



Introduction

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In this issue, seven articles are published. You can see a full presentation of the articles in their abstracts. Here, I will give my short and subjective presentation on what are the most interesting findings in each article.

Collective bargaining is alive and doing well. Laust Høgedahl and Henning Jørgensen have studied the recent development in the coverage of collective agreements in Denmark, and the employees' attitudes toward the collective bargaining system. Individualization and globalization has not lead to a decrease in coverage of the agreements and the support for collective bargaining is still high. However, perhaps time has come to generalize some of the collective agreements?

Quality of work and social norms are crucial for retirement age. Thomas Berglund, Daniel Selden, and Björn Halleröd examine how the working conditions of employees in their fifties are affecting the timing of their later retirement. Physical strain and job satisfaction are the two factors that are most important for the timing of the withdrawal. However, social norms about what is the appropriate time for retirement also play a major role.

Ethical infrastructure can prevent bullying. Kari Einarsen has, together with her colleagues, examined the success of different approaches to prevent bullying. They find that strengthening the ethical infrastructure of the organization constitutes the most effective approach to prevention. The ethical infrastructure regulates how ethical challenges are tackled in everyday life, formally and informally.

Young people's attitude to attractive work during and after school. Ing-Marie Andersson and her colleagues have studied attitudes to attractive work among young people in vocational schools before and after completion. They find that students in vocational schools have attitudes, which could be expected among white-collar workers. However, especially for those who have difficulties in finding a job, attitudes are adjusted to reality.

Investment in labor market attachment for students with intellectual disabilities pays off for municipalities. Susanne Larsson Tholen, Lars Hultkrantz, and Mattias Persson have completed a quasi-experimental project, examining the economic effect of supporting employment of pupils with intellectual disabilities. The conclusion is that the investment pays off, also from the perspective of the municipality.

Organizational psychology is increasingly captured by management's interest in adaption and flexibility Niels Christian Mossfeldt Nickelsen creates a coherent overview of



differences and similarities in the post-war history of organizational psychology. One conclusion is that previous interest in dialogue, democracy, and well-being has been replaced by an interest in adaptation and flexibility among employees.

Hospital mergers lead to higher absenteeism and higher employee turnover. Mari Ingelrud finds that there are staffing costs associated with hospital mergers: Hospital mergers lead to increased turnover, but most of those who leave will continue employment in the hospital sector. Absenteeism increases, but the increase is temporary.