OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1979


The essays presented are divided into five major sections and focus principally on the influence of academic reward systems on faculty behavior and academic productivity. Part one explores theoretical views of faculty motivation from the perspectives of sociology, psychology and economics. Part two looks at the characteristics, operation and development of the academic job market. Part three examines the incentives for and measurement of academic productivity. Part four reviews historical and current trends in academic compensation, including a discussion of collective bargaining in academic settings. The last section reviews pressures that affect productivity and the ability of academics to adapt to change.


Cole presents a comparative study of the social organization of work in American and Japanese industry. He concentrates on patterns of job mobility in the two nations, differing concepts of the work ethic, and approaches to the decision-making process. He discusses those aspects of Japanese philosophy and practice that businesses in the U.S. might learn from. Among the topics discussed are worker alienation, quality control, job humanization, worker security, self-development, and work participation.


Derthick uses detailed documentation from primary sources to examine how policymaking for social security was developed and the directions it has since taken. She takes a close look at the contributions of a small group of participants who molded the system, the basic policies which have governed it, and the politics of expansion in the areas of disability coverage, medicare and cash benefits. She concludes by examining the current deficit and raises important questions regarding policymaking for the future.

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

Edwards' insightful study draws upon company records of such large companies as Polaroid, IBM, GE, International Harvester and AT&T in an attempt to trace the evolution of the structure of work and the social relations of the workplace since the rise of the modern corporation. He explores the process of transformation that hierarchical form has undergone, the emergence of sophisticated worker control mechanisms, and what these developments mean for the future of economic democracy.


This study, which is based on the author's participation and testimony in a recent regulatory proceeding, focuses on a detailed statistical analysis of whether wage levels in a regulated industry are excessive given the prevailing wages for comparable jobs and workers in other industries. It explores the issue of how regulatory bodies should consider labor costs in evaluating rate increase requests and discusses the merits of a number of proposals for changes to control labor costs in regulated firms.


Bloch presents and comments on a set of ten previously unpublished papers. These papers discuss: the selection of sample size for evaluation of training programs; the appropriateness of the control group; the economic benefits of specific programs; labor market displacement effects; Markov process models; and production functions in manpower programs.


Using eleven different surveys, researchers assess the impact of family background, cognitive skills, personality traits, years of school, and race on the economic success (occupational status, earnings, family income) of American males aged 25-64. The methodology used for analyzing the samples is well described as are the statistical methods employed.


Lee's examination begins with a review of the literature and a consideration of questions and issues raised in analyzing health insurance loss as a result of unemployment. He uses cross-tabular and multivariate
procedures to investigate the impact of unemployment on the demand
for and access to health insurance. A discussion of public policy impli-
cations, including implications for national health insurance, is included.

wages for the working poor.* Baltimore, MD 21218. Johns Hopkins
University Press. 1979. 179 pp. $11.50, cloth; $3.95, paper. (Policy
Studies in Employment and Welfare no. 34.)

The authors assess the general role and impact of the minimum wage
in relation to the working poor and the welfare state. It then traces the
history of the wage floor and related econometric and statistical research.
The 1977 round of Congressional amendments are examined. Levitan
and Belous conclude that minimum wages have reduced poverty, in-
creased productivity and served as a work incentive.

Lloyd, Cynthia B. and Niemi, Beth T. *The economics of sex differenti-
tials.* Irvington, NY 10533. Columbia University Press (136 South

Based on an analysis of patterns and trends in sex differentials, the
authors discuss their findings and conclusions concerning prospects for
change in the secondary economic status of women. Many policy rec-
ommendations are presented.

Mendeloff, John. *Regulating safety: an economic and political analysis
of occupational safety and health policy.* Cambridge, MA 02142.

Mendeloff's study looks at the economic issues considered in regulatory
policymaking. He examines the origins of OSHA, assesses how effect-
ively it is working, and presents proposals for achieving its objectives
at a lower cost. He discusses how regulatory policymaking takes costs
and benefits into consideration and offers an economic and political
rationale for federal intervention in occupational safety. The impact of
the Act on work injury rates is evaluated.

Piore, Michael J. *Birds of passage: migrant labor and industrial soci-
eties.* New York, NY 10022. Cambridge University Press (32 E. 57th

Piore presents a theoretical and historical examination of the reasons
for and the consequences of international migration. He reviews char-
acteristics of the process. He studies the migrants themselves, the jobs
they tend to fill and the attitudes they exhibit. He focuses on the de-
mand for migrants and their impact on the industrial societies that
employ them. He assesses the role of migration in American history,
and he examines current problems posed by the migration of undocu-
mented workers from Mexico and the Carribean into the United States.

*Public-sector bargaining.* Edited by Benjamin Aaron, Joseph R. Grodin
and James L. Stern. Washington, DC 20037. The Bureau of Na-
(Industrial Relations Research Association Series.)

Key issues in public sector collective bargaining form the core of this
collection of essays, which includes examinations of: the dramatic growth
of public-sector unionism; the impact of bargaining on wages; the dynamics of dispute resolution; public-sector labor legislation; judicial response to public-sector arbitration; and the shape of management organization for public-sector bargaining. The future of public-sector bargaining, its prospects for increased growth and power, and the counterpressures it will face bring the volume to a close.

*The subtle revolution: women at work.* Edited by Ralph E. Smith. Washington, DC 20037. The Urban Institute (2100 M St.; N.W.). 1979. 279 pp. $15.00, cloth; $7.50, paper.

A series of essays details the expansion and diversification of the female labor force and examines the outlook for women entering the labor market. Specific chapters study participation rates, occupations, earnings, opportunities, work schedules, and unemployment problems of women. The impact of working women on marriage, children, and standard of living is explored. Policy recommendations regarding the federal income tax system and the social security system are discussed.


Viscusi extends the basic model of occupational choice in the presence of employment hazards to a multi-period decision framework, and a theory of adaptive job selection by employees is derived. The implications of this selection process for a firm's wage policies, production functions, and decision rules are analyzed. Finally, a variety of cross-sectioned evidence is presented to support the model of adaptive behavior by workers and the theory of compensating wage differentials according to job risk.


This volume contains papers presented at a conference at which 27 leading academics and policymakers discuss the role of women in the economy. The essays presented are clarified by commentaries that analyze both the articles themselves and related issues of policy and methodology. Topics include: household decision-making and labor supply; the size of the female labor force; career decisions; occupational segregation and sex discrimination; training and affirmative action; and male-female wage differentials.


Leaders from industry, labor, government, communications and academia discuss two principal problem areas—the work force of the future and the emerging work environment.