



## Employment Relations in the Era of Industry 4.0

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### Message from the Guest Editors

Dear Colleagues,

The main recent postmodern developments that have been driven by the post COVID era, the 4th Industrial Revolution, and new globalization affect the world of work. The current study of employment relations seeks to humanize, stabilize, professionalize, democratize, and balance the market economy through old and new institutions. In this context, three significant issues should be studied. First, vocational education and training are essential in responding to the needs and anticipations of working environments. Second, there is a growing trend towards the psychologization of employment relations. Additionally, the abandonment of unions' traditional self-image and the adoption of a rather individualism-driven approach compared to a collectivism-driven one have been important shifts towards novel workplaces. Third, several differences in the perception of representation by employees have arisen. Thus, the enhancement of labor-management partnership relations through schemes that foster employee voices could improve employee relations for mutual benefit to organizations and everyday life.





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## Message from the Editor-in-Chief

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