

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 206\*

PRINCETON, NJ 08544

MARCH, 1981

---

## OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1980

Bain, George Sayers and Robert Price. *Profiles of union growth: a comparative statistical portrait of eight countries*. Oxford, England. Basil Blackwell Publisher (5 Alfred St.). 1980. 177 pp. (Warwick Studies in Industrial Relations). \$50.00.

Bain and Price have produced a useful reference volume offering a statistical portrait of patterns of union growth in eight countries: Australia, Canada, Denmark, Germany, Great Britain, Norway, Sweden, and the United States. Of the eight countries covered, the greatest quantity of data on the size and structure of the labor union movement is presented for Great Britain. The data run from the 1890s to present day and, where possible, have been disaggregated by industry, major occupational group, sex, and area. The authors look at the strengths and weaknesses of the data presented and point out potential problems in attempting to interpret and use the data. The detailed notes, tables, and sources of data appended to each chapter are quite helpful.

Bourdon, Clinton C. and Raymond E. Levitt. *Union and open-shop construction*. Lexington, MA 02173. Lexington Books, D. C. Heath and Company (125 Spring St.). 1980. 161 pp. \$15.00.

Bourdon and Levitt examine the significant rise of open-shop firms in the construction industry. They first point out that changing geographic patterns in construction and the changing nature of the workplace will significantly affect the degree of unionization. They go on to analyze the particular costs and benefits of unionization to employers, employees, and consumers. They conclude with an examination of the impact of the Davis-Bacon Act and institutional responses to the rise of open-shop firms. While primarily nontechnical in nature, this volume makes thorough reference to more technical work done in the field.

*Collective bargaining: contemporary American experience*. Edited by Gerald G. Somers. Madison, WI 53706. Industrial Relations Research Association (7226 Social Science Building, University of Wisconsin). 1980. 588 pp. (Industrial Relations Research Association Series). \$20.00.

This unique volume is the joint effort of eleven authors—William H. Miernyk, D. Quinn Mills, Harold M. Levinson, Jack Stieber, James Kuhn, Karen S. Koziara, Mark L. Kahn, Richard U. Miller, J. Joseph Loewenberg, Robert E. Doherty, and Jack Barbash. Each of the chapters is a substantial monograph offering a detailed description and analysis of contemporary collective bargaining structure, procedure, and outcomes in one of ten major industries—coal, construction, trucking, steel, electrical products, agriculture, airlines, hospitals, U.S. postal service, and public education. The final chapter by Barbash summarizes the characteristics of American collective bargaining as it has evolved in

\* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

practice and law, and then it examines the bargaining relationship in each of the ten industry cases reported on. Current trends and practices are discussed as are their implications for public policy.

*Comparable worth: issues and alternatives.* Edited by E. Robert Livernash. Washington, D.C. 20005. Equal Employment Advisory Council (1015 Fifteenth St., N.W.). 1980. 260 pp. \$14.95, EEAC member; \$21.00, nonmember.

This collection of seven papers written by academic and legal experts is the result of an independent study initiated to explore the feasibility and desirability of using comparable worth and related matters as a means of enforcing the equal employment opportunity laws. The first paper by George T. Milkovich provides an analysis of the comparable worth concept, how it differs from the equal work standard, and its implications for contemporary pay practices. The second paper by Donald P. Schwab concerns the methods employers utilize to set wages and the use of job evaluation as a means of identifying the worth of jobs. The following study by George H. Hildebrand analyzes the correlation between the external labor market and wage administration and the legal and economic aspects of the doctrine of comparable worth. Herbert R. Northrup next discusses the institutionalization of job evaluations and other compensation systems. The fifth paper by Janice R. Bellace examines different approaches to the comparable worth issue by Sweden, Canada, Australia, New Zealand, and the European Community. The sixth essay by Harry V. Roberts discusses statistical biases in the measurement of employment discrimination, and the last paper written by Robert E. Williams and Douglas S. McDowell provides a detailed review of the legislative history, court precedents, and legal status relevant to the theory. The papers are presented with an overview by E. Robert Livernash.

*Employing the unemployed.* Edited by Eli Ginzberg. New York, NY 10022. Basic Books, Inc. (10 E. 53rd St.). 1980. 209 pp. \$15.00.

Eleven scholars and practitioners in the field of manpower and employment policy attempt to evaluate key aspects of the federal government's efforts to develop job creation and job training programs. The first and last chapters provide the editor's introduction to this policy area and his conclusions regarding its current status and prospects for the future. The intervening nine chapters deal with various components of the overall effort, and include discussions of supported-work experiments, youth and minority programs, and public service employment. Taken into consideration are the actual performances of these programs versus their professed objectives. Many policy recommendations are extended and include: a call for increased involvement by private industry in job creation initiatives; a separation of manpower efforts from welfare and related programs; and an improved system for systematically monitoring and reporting on the effectiveness of employment programs.

*Female labor supply: theory and estimation.* Edited by James P. Smith. Princeton, NJ 08540. Princeton University Press (41 William St.). 1980. 384 pp. \$20.00.

This important collection of original essays by James P. Smith, T. Paul Schultz, James Heckman, Giora Hanoch, and John Cogan addresses the problem of estimating the labor force participation of women. Contributors examine, both theoretically and empirically the determinants of women's wages in the labor market, the value of their home time, and factors affecting their employment. In addition to the problems encountered with censored samples in estimating wage and hours functions, the topics include the choice between linear and non-linear methods of estimation, the availability of alternative definitions of labor

supply, the role of time and money costs in the decisions to work and the extent of work, and the ability of the life-cycle approach to interpret empirical estimates. These essays also suggest some basic revisions in the estimation and interpretation of female labor supply functions.

Foulkes, Fred K. *Personnel policies in large nonunion companies*. Englewood Cliffs, NJ 07632. Prentice-Hall, Inc. 1980. 354 pp. \$18.95.

Foulkes reports the findings from an exploratory field study that compared and contrasted the key personnel policies, practices, and approaches of over two dozen large, entirely or predominantly nonunion companies in the United States. His study utilizes a case-study interview approach. Foulkes' book consists of five parts. Part One, which includes five chapters, is entitled "Areas of inquiry and general characteristics." These chapters discuss such topics as: company and environmental characteristics having an impact on employees' attitudes toward the company and toward unions; management values, philosophy, and policy statements regarding the treatment of their employees; the advantages and disadvantages of a nonunion operation as perceived by senior management and supervisors; and the status and role of the personnel department. Part Two describes the employment security and promotion systems, while Part Three describes pay and benefit policies and their administration. Part Four examines feedback mechanisms and communications programs (including grievance procedures), and Part Five contains the author's concluding remarks.

Lester, Richard A. *Reasoning about discrimination: the analysis of professional and executive work in federal anti-bias programs*. Princeton, NJ 08540. Princeton University Press (41 William St.). 1980. 336 pp. \$17.50.

This well-documented study examines actual experience with federal anti-bias regulation under Contract Compliance, the Equal Pay Act, and the Age Discrimination Act, as they have been applied to three categories of professional and executive workers: business executives, federal personnel under civil service, and university faculty. Using a method of analysis developed by the author, the book explains how ill-suited federal rules and enforcement decisions have served to undermine the effectiveness of systems of promotion and pay based on the quality of individual performance. The book has an extensive bibliography including court cases.

Mitchell, Daniel J. B. *Unions, wages, and inflation*. Washington, D.C. 20036. Brookings Institution (1775 Massachusetts Ave., N.W.). 1980. 290 pp. \$15.95, cloth; \$6.50, paper.

Mitchell's study investigates three basic economic issues: the relative wage effects attributable to unionization; the response of collectively bargained wages to economy-wide rates of price inflation and unemployment; and the degree to which wages are determined through imitative wage processes and pattern following. He examines the institutional and economic background of these three issues and discusses the significance of these issues for inflation and other matters of social import. Mitchell's final chapter includes a useful summarization of chapter highlights, a general discussion of whether wage setting arrangements are inflationary, and a discussion of direct government intervention in private wage determination.

*Retirement policy in an aging society*. Edited by Robert L. Clark. Durham, NC 27708. Duke University Press (6697 College Station). 1980. 215 pp. \$16.75.

This collection of technical essays and discussions by experts in the economics of aging examines the labor force participation decisions of

older workers and the current status, future role, and growing importance of a national retirement policy within the framework of continuing population aging. Using analysis of original data, the contributors focus on several topics including: economically important age structure variables; the health-retirement relationship; retirement patterns of self-employed workers; retirement in dual-career families; the impact of inflation on private pensions; the effects of pension policy on the labor supply decisions of older men; and secular changes in female job aspirations.

*The rewards of public service: compensating top federal officials.* Edited by Robert W. Hartman and Arnold R. Weber. Washington, D.C. 20036. Brookings Institution (1775 Massachusetts Ave., N.W.). 1980. 238 pp. \$11.95, cloth; \$4.95, paper.

This book examines the considerations that should govern the compensation of cabinet and subcabinet officials, congressmen, and federal judges. It contains six papers by different authors, which were presented at a Brookings Conference in 1978. Three of the papers deal with the history, politics, and economics of the salaries of high public officials. The other three papers make comparisons with compensation in private industry, discuss the relation of conflict of interest regulation to federal officials' compensation, and analyze the effects of top officials' salaries on the pay of other federal employees. An introductory chapter by the editors provides a summary of the views, conclusions, and recommendations expressed at the conference.

Stein, Bruno. *Social Security and pensions in transition: understanding the American retirement system.* New York, NY 10022. The Free Press, Macmillan Publishing Co., Inc. (866 Third Ave.). 1980. 308 pp. \$14.95.

Stein takes a broad-ranging and nontechnical look at the Social Security system and how it interrelates with the other major sources of retirement income, private and public pensions, and Supplementary Security Income. His first chapter provides an overview of the problem issues surrounding Social Security followed by two chapters that trace the historical development and traditions of public income maintenance and the employment-related pensions systems that supplement it. Chapters Four, Five, and Six concentrate on OASI, its functions, problems, and needs, and examine its fiscal soundness and continued adequacy of payments to retirees. Stein discusses the impact of Social Security on savings and investment, the desirability of raising the Social Security retirement age, and the wisdom of taxing Social Security benefits. In his final chapter, Stein summarizes the issues covered in his book, and compares goals and means. He also recommends several alternatives to existing policies, such as adding (for specific purposes) general revenue contributions to support the system.

Witte, John F. *Democracy, authority, and alienation in work: workers' participation in an American corporation.* Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1980. 216 pp. \$23.00.

This is a sophisticated, critical analysis of the problems and limits of meaningful worker participation in the management and operation of a business enterprise. The analysis draws on the experience of an electronics manufacturing unit of some 1,000 employees in a corporation over a 3-year period (1977-79), in which the author was a participant observer. The study uses political and organizational theory, interviews and questionnaire methods, and statistical analysis where appropriate. The findings from this experiment are compared with results of other studies of experience with industrial democracy in this country and abroad, especially in Yugoslavia, Norway, and Israel.