OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1970-1979


The author constructs a political-economic model which formulates the ways in which labor unions determine their bargaining goals. He rejects the concepts of internal homogeneity of preferences about bargaining goals and knowledge by the union of relevant factors in attaining their objectives. Important variables in his analysis are anticipated strike length and internal threats to the leadership control of the union.


A comprehensive overview of the present state of the American labor movement which explores the public attitude toward labor, reviews the growth of trade unions and assesses their internal government. The changing nature of collective bargaining and the political impact of labor are discussed.


The authors examine practices employed by government and industry to identify and develop all aspects of managerial effectiveness and the degree to which these practices are attuned to the results derived from behavioral science research. Their discussion includes a heuristic model of the determinants of managerial effectiveness. In addition, they provide the reader with many useful recommendations for further research.


This volume contains the papers, and discussion of them, presented at a Princeton University conference which included academic and non-academic participants. Kenneth Arrow presents the theoretical foundations for economic analysis of discrimination in the labor market. The relationship between schooling and labor market discrimination is dis-

*Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.*
discussed by Finis Welch. Orley Ashenfelter considers the effect of trade unionism on the relative wages of black workers. Ronald Oaxaca examines the extent of discrimination against women. The final paper by Phyllis Wallace discusses public policy and discrimination.


In the first part of their book, the authors examine the formal and informal processes with respect to employment, wage determination, and training which govern the operation of the internal labor market. In part two, they analyze managerial adjustments to the problems of labor market imbalances, technological change, discrimination, and the disadvantaged labor force.


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.


A study of the changing labor market for high-level, college-trained manpower in the United States. The author uses econometric models and a survey questionnaire to analyze and test the classical economic theory of occupational choice, and reports a substantial volume of evidence to support the primary role attributed to pecuniary factors in this theory.


These seven previously unpublished papers consider the effect of income-maintenance programs on the work behavior of poor people. The studies examine the labor-supply function using various formulations based on the classical theory of labor supply and microeconomic data.


The authors analyze differentials in labor force participation rates, hours and weeks of work, continuity of labor force attainment, education and training, occupational distribution, earnings, and unemployment in an effort to describe the relative economic status of men and women and
explain how it has changed over time. Many policy recommendations are presented.


This short book presents a concise reconsideration of the fundamental issues in a Keynesian analysis of involuntary unemployment. Using a prototype model of disequilibrium, Malinvaud attempts to distinguish between those types of unemployment disequilibria that are susceptible to remedy by government fiscal policies and those that are not. He concludes with an analysis of his model's implications for policy choices to cope with the high unemployment present in most western economics today.


This collection of highly mathematical essays on questions of inflation and unemployment is the most important new departure from existing theory in the labor economics field. What these essays suggest is that in the long run, there is no policy trade-off between inflation and unemployment. Rather, the amount of unemployment in an economy in the long run is fixed by its labor market institutions and the rate of inflation is determined by monetary policy.


The author constructs a human capital model to illustrate the relationships between schooling investments and lifetime earnings and tests it against the observed distributions and structures of a sample of white, urban, male workers.


The author provides an overview of the issues facing the social security system with emphasis on the form and adequacy of the program's financing. Also discussed are the benefit structure, the effect on retirement behavior, and capital accumulation. An outline history of social security legislation is included.


The New Jersey income-maintenance experiment, which involved 1350 families over a five-year period, was designed to assess the effect of a
negative income tax program on the work effort of its beneficiaries. The second volume analyzes the work response of husbands, wives, young adults and family units and the extent to which health, social-psychological factors and understanding of the program affected the experiment. The effect of financial support on expenditures for homes, consumer goods, medical care is discussed in the third volume. The influence of the program on family size and stability was also studied.


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.


An analysis of the factors which determine wage differentials within occupations based on information obtained from the personnel records of five thousand workers in seventy-five establishments in the Chicago metropolitan area. The authors find that differences in wages relate to a number of personal characteristics such as schooling, seniority, experience, race, and sex and to size and location of the firm and the extent of unionization.


The authors examine and challenge the position that collective bargaining policy should be identical in private and public employment. Part I of their study sets forth the framework for regulating collective bargaining in the public sector. Part II deals with the organization of bargaining. Part III discusses contract formulation and administration.