OUTSTANDING BOOKS ON
INDUSTRIAL RELATIONS, 1964*


This is by far the most analytical and sophisticated contribution made thus far to the burgeoning literature on human capital. After developing a general theory of investment in human capital, Becker devotes most of the rest of the book to estimating private and social rates of return from investments in education. Primary attention is given to white male college graduates.


A critical analysis of the shortcomings of private group pension plans, especially with reference to extent of coverage and adequacy of benefits. The author makes a number of suggestions for improvement including changes in tax regulations, modifications in retirement age provisions, and means of providing “portability” of pensions through chartering house devices.


A well-planned and executed study of the characteristics of successful entrepreneurs in relatively small, recently established businesses which is similar in approach to the studies made by W. Lloyd Warner and associates of successful executives in big business and the federal government. Presentation of the research findings is followed by a discussion of the essential differences between entrepreneurs and executives in established businesses.


In this book the author develops a theory of bureaucracy as an organizational system and as a cultural phenomenon. His case studies of two

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
French administrative agencies are interesting for their examination of both power structures and social systems.


The papers in this volume cover the conditions which led to the adoption of the Labor-Management Reporting and Disclosure Act, its political background, and its administration. They also deal with its impact on collective bargaining and the evaluation of its effectiveness.


A study of the careers of more than three hundred men who were awarded graduate fellowships at Columbia University which was made for the purpose of determining "the factors that influence the extent to which people with talent, after completing their education, actually do perform at a high level of competence." The final chapter discusses the implications of the findings for a public policy aimed at "the conservation of talent."


An account of the attempt made at the Esso Refinery at Fawley, England to secure employee and union cooperation in raising productivity and reducing overtime. Detailed agreements reached in 1960 and revised subsequently have largely achieved these effects. An important book for those interested in the relationship between industrial relations, wages, effort, and efficiency.


This book analyzes appropriate policies and strategies of human resource development on the basis of whether a particular country is underdeveloped, partially developed, semi-advanced, or advanced. After setting up resource allocation programs for each level of development, the authors deal with methods of integrating education and manpower planning with programming for economic and social development.


Brings together a wealth of data related to economic aspects of the health services system in the United States and discusses the critical issues involved in improving the adequacy of medical care.

A competent and timely comparative study of different approaches to the amelioration of labor market problems in the longshore industry.


A study of historical trends in the composition, allocation, and compensation of the American labor force. Parts II and III of the book are concerned with statistical measures of wages, employment, unemployment, labor force, and prices for the period covered and their interpretation.


This chronological account of the legislative process by which the Landrum-Griffin Bill became a law, analyzes the reasons why this law, which was "so far from the desires and expectations of the labor movement," was passed.

Mangum, Garth L. The Operating Engineers; the economic history of a trade union. Cambridge 39. Harvard University Press (79 Garden St.). 1964. 344 pp. $7.50.

A particularly interesting contribution to the Harvard series of union histories, because this union, though large and important, is relatively unknown. The union's adaptation to technological change, its structure and government, and its collective bargaining relationships are among the subjects covered in the volume.


A theoretical and empirical study of the economics of varying labor inputs, relative to a given capital stock, by altering the amount of shift work.

The author of this study participated in the company's 1960 collective bargaining negotiations as a member of the employee relations staff. He traces the development of GE's employee relations policies prior to the advent of Boulware and analyzes its collective bargaining experience from 1948-1963. Three chapters are devoted to the 1960 NLRB decision and the public policy issues involved in it.


These papers and comments, which were delivered at a conference in Berkeley in 1963, are organized under three main headings: "Retraining and Labor Market Policies," "The Problem of Expanding Economic Activity," and "What Can We Learn from European Experience?" The participants included leading government officials and academicians.


Based on analysis of arbitrators' decisions taken from the files of the American Arbitration Association, the author points out the criteria used in arriving at decisions on job security issues such as subcontracting, transfer of work outside the bargaining unit, change in job content, out-of-classification assignments, and work-load disputes.


A comparative study of plant-level organizations in Western Germany, France, Poland, and Yugoslavia. The evolution of the councils is traced and their relations to the labor movements in the respective countries is discussed. The final chapters deal with problems which have arisen in connection with the functioning of the councils and with the outlook for their future development.


A well-organized, comprehensive, and objective history of the labor movement in the United States from the late eighteenth century to the present.


This collection of speeches given by the Secretary of Labor is characterized by lively writing and stimulating ideas. The material covers many aspects of the main theme, touching particularly on the phenomenon of change, collective bargaining, union democracy, discrimination, and full employment.