OUTSTANDING BOOKS ON
INDUSTRIAL RELATIONS, 1960*


Examines the influence of unions upon government decision-making at the national level. After tracing the development of a constitutional relationship between unions and the government, the author discusses the role of government in the settlement of labor disputes; government as an employer in relation to the civil service, the health service, and the nationalized industries; the development of government policy towards strikes; and the relationships between the unions and the Labor Government.


A detailed study of a single firm, this report is concerned with workers' reactions to technical change in general and to specific changes affecting them directly. Major emphasis is laid upon the relation of wage changes and age to their attitudes, and a statement of conditions conducive to successful accommodation to technical change is given.

Barnes, Louis B. *Organizational systems and engineering groups;* a comparative study of two technical groups in industry. Boston 63. Graduate School of Business Administration, Harvard University. 1960. 190 pp. $3.50.

This study of two engineering work groups in contrasting organizational systems examines the impact of these systems upon the social structure of the groups, as well as upon the work satisfaction of their members. It is of interest to both management and the behavioral scientist.


A thorough and systematic analysis of the theoretical aspects of wage-price relationships which is written in terms intelligible to the layman as well as to the expert. It discusses in detail the "dilemma model"

*Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
of the inflationary process and explores the questions raised by this model in the areas of wage determination, cost and price determination, and monetary policy.


In his introductory discussion of the shortcomings of present organization theory, the author points out the advantages of a comparative approach to the study of organizations. The four case studies included in his book deal with the contributions of the du Ponts and their associates to systematic organization and management in the du Pont Company during the period 1902-1921, the influence of Alfred P. Sloan, Jr. upon the management organization of General Motors, the building of the National Steel Corporation by Ernest T. Weir, and the reorganization of the Westinghouse Electric Corporation, 1935-1939. In a final chapter on the accountability of management, the author discusses the role of the partial proprietor in company success and suggests ways of compensating for the declining role of the owner-manager.


A scholarly study of one of the most dramatic periods in the development of unionism in the United States. An introductory chapter on the establishment of the CIO is followed by individual chapters on the rise of unionism in particular industries. In a concluding chapter, the author discusses some of the more general aspects of the labor movement during the period covered.


A detailed study of the impact of negotiated health plans on the terms and conditions under which medical care is provided. In addition to discussing the effects of negotiated health plans on such things as medical fees and hospital costs, the author also describes tactics followed by "consumers" of medical services and by doctors. Although the bulk of the study deals with happenings in the San Francisco Bay area, many of the conclusions reached are of general interest.


In this volume the editors collate and evaluate both substantive and methodological contributions in the following fields: labor force and labor markets, selection and placement, employee and executive compensation, public policy and dispute settlement, history and theory of the labor movement, and technological change and industrial relations. The period covered dates from 1946.

Traces the development over the past two decades of a multi-union and multi-employer collective bargaining relationship “that has functioned exceedingly well” because it has “the means to accommodate the interests not only of the opposing parties but also the divergent interests within each party.”


A dramatic account of the McClellan Committee hearings by the committee's chief counsel. In addition to giving in condensed form the highlights of this investigation, the book throws light upon the methods and problems of the investigation, as well as upon the author’s own impressions of various committee members and witnesses.


A “progress report” from the Inter-university Study of Labor Problems in Economic Development which examines the process of industrialization in the light of the comparative studies made by the authors and their collaborators. Some of their significant findings are that labor protest is on the decline as industrialization spreads; that the structuring of the labor force is the labor problem in economic development; and that the future will see the development of a pluralistic industrialism in which numerous strategies will coexist, but which will tend to become more alike.


This study makes a notable contribution in that it is based upon material collected in, and describing the functioning of, a factory in a Communist nation. Its analysis of employee relations enables the reader to make pertinent cross-cultural comparisons. The author points out the consequences of the ideological denial of worker-manager conflict for the organizational structure of the plant.


Describes the chief characteristics of management, including its relations with employees and their organizations, in post-war Britain. The authors attempt to discover how well British management has met the challenge of changes in the industrial environment during this time.

Contrasts the principle of organization based on the exercise of authority with that based on integration—"the creation of conditions such that the members of the organization can achieve their own goals best by directing their efforts toward the success of the enterprise." Shows how the integration principle works out in such management strategies as performance appraisal, salary administration and promotions, and the Scanlon Plan and in such relationships as those of superior and subordinate and staff and line. The final section of the book is devoted to a discussion of the development of managerial skill.


Concerned with the impact of the introduction of more advanced equipment for power production upon the organization of work and upon the work life of the people involved. Among the specific problems discussed are job changes, job satisfaction, training, shift problems, and supervision.


Examines the organizational environment and the dynamics of adaptive behavior of research scientists in an industrial laboratory. It considers those problems which produce strain and affect the adequate utilization and motivation of scientific personnel and makes suggestions for their management.


An analysis of "national trends and international differences" in strike activity in fifteen non-Communist countries. The authors report that, in spite of variations in national patterns, there has been an over-all "decline in strike activity throughout the world." With reference to the United States, they predict that volume of industrial conflict may increase in the short run, but that it will continue to diminish over a longer period.


A broad examination of "the three basic effects of unions upon management: their effect on the content of policy and practice, their effect on the decision-making process, and their effect on the execution of management policies." In summary, the authors conclude that the American collective bargaining system is "one of the most successful economic institutions in the country" and that it has served as an influence for stability and conservatism.