

ALEX BRYSON

Current Posts

Professor of Quantitative Social Science, Department of Social Science, University College London, Institute of Education <https://iris.ucl.ac.uk/iris/browse/profile?upi=ABRYS65>

Fellow, National Institute of Economic and Social Research <http://niesr.ac.uk/users/bryson>

IZA Research Fellow <http://www.iza.org/profile?key=2045>

Research Associate, Welsh Institute of Social and Economic Research, Data and Methods <http://www.wiserd.ac.uk/research/civil-society/economic-austerity-social-enterprise-equality/trade-union-membership-associational-life-and-wellbeing1/meet-team/>

Teaching

Teaching on Impact Evaluation Methods, MSc in Social Research Methods (SOCS0017) and MSc in Public Policy (PUBL0064)

Module leader, Work and Employment Relations (SOCS0046), optional module for BSc in Social Science

Other activities

Associate Editor of the [Journal of Participation and Employee Ownership](#).

Member of ESRC Peer Review College

Member of the [Erasmus Centre for Applied Sports Economics \(ECASE\) Scientific Board](#)

Education and Qualifications

1984 BSc Politics and Sociology, University of Bristol

1988 MSc Industrial Relations, London School of Economics

2013 PhD Sociology, University of Bristol

Previous 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

2008-2012 Principal Research Fellow, National Institute of Economic and Social Research

2012-2015 Head of Employment Group, National Institute of Economic and Social Research

Past positions

2002 - 2015 Centre for Economic Performance, Research Associate

2012 – 2015 Rutgers Research Fellow, Rutgers University
2005 - 2009 Editor, British Journal of Industrial Relations
2005 - 2006 Wertheim Fellow, Harvard Law School and National Bureau of Economic Research
2008 – 2015 Editor, NIESR Review

Current Projects (Funder in italics)

Power, Structure and Technology – Opportunities and Challenges for the Labour Market, *Norwegian Research Council*

Understanding the social care labour market and its implications for workforce retention, *The Health Foundation*

Accounting for Regional Dispersion in Management Practices, *Department for Business, Enterprise and Industrial Strategy*

The Economic and Social Value of Health, *The Health Foundation*

The Effects of Teacher Pay Reforms on Teacher Pay, Teacher Careers and Student Attainment, *Economic and Social Research Council*

Drivers of Regional Growth and Economic Development. *Norwegian Research Council*

Better Schools for All. *The Nuffield Foundation*

Wales Institute of Economic and Social Research, *Economic and Social Research Council*

Publications

Barry, M., Bryson, A., Gomez, R., Kaufman, B., Lomas, G. and Wilkinson, A. (forthcoming) "The 'Good Workplace': The Role of Joint Consultative Committees, Unions and HR Policies in Employee Ratings of Workplaces in Britain", *Journal of Participation and Employee Ownership* (previously IZA Discussion Paper No. 11860)

Willman, P., Bryson, A. and Forth, J. (forthcoming) "UK Trade Unions and the Problem of Collective Action", *British Journal of Industrial Relations*, (previously IZA Discussion Paper No. 10043)

Forth, J. and Bryson, A. (forthcoming) "State substitution for the trade union good: the case of paid holiday entitlements", *Journal of Participation and Employee Ownership* (previously IZA Discussion Paper No. 11615)

Bryson, A. and Dale-Olsen, H. (forthcoming) "The Role of Employer-Provided Sick Pay in Britain and Norway", *Research in Labor Economics* (previously IZA Discussion Paper No. 11222)

Bryson, A., Dale-Olsen, H. and Nergaard, K. (2019) "Gender Differences in the Union Wage Premium? A Comparative Case Study", *European Journal of Industrial Relations*, DOI: 10.1177/0959680119840572 (previously IZA Discussion Paper No. 10435 and UCL Department of Quantitative Social Science Working Paper 16-15)

Papps, K. L. and Bryson, A. (2019) "Spillovers and substitutability in production", *UCL Department of Quantitative Social Science Working Paper No. 19-02 and IZA Discussion Paper No. 12252*

Böckerman, P., Bryson, A., Kauhanen, A. and Kangasniemi, M. (2019) "Does Job Support Make Workers Happy?", *Scottish Journal of Political Economy*, <https://doi.org/10.1111/sjpe.12211> (previously IZA Discussion Paper No. 10486)

Bryson, A. and White, M. (2019) "Migrants and Low-paid Employment in British Workplaces", *Work, Employment and Society*, DOI: 10.1177/0950017019832509 (previously IZA Discussion Paper No. 10549)

Forth, J. and Bryson, A. (2019) "Management practices and SME performance", *Scottish Journal of Political Economy*, DOI: 10.1111/sjpe.12209 (previously NIESR Discussion Paper No. 488 and IZA Discussion Paper No. 11399)

Bryson, A. and Davies, R. (2019) "Accounting for Geographical Variance in the Union Satisfaction Gap", *Industrial Relations Journal*, doi: doi/epdf/10.1111/irj.12243

Bryson, A. and Freeman, R. B. (2019) "The Role of Employee Stock Purchase Plans - Gift and Incentive? Evidence from a Multinational Company", *British Journal of Industrial Relations*, 57, 1: 86-106 (previously NIESR Discussion Paper No. 439, CEP Discussion Paper No. 1307 and IZA Discussion Paper No. 8537)

Bryson, A. and White, M. (2019) "HRM and Small-Firm Employee Motivation: Before and After the Recession", *Industrial and Labor Relations Review*, 72, 3: 749-773 (previously IZA Discussion Paper No. 10737)

Bryson, A., Freeman, R., Gomez, R. and Willman, P. (2019) "The Twin Track Model of Employee Voice: An Anglo-American Perspective on Union Decline and the Rise of Alternative Forms of Voice", in Holland, P., Teicher, J. and Donaghey, J. (eds.) *Employee Voice at Work*, Springer, pp. 23-50 (previously IZA Discussion Paper No. 11223)

Bryson, A., Stokes, L. and Wilkinson, D. (2018) "Is Pupil Attainment Higher in Well-managed Schools?", *IZA Discussion Paper No. 11969*

White, M. and Bryson, A. (2018) "HPWS in the Public Sector: Are There Mutual Gains?", *IZA Discussion Paper No. 11965*

Bryson, A. and Davies, R. (2018) "Family, Place and the Intergenerational Transmission of Union Membership", *British Journal of Industrial Relations*, doi: 10.1111/bjir.12435

Viinikainen, J., Bryson, A., Böckerman, P., Elovainio, M., Pitkänen, N., Pulkki-Råback, L., Lehtimäki, T., Raitakari, O. and Pehkonen, J. (2018) "Does education protect against depression? Evidence from the Young Finns Study using Mendelian Randomization", *Preventive Medicine*, 115: 134-139

Bryson, A. (2018) "Mutual Gains? The role for employee engagement in the modern workplace", in Bosio, G., Miola, T., Origio, F. and Tomelleri, S. (eds.) *Rethinking entrepreneurial human capital*, Springer, pp. 43-62 (previously IZA Discussion Paper No. 11112)

Bryson, A., Stokes, L. and Wilkinson, D. (2018) "Are Schools Different? Wellbeing and Commitment among Staff in Schools and Elsewhere", *IZA Discussion Paper No. 11456*

Bryson, A., Stokes, L. and Wilkinson, D. (2018) "Can HRM Improve Schools' Performance?", *IZA Discussion Paper No. 11348*

Bryson, A., Forth, J. and Stokes, L. (2018) "The Performance Pay Premium and Wage Dispersion in Britain", *The Manchester School*, 86, 2: 139-154 (previously NIESR Discussion Paper No. 433 and IZA Discussion Paper No. 8360)

- Bryson, A. and Green, F. (2018) "Do Private Schools Manage Better?", *National Institute Economic Review*, No. 243, R17-R26 (previously IZA Discussion Paper No. 11373)
- Bryson, A., Stokes, L. and Wilkinson, D. (2018) "Better Schools for All?", *National Institute Economic Review*, No. 243, R1-R3
- Wilkinson, D., Bryson, A. And Stokes, L. (2018) "Assessing the variance in pupil attainment: how important is the school attended?", *National Institute Economic Review*, No. 243, R4-R16 (previously IZA Discussion Paper No. 11372)
- Bryson, A. and MacKerron, G. (2018) "How Does Terrorism Affect Individuals' Wellbeing?", *IZA Discussion Paper No. 11273*
- Bryson, A., Gomez, R. and Zhang, T. (2017) "All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL", in Frick, B. (ed.) *Breaking the Ice: The Economics of Hockey*, Berlin, Heidelberg, New York: Springer, pp. 57-91 (previously IZA Discussion Paper No. 8645, CEP Discussion Paper No. 1237 and NIESR Discussion Paper No. 441)
- Barth, E., Bryson, A. and Dale-Olsen, H. (2017) "Union density, productivity and wages", *IZA Discussion Paper No. 11111*
- Pendleton, A., Bryson, A. and Gospel, H. (2017) "Ownership and Pay in Britain", *British Journal of Industrial Relations*, 55, 4: 688-715 (previously NIESR Discussion Paper No. 452 and IZA Discussion Paper No. 9223)
- Stokes, L., Bryson, A., Forth, J. and Weale, M. (2017) "Who Fared Better? The Fortunes of Performance-pay and Fixed-pay Workers Through Recession", *British Journal of Industrial Relations*, 55, 4: 778-801 (previously NIESR Discussion Paper No. 440)
- Bryson, A. and Forth, J. (2017) *Work/life balance and trade unions: Evidence from the Workplace Employment Relations Survey 2011*, TUC: London
- Bryson, A. and Forth, J. (2017) *The Added Value of Trade Unions: New Analyses for the TUC on the Workplace Employment Relations Surveys 2004 and 2011*, TUC: London
- Bryson, A. and Forth, J. (2017) *The Added Value of Trade Unions: A Review for the TUC of Existing Research*, TUC: London
- Böckerman, P., Bryson, A., Viinikainen, J., Hakulinen, C., Hintsanen, M., Pehkonen, J., Viikari, J. and Raitakari, O. (2017) "The biometric antecedents to happiness", *PLoS ONE*, 12(9): e0184887. <https://doi.org/10.1371/journal.pone.0184887>
- Böckerman, P., Bryson, A., Viinikainen, J., Hakulinen, C., Pulkki-Raback, L., Raitakari, O. and Pehkonen, J. (2017) "Biomarkers and Long-term Labour Market Outcomes: The Case of Creatine", *Journal of Economic Behavior and Organization*, 142: 259-274 (previously CEP Discussion Paper No. 1279, IZA Discussion Paper No. 8029 and NIESR Discussion Paper No. 425)
- Bryson, A. and Forth, J. (2017) *Wage Growth in Pay Review Body Occupations*, Office of Manpower Economics
- Bryson, A., Forth, J. and Stokes, L. (2017) "How Much Performance Pay is there in the Public Sector and What Are Its Effects?", *Human Resource Management Journal*, 27, 4: 581-597

- Bryson, A., Forth, J. and Stokes, L. (2017) "Does Worker Wellbeing Affect Workplace Performance?", *Human Relations*, 70, 8, 1017-1037 (previously IZA Discussion Paper No. 9096, NIESR Discussion Paper No. 447 and CEP Discussion Paper No. 1363)
- Bryson, A., Erhel, C. and Salibekyan, Z. (2017) "The Effects of Firm Size on Job Quality: A Comparative Analysis for Britain and France", *IZA Discussion Paper No. 10659 and UCL IoE Department of Quantitative Social Science Working Paper 17-08*
- Forth, J., Bryson, A. and George, A. (2017) "Explaining Cross-National Variation in Workplace Employee Representation", *European Journal of Industrial Relations*, 23, 4: 415-433 (previously IZA Discussion Paper No. 9963)
- Bryson, A., Buraimo, B. and Simmons, R. (2017) "Time to Go? Head Coach Quits and Dismissals in Professional Football", *IZA Discussion Paper No. 10600 and UCL IoE Department of Quantitative Social Science Working Paper 17-07*
- Bryson, A. and MacKerron, G. (2017) 'Are You Happy While You Work?', *The Economic Journal*, 127, 599: 106-125 (previously CEP Discussion Paper No. 1187 and NIESR Discussion Paper No. 403)
- Stokes, L., Bryson, A., Bewley, H. and Forth, J. (2017) *Older Workers and the Workplace: Evidence from the Workplace Employment Relations Survey*, Department for Work and Pensions Research Report No. 939
- Grund, C., Bryson, A., Dur, R., Harbring, C., Koch, A. K. and Lazear, E. P. (2017) "Personnel economics: A research field comes of age", *German Journal of Human Resource Management*, 31, 2: 101-107
- Bryson, A. (2017) "Pay Equality After the Equality Act 2010: Does Sexual Orientation Still Matter?", *Work Employment and Society*, 31: 3, 483-500 (previously NIESR Discussion Paper No. 432)
- Böckerman, P., Bryson, A., Viinikainen, J., Viikari, J., Lehtimäki, T., Vuori, E., Keltikangas-Järvinen, L., Raitakari, O. and Pehkonen, P. (2016) "The Serum Copper/Zinc Ratio in Childhood and Educational Attainment: A Population-based Study", *Journal of Public Health*, 38, 4: 696-703
- Bryson, A. (2016) "Health and Safety Risks in Britain's Workplaces: Where Are They and Who Controls Them?", *Industrial Relations Journal*, 47: 5-6: 547-566 (previously *IZA Discussion Paper No. 9770*, UCL IOE Department of Quantitative Social Science Working Paper 16-05)
- Stokes, L., Wilkinson, D. and Bryson, A. (2016) "The role of intangibles in school performance: a case study for England", *SPINTAN Working Paper No. 3*
- Askenazy, P., Bellmann, L., Bryson, A. and Moreno-Galbis, E. (2016) *The Productivity Puzzle across Europe*, Oxford University Press
- Bryson, A. and Forth, J. (2016) "The UK's Productivity Puzzle", Chapter 5 in Askenazy, P., Bellmann, L., Bryson, A. and Moreno-Galbis, E. (eds.) *The Productivity Puzzle across Europe*, Oxford University Press, pp. 129-173
- Askenazy, P., Bellmann, L., Bryson, A. and Moreno-Galbis, E. (2016) "Conclusion" in Askenazy, P., Bellmann, L., Bryson, A. and Moreno-Galbis, E. (eds.) *The Productivity Puzzle across Europe*, Oxford University Press, pp. 305-310

Bryson, A., Clark, A. E., Freeman, R.B., and Green, C. P. (2016) "Share Capitalism and Worker Wellbeing", *Labour Economics*, 42: 151-158 (previously NIESR Discussion Paper No. 443 and IZA Discussion Paper 8724)

White, M. and Bryson, A. (2016) "Unions and the Economic Basis of Attitudes", *Industrial Relations Journal*, 47, 4: 360-378 (previously IZA Discussion Paper No. 9876 and UCL Department of Social Science Working Paper No. 16-08)

Bryson, A. and Forth, J. (2016) "What Role Did Management Practices Play in SME Growth Post-Recession?", *IZA Discussion Paper No. 10042*

Amossé, T., Bryson, A., Forth, J. and Petit, H. (2016) *Comparative Workplace Employment Relations: An Analysis of Britain and France*, Palgrave Macmillan

Amossé, T., Bryson, A., Forth, J. and Petit, H. (2016) "Managing and Working in Britain and France: An Introduction", Chapter 1 in Amossé, T., Bryson, A., Forth, J. and Petit, H. (eds.) *Comparative Workplace Employment Relations: An Analysis of Britain and France*, Palgrave Macmillan, pp. 1-26

Bryson, A., Erhel, C. and Salibekyan, Z. (2016) "Job Quality", Chapter 6 in Amossé, T., Bryson, A., Forth, J. and Petit, H. (eds.) *Comparative Workplace Employment Relations: An Analysis of Britain and France*, Palgrave Macmillan, pp. 179-210

Amossé, T., Bryson, A. and Petit, H. (2016) "How did Workplaces Respond to Recession?", Chapter 7 in Amossé, T., Bryson, A., Forth, J. and Petit, H. (eds.) *Comparative Workplace Employment Relations: An Analysis of Britain and France*, Palgrave Macmillan, pp. 211-240

Amossé, T., Bryson, A., Forth, J. and Petit, H. (2016) "Vive La Difference? Managing and Working in Britain and France", Chapter 8 in Amossé, T., Bryson, A., Forth, J. and Petit, H. (eds.) *Comparative Workplace Employment Relations: An Analysis of Britain and France*, Palgrave Macmillan, pp. 241-254

Bryan, M. and Bryson, A. (2016) "Has Performance Pay Increased Wage Inequality in Britain?", *Labour Economics*, 41: 149-161 (previously NIESR Discussion Paper No. 446, IZA Discussion Paper No. 8995, CEP Discussion Paper No.1346 and ISER Working Paper No. 2015-09)

Winsper, C., Wolke, D., Bryson, A., Thompson, A. and Singh, S. P. (2016) "School mobility during childhood predicts psychotic symptoms in late adolescence", *The Journal of Child Psychology and Psychiatry*, doi:10.1111/jcpp.12572

Bryson, A., Dale-Olsen, H. and Gulbrandsen, T. (2016) "Family ownership, Workplace Closure and Recession", *UCL Department of Social Science Working Paper No. 16-06* (also IZA Discussion Paper No. 9877)

Forth, J., Bryson, A. and Stokes, L. (2016) "Are Firms Paying More For Performance?", *International Journal of Manpower*, 37, 2: 323-343 (previously NIESR Discussion Paper No. 423 and CEP Discussion Paper No. 1272)

Bryson, A. and White, M. (2016) 'Not So Dissatisfied After All? The Impact of Union Coverage on Job Satisfaction', *Oxford Economic Papers*, doi: 10.1093/oeq/gpw018 (previously NIESR Discussion Paper No. 412 and CEP Discussion Paper No. 1271)

Barth, E., Bryson, A., Davis, J. C. and Freeman, R. (2016) "It's Where You Work: Increases in Earnings Dispersion Across Establishments and Individuals in the US", *Journal of Labor Economics*,

34, 2, 2: s67-s97 (previously NBER Working Paper No. 20447, IZA Discussion Paper No. 8437, NIESR Discussion Paper No. 436 and CEP Discussion Paper No. 1311)

Rietveld, C. A., Böckerman, P., Viinikainen, J., Bryson, A., Raitakari, O. And Pehkonen, J. (2016) "Creatine and Entrepreneurship", *Journal of Bioeconomics*, 18: 53-64

White, M. and Bryson, A. (2016) "When Does HRM 'Work' In Small Business Enterprises?", *IZA Discussion Paper No. 9690* (also UCL IOE Department of Quantitative Social Science Working Paper 16-01)

Bryson, A., Forth, J. and Stokes, L. (2015) "Happier Workers, Higher Profits", *Centrepiece*, 1, 18-20 (<http://cep.lse.ac.uk/pubs/download/cp445.pdf>)

Bryson, A. and Chevalier, A. (2015) "Is there a Taste for Racial Discrimination Among Employers?", *Labour Economics*, 34: 51-63 (previously IZA Discussion Paper No. 8187, CEP Discussion Paper No. 1283 and NIESR Discussion Paper No. 427)

Bryson, A. and Forth, J. (2015) "The UK's Productivity Puzzle", *NIESR Discussion Paper No. 448* (also CEP Occasional Paper No. 45 and IZA Discussion Paper No. 9097)

Haile, G., Bryson, A. and White, M. (2015) "Effects of Unionisation on Non-members' Wellbeing", *Labour Economics*, 35: 108-122 (previously IZA Discussion Paper No. 8361)

Bryson, A., Frick, B. and Simmons, R. (2015) "Sports economics: it may be fun but what's the point?", *National Institute Economic Review*, 232: R1-R3

Bryson, A. and Green, F. (2015) "Unions and Job Quality", Chapter 7 in A. Felstead, D. Gallie and F. Green (eds.) *Unequal Britain at Work*, pp. 130-146, Oxford University Press

Bryson, A., Gomez, R., Kretschmer, T. and Willman, P. (2014) "What Accounts for the Union Member Advantage in Voter Turnout? Evidence from the European Union, 2002-2008", *Relations Industrielles/Industrial Relations (RI/IR)*, 69, 4: 732-765 (previously NIESR Discussion Paper No. 428)

Bryson, A., Forth, J. and Stokes, L. (2014) *Does Worker Wellbeing Affect Workplace Performance?* Department for Business, Innovation and Skills, BIS/14/1120

Bryson, A., Forth, J. and Zhou, M. (2014) "How Much Influence Does the Chinese State Have Over CEOs and Their Compensation?", *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 15:1-23 (previously NIESR Discussion Paper No.397 and CEP Occasional Paper No. 31)

Bryson, A., Forth, J. and Zhou, M. (2014) "CEO Incentives in China: Why Does City Location Matter?", *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 15, 25-49 (previously NIESR Discussion Paper No.402 and CEP Discussion Paper No. 1192)

Bryson, A., Forth, J. and Zhou, M. (2014) "Who Posts Performance Bonds and Why? Evidence from China's CEOs", *China Economic Review*, 30: 520-529 (previously NIESR Discussion Paper No.389 and CEP Discussion Paper No. 1135)

Bryson, A. (2014) "Union Wage Effects", *IZA World of Labor*, 35: 1-10

Singh, S. P., Winsper, C., Wolke, D. and Bryson, A. (2014) "School Mobility and Prospective Pathways to Psychotic-Like Symptoms in Early Adolescence: A Prospective Birth Cohort Study", *Journal of the American Academy of Child and Adolescent Psychiatry*, 53, 5: 518-527.e1

- Bryson, A. and Lucchino, P. (2014) *The Influence of the National Minimum Wage on Pay Settlements in Britain*, Low Pay Commission
- Bryson, A., Forth, J. and Zhou, M. (2014) "Same or Different? The CEO Labour Market in China's Public Listed Companies", *The Economic Journal*, 124, 574: F90-F108 (previously NIESR Discussion Paper No.391 and CEP Discussion Paper No. 1148)
- Willman, P., Bryson, A., Gomez, R. and Kretschmer, T. (2014) "Employee voice and the transaction cost economics project", Chapter 4 in A. Wilkinson, J. Donaghey, T. Dundon, R. Freeman (eds.) *Handbook of Research on Employee Voice*, pp. 52-65, Edward Elgar, Cheltenham
- Bryson, A., Rossi, G. and Simmons, R. (2014) "The Migrant Wage Premium in Professional Football: A Superstar Effect?", *Kyklos*, 67, 1: 12-28 (previously NIESR Discussion Paper No.388 and CEP Discussion Paper No. 1134)
- van Wanrooy, B., Bewley, H., Bryson, A., Forth, J., Stokes, L. and Wood, S. (2013) *Employment Relations in the Shadow of Recession: Findings from the 2011 Workplace Employment Relations Study*, Palgrave MacMillan
- Bryson, A., Frick, B. and Simmons, R. (2013) 'The Returns to Scarce Talent: Footedness and Player Remuneration in European Soccer', *Journal of Sports Economics*, 14: 606-628 (previously CEP Discussion Paper No. 948 and NIESR Discussion Paper No. 339)
- Böckerman, P., Bryson, A. and Ilmakunnas, P. (2013) 'Does High Involvement Management Lead to Higher Pay?', *Journal of the Royal Statistical Society Series A*, 176, 4: 861-885 (previously NIESR Discussion Paper No. 376 and CEP Discussion Paper No. 1046)
- White, M. and Bryson, A. (2013) 'Job Cuts, Job Guarantees and Unions', *The Manchester School*, 81, 6: 855-875 (previously NIESR Discussion Paper No. 381 and CEP Discussion Paper No. 1097)
- Bender, K. A. and Bryson, A. (2013) 'Performance Pay: Trends and Consequences', *National Institute Economic Review*, 226: R1-R3
- Bryson, A., Gomez, R., Kretschmer, T. and Willman, P. (2013) 'Workplace Voice and Civic Engagement: What Theory and Data Tell Us About Unions and Their Relationship to the Democratic Process', *Osgoode Hall Law Journal*, 50, 4: 1-33 (previously NIESR Discussion Paper No. 394)
- Addison, J. T., Teixeira, P., Bryson, A. and Pahnke, A. (2013) 'Collective Agreement Status and Survivability in the German Model', *Labour*, 27, 3: 288-309
- Bryson, A., Dale-Olsen, H. and Barth, E. (2013) 'The Effects of Organizational Change on Worker Wellbeing and the Moderating Role of Trade Unions', *Industrial and Labor Relations Review*, 66, 4: 989-1011 (previously CEP Discussion Paper No. 953 and NIESR Discussion Paper No. 348)
- White, M. and Bryson, A. (2013) 'Positive Employee Attitudes: How Much Human Resource Management Do You Need?', *Human Relations*, 66, 3: 385-406 (previously CEP Discussion Paper No. 1097)
- Bryson, A. (2013) 'Do Temporary Agency Workers Affect Workplace Performance?', *Journal of Productivity Analysis*, 39: 131-138 (previously Manpower Human Resources Lab Discussion Paper No. 3 and NIESR Discussion Paper No. 392)
- Bryson, A. and Freeman, R. B. (2013) 'Employee Perceptions of Working Conditions and the Desire for Worker Representation in Britain and the US', *Journal of Labor Research*, 34, 1: 1-29

(previously NBER Working Paper No. 12310)

Bryson, A., Freeman, R., Lucifora, C., Pellizzari, M and Perotin, V. (2013) "Paying for Performance: Incentive Pay Schemes and Employees' Financial Participation", in T. Boeri, C. Lucifora and K. J. Murphy (eds.) *Executive Remuneration and Employee Performance-related Pay: A Transatlantic Perspective*, Oxford University Press (previously CEP Discussion Paper No. 1112)

Bryson, A. (2013) "The Chinese Economy: Introduction", *National Institute Economic Review*, 223: R1-R3

van Wanrooy, B., Bewley, H., Bryson, A., Forth, J., Freeth, S., Stokes, L. and Wood, S. (2013) *The 2011 Workplace Employment Relations Study First Findings*, ESRC/ACAS/NIESR/DBIS

Addison, J. T., Bryson, A., Teixeira, P., Pahnke, A. and Bellmann, L. (2013) 'The Extent of Collective Bargaining and Workplace Representation: Transitions between States and their Determinants: A Comparative Analysis of Germany and Britain', *Scottish Journal of Political Economy*, 60, 2: 182-209 (previously IZA Discussion Paper No. 4502, CEP Discussion Paper No. 954 and NIESR Discussion Paper No. 341)

Bryson, A., Willman, P., Gomez, R. And Kretschmer, T. (2013) 'The Comparative Advantage of Non-Union Voice in Britain, 1980-2004', *Industrial Relations: A Journal of Economy and Society*, 52, S1: 194-220 (previously CEP Discussion Paper No. 924 and NIESR Discussion Paper No. 329)

Haile, G., Bryson, A. and White, M. (2012) 'Heterogeneity in Union Status and Employee Wellbeing: Some New Evidence from Linked Employer-Employee Data', *IZA Discussion Paper No. 7075*

Willman, P., Bryson, A., Gomez, R. and Kretschmer, T. (2012) *Employee Voice: A Transaction Costs Perspective*, NIESR Discussion Paper No. 399

Bryson, A. (2012) "Introduction – The Times Might Just be a-Changin'", in Alex Bryson (ed.) *Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Volume 13*, pp.xv-xix

Böckerman, P., Bryson, A. and Ilmakunnas, P. (2012) 'Does High Involvement Management Improve Worker Wellbeing?', *Journal of Economic Behavior and Organization*, 84: 660-680 (previously NIESR Discussion Paper No. 380 and CEP Discussion Paper No. 1095)

Bryson, A., Forth, J. and Zhou, M. (2012) *What Do We Know About China's CEO's? Evidence From Across The Whole Economy*, NIESR Discussion Paper No. 397 (and CEP Occasional Paper No. 31)

Barmby, T., Bryson, A. and Eberth, B. (2012) 'Human Capital, Matching and Job Satisfaction', *Economic Letters*, 117: 548-551 (previously NIESR Discussion Paper No. 390 and CEP Discussion Paper No. 1151)

Elliott, R. and Bryson, A. (2012) "The Reform of Pay Setting" Chapter 7 in D. Bell, S. Boyd, A. Bryson, B. Elliott, E. Frizzell, A. Hatchett, B. Howat, D. Lonsdale, J. Peat and D. Watt (eds.) *Public Sector Remuneration in Scotland*, pp. 69-82, Hume Occasional Paper No. 93, The David Hume Institute, Edinburgh

Bryson, A., Forth, J. and George, A. (2012) *Workplace Employee Representation in Europe*, European Foundation for the Improvement of Living and Working Conditions, Report EF1214

- Bryson, A., Forth, J. and Zhou, M. (2012) *CEO Bonding: Who Posts Performance Bonds and Why?*, NIESR Discussion Paper No. 389 (also CEP Discussion Paper No. 1135)
- Bryson, A., Dorsett, R. and Portes, J. (2012) 'Policy Evaluation in a Time of Austerity: Introduction', *National Institute Economic Review*, 219: R1-R3
- 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)
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