
This is a comprehensive and well integrated book, dealing with all aspects of compensation, from various perspectives in industry. The author makes extensive and balanced use of the findings of studies, especially by economists and psychologists, in analyzing not only money rewards but also employee benefits and various forms of nonfinancial compensation.


By contrasting a simple model accounting for the distribution of income across individuals, the author is able to compare the probable consequences on income inequality of various policy proposals. For instance, he finds that the wage subsidy scheme is more effective in reducing income inequality than the negative income tax plan.


This study explores the possibilities for, and the limitations restricting the use of collective bargaining techniques and experience to bring about the institutional changes necessary to resolve racial conflict. The author uses sixteen case studies, drawn from public employment, university, public school and public welfare situations for his analysis of patterns of racial confrontation.


An overview of twenty-five years of research into the principles and application of the Scanlon plan which is based on the belief that all members of an organization must participate in improving productivity and in the rewards of increased productivity.

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

Sixteen chapters and four appendices explore the functioning of the job market for college graduates, the response of institutions of higher education to shifts in demand and supply and the determination of the economic benefits of higher education. Also considered is the operation of the academic labor market and faculty unionism. This volume of essays was sponsored by the Carnegie Commission on Higher Education.


The author of this study of labor-management relations in the longshore industry has been both a participant, as arbitrator, and an observer for nearly twenty years. Through an analysis of the basic issues of each set of some ten contract negotiations, Jensen concludes that the turbulence on the docks was the result of lack of confidence in the union's leadership, disunity among employers, and resentment against the bi-state Waterfront Commission.


These eight essays on wage inflation in Britain examine the bargaining power of trade unions; whether unemployment is a reasonable measure of the excess demand for labor and the mult market view of the wage inflation process. The disaggregation of the inflation process into a number of separate markets has extended further in British research than it has in the U.S. and therefore should be especially interesting to an American audience.


Analyzing the demand and supply characteristics of employment in a profession (university faculty) by drawing on numerous studies and actual experience, this book explains the defects in the present scheme of numerical hiring and promotion goals (under Revised Order No. 4 of the Office of Contract Compliance) as applied to that profession. Based on demand and supply analysis, the author offers an alternative program to accomplish the desired bias-free goals without the specified defects in the existing Federal anti-discrimination programs.


Using cross-sectional and longitudinal analyses, the authors construct an index which will supplement present labor market data by measuring
the adequacy as well as the availability of jobs which provide a minimal-
ly decent standard of living.

McCulloch, Frank W. and Tim Boorstein, *The National Labor Rela-

A concise overview by a former Chairman and his special assistant
which summarizes the evolution of the National Labor Relations Act
and the Board's organization and structure. A separate chapter is de-
voted to each of the Board's principal functions—the processing of elec-
tion and representation cases and the enforcement of unfair labor
practices.

*Manpower planning models: proceedings of a conference held in Cam-
bridge, U.K., under the aegis of the NATO Science Committee and
the NATO Advisory Panel on Operational Research, Edited by D.J.
Clough, C.G. Lewis and A.L. Oliver. London. The English Univer-

A series of papers on the construction and use of manpower forecasting
models which range from general theoretical analysis to specific applica-
tions in private companies, civil service organizations, educational in-
stitutions and health care systems.

Marshall, Roy. *Rural workers in rural labor markets*. Salt Lake City,
Utah 84105. Olympus Publishing Company (1670 East Thirteenth

The author discusses the technological changes in U.S. agriculture which
have displaced many agricultural workers who often lack the education,
training or work experience to find nonfarm jobs. The book examines
the effectiveness of rural manpower programs and evaluates representa-
tive organizations which have protected the interests of rural workers.

Mincer, Jacob. *Schooling, experience and earnings*. New York, N.Y.
10025. National Bureau of Economic Research. Distributed by Co-
lumbia University Press (562 West 115th St.). 1974. 152 pp. $10.00.

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

Shorter, Edward and Charles Tilly. *Strikes in France, 1830-1968*. Lon-
don NW1 2DB. Cambridge University Press (200 Euston Road).
1974. 428 pp. $27.50.

A detailed statistical analysis of the long-run changes in the pattern of
industrial conflict in France within the context of French industrializa-
tion and the growth and character of French trade unions. The authors
conclude that in France, the strike has been an instrument of working-
class political action.

This report was prepared for the Carnegie Commission on Higher Education and the National Bureau of Economic Research as part of their continuing research into the benefits of higher education. The authors investigate the influence of formal schooling, measured ability, age, family background and personal characteristics on the observed earnings from 1955 through 1969 of a sample of some 5,000 men.


This book is comprised of 133 interviews collected on a three-year odyssey through working America. Domestic, newsboy, stone mason, corporate executive talk about work in our society. While many workers enjoy and find meaning in their jobs, a prevailing sense of frustration and powerlessness is voiced by young and old alike.


The papers presented here grew out of a conference held at the University of Indiana in 1973. Volume one is concerned with discrimination in housing. The second volume considers the nature and the causes of employment discrimination. The authors discuss various theories of discrimination and relate them to analyses of racial income inequality.


This study reports on the results of a project of the Metropolitan Applied Research Center to identify the sociopsychological causes of unemployment among poor, black, young women in two urban poverty neighborhoods of New York City. Policy options are presented to develop the resources for reinforcing support systems through peer groups, community agencies and manpower programs.


The seven papers presented here were given at a conference held by the American Assembly late in 1973. In Part I, Daniel Yankelovich discusses the changing meaning of work values while Eli Ginzb erg provides background data on the economy and the labor force. Part II, Contemporary Issues, considers the issue of worker satisfaction. George Strauss discusses the attitudes and adjustments of workers; Agis Salpakes describes the role of the union in improving the quality of working life; and Peter Henle examines the economic effects of worker dissatisfaction. In the final section, New Horizons, Richard E. Walton analyzes case studies of efforts to restructure work. Sam Zagoria considers policy implications.