

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

Princeton University

No. 231

Princeton, NJ 08544

March 1986

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## NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1985\*

Bernstein, Irving. *A caring society: the New Deal, the worker, and the Great Depression*. Boston, MA 02108. Houghton Mifflin Company (2 Park St.). 1985. 338 pp. \$22.95.

Bernstein chronicles the intensive efforts of the Roosevelt Administration to devise a comprehensive Federal Relief program in response to the nation's unemployment crisis and need for adequate social welfare safeguards. He traces the complex legislative process and political debate surrounding passage of the Social Security Act, Fair Labor Standards Act, and other New Deal reforms. He discusses the key roles played by agencies like the Federal Emergency Relief Administration, the Works Progress Administration, and the National Labor Relations Board. Using diverse source materials, he draws a memorable portrait of the victims of the Great Depression. His chapter on the image of the worker in the arts is particularly interesting.

*Challenges and choices facing American labor*. Edited by Thomas A. Kochan. Cambridge, MA 02142. MIT Press (28 Carleton St.). 1985. 356 pp. \$15.00, paper.

This volume contains the papers presented and discussions conducted at a conference held at the Massachusetts Institute of Technology in 1983. Thirty-four union officials and twenty-three academics discussed the current state of industrial relations and the variety of problems faced by unions in the 1980s. Among the issues covered are challenges to union organizing, employer strategies for avoiding unionization, corporate investment and decision-making, labor market and technological developments in collective bargaining, quality-of-work life programs, and a comparison of labor movements in Canada and the United States.

*Comparable worth: new directions for research*. Edited by Heidi I. Hartmann. Washington, DC 20418. National Academy Press (2101 Constitution Ave.). 1985. 178 pp. \$14.50, paper.

This volume is the result of a seminar on comparable worth and related pay equity issues sponsored by the Ford Foundation. It consists of an agenda of needed research based on the major topics discussed at the seminar, and revised versions of the six papers presented there.

Fox, Alan. *History and heritage: the social origins of the British industrial relations system*. Winchester, MA 01890. George Allen & Unwin (50 Cross St.). 1985. 481 pp. \$42.50.

This book provides a general outline of the last two centuries of the industrial relations system in Britain, and the principal economic, political, social, and legal circumstances that have affected it. Fox begins with a description of pre-industrial England and the industrial relations system of the 15th century. He breaks up the last two centuries into six periods. Each period

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

contains a "crossroad" for the system, changing the form and structure of collective bargaining. Throughout, Fox tries to point out the different possibilities for the determination of employment conditions in Britain.

*Game-theoretic models of bargaining.* Edited by Alvin E. Roth. New York, NY 10022. Cambridge University Press (32 East 57th St.). 1985. 390 pp. \$47.50.

Labor economists interested in predicting strike incidence or the effects of compulsory interest arbitration have recently begun to base their work on the assumption that bargainers are strategically rational. The rationality assumption provides useful discipline for the modeller, requiring that bargaining outcomes be explained by bargaining institutions' or bargainers' preferences. This volume of papers presented at a 1983 conference by leading theorists in the area provides an excellent introduction to the game-theoretic literature on bargaining and arbitration.

Gordon, Andrew. *The evolution of labor relations in Japan: heavy industry, 1853-1955.* Cambridge, MA 02138. Harvard University Press (79 Garden St.). 1985. 524 pp. (Harvard East Asian Monographs, No. 117). \$25.00.

This book is an important social history of modern Japan. Gordon provides a well-documented discussion of the century-long processes by which the Japanese employment system emerged. The interaction of workers, managers, and bureaucrats is discussed. The compromises, conflicts, attitudes, and innovations that produced a Japanese pattern of industrial relations now noted for its "traditional" practices, seniority wages, and permanent employment, are fully explored. Because it contrasts with some of the popular perceptions of Japan's work force as always having been stable due to tradition and age-old family customs, Gordon's accounts of periods of worker militancy and incidences of high absenteeism and reduced employee loyalty are particularly interesting. Highlighted are the activities spanning a century of five key Japanese enterprises located in a single region.

Hendricks, Wallace E. and Lawrence M. Kahn. *Wage indexation in the United States: Cola or Uncola?* Cambridge, MA 02138. Ballinger Publishing Co. (54 Church St., Harvard Square). 1985. 255 pp. \$25.00.

The authors offer a comprehensive study of the determinants and effects of wage indexation in U.S. collective bargaining agreements. They examine the historical evolution of Cost-of-Living Allowances (Colas) in this century. They look closely at the characteristics that define Colas and how they have developed and varied over time. Their empirical analysis is based on a database of several thousand contracts dating from 1969 to 1982, selected from negotiations on file at the Bureau of Labor Statistics. They present empirical work on the determinants of the incidence and strength of Colas, the effect of Colas on wage inflation, and the effect of Colas on the incidence and severity of strikes.

*Industrial relations in a decade of economic change.* Edited by Hervey Juris, Mark Thompson, and Wilbur Daniels. Madison, WI 53706. Industrial Relations Research Association (7226 Social Science Bldg., University of Wisconsin). 1985. 407 pp. \$15.00.

This collection of essays opens with a general discussion of the economic changes faced by industrialized nations during the 1973-83 decade, focusing on how market economies handled the constraints and opportunities encountered during this period. Individual chapters focus on developments and problems faced by eight developed countries—Australia, Canada, France, Germany, Sweden, the United Kingdom, and the United States—as well as Brazil, which is quickly developing into an industrial power and

competitor. The final chapter reports on the varying degrees to which these countries adjusted to disruptions in their industrial relations systems.

Jacoby, Sanford, M. *Employing bureaucracy: managers, unions, and the transformation of work in American industry, 1900-1945*. Irvington-on-Hudson, NY 10533. Columbia University Press (136 S. Broadway). 1985. 377 pp. \$25.00.

Jacoby provides a perspective which integrates labor economics with economic history to explain the changes which occurred in the labor market during the first half of this century. He describes the work force as it was before 1910, the growth of trade unions, and the incorporation of personnel departments into the corporate hierarchy, and discusses how the new bureaucracy was able to cure the ills of the labor market by ensuring worker stability through the creation of internal labor markets.

Katz, Harry C. *Shifting gears: changing labor relations in the U.S. automobile industry*. Cambridge, MA 02142. MIT Press (28 Carleton St.). 1985. 230 pp. \$22.50.

This study attempts to clarify the issues surrounding the debate over whether a transformation in the conduct of labor relations is occurring in the U.S. auto industry. Focusing on experience at General Motors, Ford, and Chrysler, Katz describes the three key features that have structured and guided the traditional auto labor relations system: wage rules, connective bargaining, and job control unionism. He looks at how these features were periodically modified between 1948 and 1979, and contrasts these amendments with the more dramatic wage and work rule modifications implemented between 1979 and mid-1983. He discusses the arrival of concession bargaining, describes changes in wage rates and local work rules, and illustrates with case studies a number of cooperative and quality-of-work life programs instituted at the plant level, including the team system approach. He assesses the interaction between plant-level industrial relations and economic performance, and the impact that changes in auto labor relations may have on the industry's growth.

*Longitudinal analysis of labor market data*. Edited by James J. Heckman and Burton Singer. New York, NY 10022. Cambridge University Press (32 East 57th St.). 1985. 410 pp. (Econometric Society Monograph No. 10). \$49.50.

This important collection of technical papers investigates a number of theoretical and empirical issues that arise in the analysis of the longitudinal data. A number of them report interesting empirical results, and all are aimed at aiding the analysis of important issues such as unemployment duration, the allocation of work over an individual's lifetime, job mobility, school enrollment, and military enlistment.

*Pensions, labor and individual choice*. Edited by David A. Wise. Chicago, IL 60637. University of Chicago Press (5801 Ellis Ave., 4th Floor). 1985. 453 pp. (National Bureau of Economic Research Project Report). \$50.00.

Papers address several aspects of the relation between varieties of pension coverage and participation in the labor force. Contributors discuss such topics as the effect of pensions on retirement, taking into account the features of benefit formulas. The authors assess the incentives offered by pension provisions and take into account other factors influencing retirement, such as health status. Evidence is presented suggesting that decisions about when to retire are directly influenced by pension options. Other topics include the effect of pension plans on the mobility of younger workers and the insurance aspects of pension plans.

Russell, Raymond. *Sharing ownership in the workplace*. Albany, NY 12246. State University of New York Press (State University Plaza). 1985. 267 pp. \$39.50.

This book is a comprehensive examination of the current organizational trend towards employee ownership. Russell begins by exploring the historical roots of the trend in the United States and Western Europe. A pessimistic view of such organizations develops from the tendencies of past employee-owned businesses to revert to more traditional structures. Russell contrasts this history with three case studies of organizations which have been successful at maintaining their elements of employee-ownership. He assesses the possibilities for success or failure of the newest generation of employee-owned businesses.

Shaiken, Harley. *Work transformed: automation and labor in the computer age*. New York, NY 10017. Holt, Rinehart and Winston (383 Madison Ave.). 1985. 306 pp. \$17.95.

Shaiken views the new computer technology as qualitatively different from previous advancements in the production process. He provides a critique of "superautomation," attempting to separate its technical possibilities from its desired social purposes. Shaiken feels that superautomation can be used to enhance or degrade a worker's environment. To show the uses and abuses of superautomation, Shaiken explores the work environments most directly affected, using the machine shop as an example, and the consequences of different production philosophies on the design of automated systems. He presents a case study on the introduction of a particular automated system, including worker reactions to the system. He then discusses some of the far-reaching possibilities of superautomation, such as the globalization of production.

*Workers' compensation benefits: adequacy, equity, and efficiency*. Edited by John D. Worrall and David Appel. Ithaca, NY 14853. ILR Press (New York State School of Industrial Relations, Cornell University). 1985. 198 pp. \$26.00.

This volume of essays is a result of the Second Annual Seminar on Economic Issues in Workers' Compensation sponsored by the National Council on Compensation Insurance. The authors consider whether the various schemes that comprise the system by which workers are compensated for job-related injuries and illnesses are functioning as intended. Issues discussed include reasons for the program's survival and growth, effects of increasing benefit levels on the behavior of employees and employers, and pressures on the system created by OSHA and by the increase in claims related to occupational disease. The question of how to apportion risk efficiently between the employer and the employee is a focus in these studies. Possible trade-offs are examined, and the results of cost-allocation schemes are analyzed.