OUTSTANDING BOOKS
ON INDUSTRIAL RELATIONS, 1953*


A case study of the relations between an industrial executive and his subordinates. Presents the viewpoints of both the manager and the supervisors who report to him, as well as that of the outside research worker. Drawing upon his observations in this case, the author discusses the lessons which other leaders may learn from his research with reference to desirable patterns of leadership.


The authors of this book rely on their extensive experience as industrial relations practitioners to suggest answers to practically every conceivable labor relations problem. It is a "how to" book which should be valuable to management men regardless of the size of their firm.


The thesis of this first part of a twofold study is that the individual should have the right to gainful employment as long as he is able and wants to work. After reviewing arguments for compulsory and for selective retirement, it describes plans for selective retirement and methods of facilitating pre- and post-retirement adjustment.


This is the first of two volumes which present the results of a study covering the years 1948-1950. It includes an introductory discussion of the framework and methodology of the study, a description of the community setting, and five case studies, each in a different industry.

*Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.*
but each covering the same three aspects of labor-management relations: attitudinal climate, economic status, and extent of union influence.


This book seeks to analyze, by such means as polling data and two case studies, the social pressures or “sanctions” operating in strikes in essential industries. The last chapter discusses various legislative steps to reduce the hardships upon the public caused by strikes.


The story of Mr. Ching’s experiences as an industrial relations executive, head of the Federal Mediation and Conciliation Service, and member of government wage boards. Particular attention is given to the mediation process, labor relations legislation, and national emergency disputes.


The absorbing life story of one of the pioneers in the development of protective labor legislation for women and children in the United States.

Hall, Harold R. Some observations on executive retirement. Boston. Graduate School of Business Administration, Harvard University. 1953. 298 pp. $3.75.

Based on interviews with employed and retired executives and specialists, this study considers all phases of executive retirement. After reviewing the advantages and disadvantages of mandatory retirement, the author concludes that no new methods are ready to replace chronological age as the primary basis for retirement.


The author develops her study of all types of group insurance primarily on an historical and descriptive basis. The book provides valuable data on developments in this field. Its evaluations are largely commendatory of the role of private insurance companies in providing economic security for industrial employees.


“Traces the development and growth of the union as an economic force.” Of particular interest are the highly centralized control which the national union, and particularly its president, exerts and the im-
pact of technological developments upon its members' employment opportunities.


One of a series of studies being made by the Human Relations Program of the Survey Research Center dealing with the measurement, understanding, and prediction of organizational effectiveness, this report is concerned with job satisfaction, motivation, and productivity. The findings show the greater complexity of the measurement of productivity than of satisfaction and reasons why the two are not necessarily directly related.


A thorough research study of the problem of shortages of scientific and professional manpower with particular emphasis on four groups: engineers, physicists, teachers, and physicians. The Council suggests a number of ways in which cooperation among interested groups might help to alleviate the shortages.


This is the final volume summarizing the findings from case studies made over a seven-year period. The thirteen case studies are briefly summarized in one chapter and then, on the basis of those cases, the factors that are considered to have contributed to "peaceful" or "good" union-management relations are analyzed. The book, therefore, provides an excellent brief report on the subject.


Three groups of papers discussing significant aspects of labor relations in 1953. The first deals with the collective bargaining agreement and methods of enforcing it, the second with developments in the law of economic sanctions in labor relations, and the last with current points of controversy over the administration of the Labor-Management Relations Act. The usual array of well qualified experts with a tendency towards attorneys is included.


A useful summary and evaluation of the theory and practice of communications within management and between management and employees.

Dealing with unions only at the local level, this book provides keen insights into their internal workings. Based on research in twenty locals in a number of different areas, communication problems, the problem of participation, and the leadership role receive attention, as well as the conflicts of interests and loyalty within the local.


Despite the existence of a "baby" Norris-LaGuardia Act during the years under study, the author found evidence of 192 temporary injunctions granted by the courts. However, only 108 of them concerned employers seeking injunctive relief. The remainder involved the union as a plaintiff largely in struggles within the union movement. The author also indicates that the courts have largely avoided intervention in primary labor disputes.


The political and economic aspects of European unionism are surveyed, with emphasis on differences in background and experience among the various countries. The last third of the book deals with the post World War II period, stressing such problems as collective bargaining under full employment and nationalization of industry. The author is concerned with broad developments and contrasts.


Based on a study of the attitudes of a homogeneous group of garment workers over 55 years of age, employed and retired, this report provides detailed data on factors in the individual's attitude towards, and adjustment to, retirement. Recommendations emphasize the importance of health, financial status, understanding the pension program, continuing relationship with the union, and counseling.


This is an encyclopedic compendium dealing with wage theory, wage differentials, employment and unemployment, the institutional setting of the labor market, and numerous other labor subjects. Some 350 tables are included. A tripartite committee's conclusions and recommendations on wage and employment policies of unions, management, and the government are set forth in Chapter 45, together with numerous dissent by individual committee members.