OUTSTANDING BOOKS IN
INDUSTRIAL RELATIONS, 1959*


This volume contains a rich collection of literature concerning the current inflation problem, with particular emphasis on the role of wages in the inflationary process.


Sixteen distinguished economists contributed papers to this series of lectures which were given under the auspices of the Graduate School of Business Administration, University of Virginia. With two exceptions, the papers deal with the effects of union power upon the economy and the extent to which the public interest requires that this power be subject to public control.


A careful exposition of both the elementary and the more advanced aspects of wage and employment theory. The author analyzes wage and employment decisions within the firm as well as within the economy as a whole. The review of traditional marginal theory is particularly well done.


This study of the conflict “between impersonal organization and the personalizing individual” is based on long-term case studies of managers in three manufacturing plants and a department store. In it, the author discusses the gaps between granted and asserted authority, relations between staff and line, local plant labor relations under national union contracts, movement up the managerial ladder, official and unofficial rewards, and formal and informal behavior.

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

"A major investigation into personality and performance" undertaken by the Conservation of Human Resources Project. This is a thorough analysis, through the use of statistical and case materials, of the reasons why so many individuals broke down in service and the factors which assisted in the rehabilitation of many of them upon returning to civilian life. The final volume examines the entire mass of data as it relates to "the nature and determinants of effective and ineffective performance." Of particular interest are the policy recommendations and the "lessons for large civilian organizations" drawn from the Army's experience.


These two important, detailed studies of the present state of business education stress the need to raise academic standards both in the schools of business administration and in the liberal arts colleges which have business departments. They discuss the problem of providing for the needs of students with differing capacities and make concrete suggestions for various types of educational programs.


The "fundamental premise" of this book is that "there is a general logic of management development which has applicability both to advanced and industrializing countries in the modern world." The authors use comparative studies of management and the development of managerial resources in the United States and eleven other countries. Also included is a chapter on the management of American firms abroad.


An excellent study of the institutional implications of pension funds in our economy. Its main concern is with the role of non-insured pension plans as a financial intermediary with a profound impact on the institution of private property and on the structure of economic power. In developing his central theme that the vast expansion of pension funds is altering the character of American capitalism, Father Harbrecht critically reviews also the main characteristics of private pen-
sions in their present legal setting. He finds, among other conclusions, that the rights of beneficiaries are insufficiently protected and the potential power of large corporations is substantially enhanced.


An analysis of the nature and ideology of business management in Germany which addresses itself to the problem of why German management has been so secure and so dynamic. The author's study of general management, personnel administration, labor relations, and management development in German firms shows the relation of the system of authority to the traditions and values of German society.


This study of Norwegian experience between 1945 and 1957 constitutes one of the most painstaking investigations of wage policy, the inflation problem, and capital formation currently available. The author's analysis of the consequences of the "wage restraint" policy pursued by Norwegian unions is of particular interest.


A scholarly study of the way in which union governments operate. Particular attention is paid to the role of the union convention. Executive power and judicial process are also examined. Concluding chapters deal with the functions of the union local, the regional or district organization, and the national federation.


Part One of this book discusses patterns of social mobility in several industrial countries, Part Two contains an analysis of social mobility in an American metropolitan community, and Part Three deals with highly general aspects of social mobility. Lipset and Bendix show, among other things, that total mobility rates in such countries as the United States, France, and Germany are practically the same and that the social backgrounds of the American and European business elite are, for the most part, quite similar.


Records experience in forty-four companies with recruitment and selection, placement and orientation, promotion, job performance, on-the-job relationships with white employees, and attitudes and policies of union locals and union members.

An analysis of the disciplinary awards which have been made by labor arbitrators provides, according to the author, "a very complete set of semitechnical rules for the administration of discipline." His study of these awards led him to conclude that "discipline is an important function of personnel management, and that the administration of industrial discipline has left something to be desired."


A detailed analytical and statistical study of the factors determining the compensation of "top" executives. The author examines the relationships between compensation and industry and among compensation, corporate size, and profitability. The question of the effect of compensation upon executive mobility is also considered.


The author of this book has been a student of Communist activities in the American labor movement for many years. In this volume, which covers mainly the period 1935-1950, he analyzes the techniques by which Communists penetrated the AFL and the CIO and describes the various methods used by the unions to be rid of their domination. In view of the Communist movement's demonstrated "capacity for survival," the author emphasizes the need for constant vigilance and for profiting from the experience of the past.


A comprehensive description and analysis of the development and operation of the wage rate inequities program in the steel industry, together with discussion of its effects on wage incentives and its impact upon the industry's wage structure.


The second, and concluding volume in Professor Taft's scholarly and detailed history of the American Federation of Labor. The two volumes comprise an authoritative and indispensable reference work.