OUTSTANDING BOOKS
ON INDUSTRIAL RELATIONS, 1962*


A broad analysis of the various social insurance and public assistance programs in this country. The emphasis is on their relation to the market system and the contribution of economic theory to an understanding of such social programs.


The monographs in this series provide a comparative study of the governments of nine large unions. The unions studied and the authors in each case are: Retail Clerks, by Michael Harrington; Carpenters, by Morris A. Horwitz; State, County, and Municipal Employees, by Leo Kramer; Machinists, by Mark Perlman; Teamsters, by Sam Romer; Oil, Chemical, and Atomic Workers, by Melvin Rothbaum; Railroad Trainmen, by Joel Seidman; Automobile Workers, by Jack Sterheimer; and Steelworkers, by Lloyd Ulman.


Technological changes in the production of coal not only have contributed to reduced employment in the industry, but also have changed the occupational requirements of remaining jobs, and have magnified differences in labor productivity between mines. The author considers the desirability of a uniform-wage policy, given the existence of non-uniform productivity. Relationships between employment, earnings, and productivity in the 1939-1957 period are discussed. A concluding chapter points out that the technological advances have also brought costs of labor migration and re-training, and of attempts to redevelop areas of great labor surpluses.

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

This book covers more than the title implies because it brings out, as almost no other book does, the differences in the decision making process for executives in business and those in government. It is more, too, because it treats of decision making as a process of mobilizing the interests and efforts of line and staff members alike throughout the organization in developing and perfecting the decision that the executive eventually enunciates.


A well-written overview of conditions in Indonesia, Turkey, Pakistan, Israel, and the ABC countries of Latin America. It indicates how conditions such as role in independence movement, relationship to government, strength of military, attitude of employers, number of workers in industrial employment, all affect the strength of unions. Galenson's introduction makes helpful statements based upon comparisons of the divergent experiences of these countries.


A well-documented analysis of the evolution of the long-term contract. Particular attention is paid to the concept of the feasible rate of wage increase and to the relationship between this concept and the "productivity formula" embodied in many long-term contracts. There are a number of very useful discussions of particular negotiations, especially in the auto and steel industries.


This timely study is based upon investigation of funds established in seven industries to meet some of the problems of technologically displaced workers. Examination of the operation of these funds, the general problems they face, and evaluation of the degree to which they achieve equity for the displaced worker and a means of sharing the savings of automation with retained employees, lead the author to conclude that the automation funds provide "little or nothing in way of benefits for the displaced workers." He suggests that direct payment is often simpler, less costly, and less time-consuming than such funds.


The author of this study, suggests that benefit levels need to be raised significantly, that coverage should be broadened, that in some states eligibility requirements should be tightened (particularly in connection
with the seasonal unemployment problem), and that in general efforts should be made to achieve more uniformity among states. In presenting a specific “Program for Improvement,” Professor Lester takes into account the practical realities of the moment.


A sympathetic but not uncritical appraisal of the National Health Service, this study first describes the social conditions from which the system resulted. It proceeds to discuss problems encountered by the Service and the adequacy of the means by which they have been attacked.


In a penetrating and crisp manner, the author carefully examines the many facets of corporate organization. The tone is set in the first chapter in which management’s authority and rewards are examined. The basic question of responsibility is raised and discussed within a framework which emphasizes the underlying uncertainty of the managerial role. In subsequent chapters other organizational strains and corresponding mechanisms are analyzed. This balanced approach should provide ammunition for both the detractors and defenders of the corporate life.


Four pioneering studies of worker attachment to company and occupation, the effects of private pension plans on mobility, and vertical mobility in sample communities in the United States and in Europe. Some of the conclusions are contrary to common assumptions.


A compact and lucid appraisal of the impact of American unions on wages, prices, employment, and productivity. Brief attention is also given to the sources of union power, union security, seniority, grievance procedures, the government and political activities of unions, corruption in unions, and the role of unions in our society.


A careful and thorough examination of Swedish law and court decisions with respect to employment, unions, collective bargaining, mediation, strikes, and the Labour Court. It is based on a widely-used textbook for Swedish law students and has an appendix containing the texts of several laws and agreements.

In this volume nine experts on labor law and industrial relations analyze the historical development and present status of key areas in the legal framework of collective bargaining in the United States. The areas include employer free speech, the obligation to bargain in good faith, the union security issue, picketing and boycotts, the antitrust laws, and the regulation of internal union affairs. The final paper contrasts public policy in the United States and Canada.


This volume is “must” reading for anyone interested in the technical aspects of employment and unemployment problems. Current procedures for collecting, analyzing, and presenting data are reviewed, and a number of suggestions for improvement are made. In addition, there is a useful comparison of unemployment statistics in the United States and in various foreign countries.


The “Aspects” aspect of the title of this volume is apt, in that the papers included range from “The Economics of Occupational Licensing,” to “Method and Substance in Theorizing About Worker Protest,” “Labor Force Participation of Married Women,” “A Nonunion Market for White Collar Labor,” “Competition, Monopoly, and the Pursuit of Pecuniary Gain,” “The Economics of American Negro Slavery,” “Wage Structure Theory and Measurement,” and “The Effects of Unions on Industrial Wage Differentials.” The labor force participation paper, by Jacob Mincer, applies the “permanent income” notion to the participation of married women and is perhaps the most original contribution.


The first book is a compilation of thirty-five articles and essays by the “Dean” of social security. Written between 1928 and 1950, they cover the leading issues in old age, unemployment, and health insurance. The second volume contains a running record of the history of the Committee on Economic Security (1934-1935) and a contemporary account of the legislative history of the Social Security Act, written by the late Professor Witte on the basis of a daily diary of events.