. 201-224, University of Chicago Press (previously NBER Working Paper No. 14235 and CEP Discussion Paper No. 885)
- Gomez, R., Bryson, A. and Willman, P. (2010) 'Voice in the wilderness: the shift from union to non-union voice', Chapter 16 in A. Wilkinson, P. J. Gollan, M. Marchington, and D. Lewin (eds.) *The Oxford Handbook of Participation in Organizations*, pp.383-406, Oxford University Press
- Bryson, A., Gomez, R. and Willman, P. (2010) 'Online social networking and trade union membership: what the Facebook phenomenon truly means for labor organizers', *Labor History*, 51, 1, 41-53 (previously Manpower HR Data Lab Discussion Paper No.6)
- Addison, J. T., Bryson, A., Teixeira, P., and Pahnke, A. (2010) *Slip Sliding Away: Further Union Decline in Germany and Britain*, IZA Discussion Paper No. 4760 (also CEP Discussion Paper No. 971)
- Blanchflower, D. G. and Bryson, A. (2010) 'The Wage Impact of Trade Unions in the UK Public and Private Sectors', *Economica*, Vol.77, Issue 305, pp.92-109 (previously IZA Discussion Paper No. 3055)
- Addison, J. T., Bryson, A., Teixeira, P., Pahnke, A. and Bellmann, L. (2009) *The Extent of Collective Bargaining and Workplace Representation. Transitions Between States and their Determinants. A Comparative Analysis of Germany and Great Britain*, IZA Discussion Paper No. 4502 (also CEP Discussion Paper No. 954 and NIESR Discussion Paper No. 341)
- Bryson, A., Dale-Olsen, H. and Barth, E. (2009) *How Does Innovation Affect Worker Well-being?*, CEP Discussion Paper No. 953 (also NIESR Discussion Paper No. 348)
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- Guest, D. and Bryson, A. (2009) 'From industrial relations to human resource management: the changing role of the personnel function', Chapter 6 in W. Brown, A. Bryson, J. Forth and K. Whitfield (eds.) *The Evolution of the Modern Workplace*, pp. 120-150, Cambridge University Press (previously NIESR Discussion Paper No. 315)
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- Bryson, A., Cappellari, L. and Lucifora, C. (2009) 'Workers' Perceptions of Job Insecurity: Do Job Security Guarantees Work?', *Labour: Review of Labour Economics and Industrial Relations*, Vol. 23, s1, 177-196 (previously CEP Discussion Paper No. 661)
- Gomez, R., Bryson, A. and Willman, P. (2008) 'From the Two Faces of Unionism to the Facebook Society: Union Voice in a Twenty-First-Century Context', *Proceedings of the 60th Annual Meeting of the Labor and Employment Relations Research Association*, 51-60 (previously Manpower HR Data Lab Discussion Paper No.6)
- Bryson, A., Green, F. and Whitfield, K. (2008) 'A Quarter Century of Workplace Employment Relations Surveys', *British Journal of Industrial Relations*, 46:4, 577-586
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- Bryson, A. (2008) 'Union Free-riding in Britain and New Zealand', *Journal of Industrial Relations*, 50, 1, 5-24 (previously CEP Discussion Paper No. 713)
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- Bryson, A. and Freeman R. (2007) 'What Voice Do British Workers Want?' in R. Freeman, P. Boxall and P. Haynes (eds.) *What Workers Say: Employee Voice in the Anglo-American Workplace*, Cornell University Press, pp.72-96 (previously CEP Discussion Paper No. 731)
- Bryson, A., Willman, P., Gomez, R. and Kretschmer, T. (2007) *Employee Voice and Human Resource Management: An Empirical Analysis Using British Data*, Policy Studies Institute Discussion Paper No. 27
- Bryson, A., Evans, M., Knight, G., La Valle, I. and Vegeris, S. (2007) *New Zealand Working for Families Programme: Methodological Considerations for Evaluating MSD Programmes*, Policy Studies Institute Discussion Paper No. 26
- Bryson, A. (2007) 'The Effect of Trade Unions on Wages', *Reflets et Perspectives*, XLVI, 2/3: 33-45
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- Blanchflower, D. G., Bryson, A. and Forth, J. (2007) 'Workplace Industrial Relations In Britain, 1980-2004', *Industrial Relations Journal*, 38, 4: 285-302 (previously IZA Discussion Paper No. 2518)
- Bryson, A. Gomez, R., Kretschmer, T. and Willman, P. (2007) 'The Diffusion of Workplace Voice and High-Commitment Human Resource Management Practices in Britain, 1984-1998', *Industrial and Corporate Change*, 16, 3: 395-426 (previously CEP Discussion Paper No. 676)
- Bryson, A (2007) *Temporary Agency Workers and Workplace Performance in the Private Sector*, Manpower Human Resources Lab Discussion Paper No. 3, London School of Economics
- Bryson, A. and Freeman, R. (2007) *Doing the Right Thing? Does Fair Share Capitalism Improve Workplace Performance?*, Department of Trade and Industry Employment Relations Research Series Number 81, DTI: London
- Blanchflower, D. and Bryson, A. (2007) 'What Effect Do Unions Have on Wages Now and Would "What Do Unions Do?" Be Surprised' in James T. Bennett and Bruce E. Kaufman (eds.), *What Do Unions Do?: A Twenty-Year Perspective*, pp. 79-113, Transaction Publishers, New Brunswick USA and London UK (previously NBER Working Paper 9973)
- Bryson, A. (2007) 'New Labour, New unions?', Chapter 8, in A. Park, J. Curtice, K. Thomson, M. Phillips and M. Johnson (eds.) *British Social Attitudes: the 23rd Report – Perspectives on a Changing Society*, London: Sage

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Bryson, A., Evans, M., Knight, G., La Valle, I. Vegeris, S. (2006) 'Methodological considerations in evaluating Working for Families', Ministry of Social Development Research Report

Bryson A., Martins P., Rycx F., and Salverda W. (2006), "Rent-sharing and Profitability", Interim Report (Task 2) for the European Commission

White, M. and Bryson, A. (2006) *Unions, Job Reductions and Job Security Guarantees: The Experience of British Employees*, Centre for Economic Performance Discussion Paper No. 745

Bryson, A. and White, M. (2006) *Unions, Within-Workplace Job Cuts and Job Security Guarantees*, Centre for Economic Performance Discussion Paper No. 733

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Bryson, A., Charlwood, A. and Forth, J. (2006) 'Worker Voice, Managerial Response and Labour Productivity: An Empirical Investigation', *Industrial Relations Journal*, 37: 5, 438-455

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Bryson, A., Gomez, G. and Willman, P. (2006) 'Voice At Work: What Do Employers Want? A Symposium Summary', *Socio-Economic Review*, 4: 279-282

Bryson, A. and Forth, J. (2006) 'The Policy Relevance of Linked Employer-Employee Data', pp. 1-8 in Bryson, A., Forth, J. and Barber, C. (eds.) (2006) *Making Linked Employer-Employee Data Relevant to Policy*, DTI Economics Occasional Paper No. 4, Department of Trade and Industry, London

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- Blanchflower, D. and Bryson, A. (2004) 'What Effect Do Unions Have on Wages Now and Would Freeman and Medoff Be Surprised?', *Journal of Labor Research*, Vol. 25, No. 3, 383-414
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- Bryson, A., Gomez, R. and Willman, P. (2004) 'The End of the Affair? The Decline in Employers' Propensity to Unionize', Chapter 8 in J. Kelly and P. Willman (eds.), *Union Organization and Activity*, Routledge, London, pp.129-149
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Bryson, A. (2003) *Employee Desire for Unionisation in Britain and its Implications for Union Organising*, PSI Discussion Paper Number 12

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Bryson, A. (2001) *Employee voice, workplace closure and employment growth: A Panel Analysis*, PSI Discussion Paper No. 6

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