OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS, 1968*


Sixteen authorities consider the causes and the magnitude of the international migration of scientists, engineers and professional workers. Included are five country case studies and the exploration of an analytical framework based on both "international" and "nationalist" models.


A sociological study, using survey techniques, of the effects upon employees of the closing of the Detroit Packard plant in 1956. The underlying philosophy is that of the French positivist, Emile Durkheim. Thus, aside from the economic results that length of unemployment is a negative function of youth, skill level and education, the study examines the effect of economic deprivation on anomie behavior.


A study of the origin, development and operation of private Supplemental Unemployment Benefit plans from 1955 to 1965. The plans negotiated by the steel, auto, rubber and cement industries are given detailed consideration in this assessment of the effectiveness and impact of such programs.


Describes the different methods used by unions and management to achieve a rational pay structure. Points out how, despite these efforts,
inequities and differences exist because of race, sex, and age discrimina-
tion, and business cycle fluctuations. Directs considerable attention to the
question of fringe benefits.

Published for the National Bureau of Economic Research by Co-
lumbia University Press (440 West 110th Street). 1968. $8.75, cloth; 
$3.95, paper.

A discussion and explanation of the growth of service employment from 
1925-1965, is followed by an analysis of the differences in productivity 
changes among service industries. The final chapters consider the im-
lications of the service economy.

McGraw-Hill (330 West 42nd Street). 1968. 250 pp. $8.95, cloth; 
$4.50, paper.

The papers in this volume seek to identify the many barriers which 
block the escape of people from poverty and unemployment and which 
must be considered in the formulation of public policy. "The final chal-
lenge to manpower policy... is to reduce waste in the acquisition and 
utilization of skill without jeopardizing other important values."

Garden City, N.Y. 11530. Doubleday and Company (501 Franklin 
Avenue). 1968. 430 pp. $1.75.

An anthology depicting past and present attitudes of organized labor 
towards the Negro worker.

Jaffe, Abram J. and Joseph Froomkin. *Technology and jobs*: automation 
in perspective. New York, N.Y. 10003. F. A. Praeger. (111 Fourth 

This study of the relationship of technological change to the labor force 
examines the increase in labor productivity and its effects on such factors 
as skill, educational requirements and employability of younger and older 
workers. The author draws on the experience of many countries in his 
proposals for national policy.

*Towards freedom from want*. Madison, Wis. 53706. Industrial Re-
$4.50.

A Catholic collection of essays on present and potential methods of in-
come maintenance which discuss changes in the social security system 
and various income guarantee programs. The authors have a good sense 
of American social policy and put their subjects in context.

A study of the dispersion of employment earnings which tries to contribute to the understanding of the factors responsible for the inequality of incomes. A review of existing theories of income distribution is followed by an examination of income data from some thirty countries over several decades. Concludes that the inequalities are due largely to environmental circumstances and to differences in education.


An evaluation of the Manpower Development and Training Act of 1962, which traces the legislative and administrative history of the Act, and compares the benefits and costs of the training program. The research and manpower aspects of the MDTA experience are analyzed. The author concludes that the primary goal of reducing the unemployment rate has not been realized.


Discusses the characteristics and financing of public and private pension programs and their effect on the redistribution of income and savings. The main thrust of the study is an analysis of the impact of pension programs on aggregate saving and its implications for public policy.


A companion volume to the author’s *A century of labor-management relations*, this study focuses on the wage patterns and wage decisions of one firm and compares them with data from competing firms and average earnings from all manufacturing. Later chapters analyze the impact on money and real wages of such factors as trade unionism, market demand for labor, and productivity.


An economic analysis of the main policy issues in the Old-Age Survivors, and Disability Insurance program, which the authors see as the benefit structure, retirement age, the relation between benefits received and taxes paid, and the methods of financing. They propose a major revamping of the social security system.

Papers by Wilbur Cohen, Richard Musgrave, Otto Eckstein, Robert Myers, Herman Somers, Richard Lester, Robert Tilee, Gaston Rimplinger and Robert Ball deal with specific programs of social insurance as well as with the impact and philosophy of the program as whole. The symposium was held in June 1967 in honor of J. Douglas Brown.


A superintendent of schools and a negotiator collaborate on a comprehensive manual covering both the principles and practice of collective negotiation in public education.


Seven case studies evaluate programs established under federal, state, municipal, or union-management auspices. The final chapter presents a quantitative study of the benefits and costs of government retraining programs.


The author is one of the leading academic proponents of payments to all children as a means of alleviating poverty without increasing the dependency of any class of Americans. His study favors a specific plan of family allowances and contains useful information on the implementation of such plans elsewhere. The negative income tax is criticized as being too simplistic in its approach.


A cross-cultural study, based on worker perception data gathered through a questionnaire survey, which examines the motivation to work, employment commitment, supervisor-worker relationships, status system, compensation patterns, personnel management and labor unions.