

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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## NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1987\*

Berkowitz, Edward D. *Disabled policy: America's programs for the handicapped*. New Rochelle, NY 10801. Cambridge University Press (510 North Ave.). 1987. 280 pp. (A Twentieth Century Fund Report). \$24.95.

In this broad-ranging review of disability policy, the author attempts to determine whether current programs are meeting the needs of the disabled in an efficient and equitable manner. The author begins with a review and evaluation of existing income-maintenance programs. The Workers' Compensation and Social Security Insurance programs, which form the core of America's public policy toward disability, are examined in detail. Berkowitz then thoroughly discusses the evolution of other programs geared at integrating the impaired into society through the provisions of special services or enforcement of civil rights laws. He concludes by offering proposed policy responses designed to encourage meaningful vocational rehabilitation and greater independence among the disabled.

*Collective bargaining in American industry: contemporary perspectives and future directions*. Edited by David B. Lipsky and Clifford B. Donn. Lexington, MA 02173. Lexington Books (125 Spring St.). 351 pp. \$28.00.

This collection of essays is an interesting and relevant status report on collective bargaining today. The last decade has brought great changes to employer/employee relations, and a dozen leading experts on this topic attempt to explain what has happened, why, and what might happen next. Eight key U.S. industries (automobiles, agricultural machinery, tires, telecommunications, airlines, professional sports, higher education, and police) are discussed and their own employer-employee dynamics examined. Each industry was selected because it was affected by or produced a major shift in labor practices, and although each case is unique, the authors attempt to illustrate common or generic responses seen repeatedly across the industries. Among the factors affecting many of the industries include the rapid pace of technological change, the changing legal environment, recession, foreign competition, the growth of the service sector, corporate upheavals, and de-regulation.

Goldfield, Michael. *The decline of organized labor in the United States*. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1987. 294 pp. \$25.95.

Goldfield presents a thorough historical and statistical examination of labor union decline in the U.S. private sector, citing as factors: the changing relations between class forces; insufficient resources allocated by organized labor to unionizing activities; a burgeoning employer offensive during the past three decades; and the setting of public policy towards unions that has assisted such employer offensives. Goldfield uses National Labor Relations Board certification election data as a measure of new union growth. He carefully checks this data along with other empirical data against the three broad categories of reasons offered for the weakening of labor unions: rea-

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

sons that point to the changing composition and structure of the labor force; explanations relying on cyclical changes in macroeconomic and political environments; and those focusing on the changing relations between classes. His discussion provides an understanding of the dilemmas facing labor unions, the direction they're headed in, and the conditions that will have to exist for a resurgence.

Gutman, Herbert George. *Power & culture: essays on the American working class*. Edited by Ira Berlin. Westminster, MD 21157. Pantheon Books (400 Hahn Rd.). 452 pp. \$24.95.

This is a posthumous collection of unpublished essays, unavailable journal articles, and an interview with the late Herbert Gutman, considered by many to have been America's most influential labor and social historian. Edited by his colleague Ira Berlin, who includes a critical and biographical introduction, this collection seeks to shed light on the tension between two of Gutman's dominant themes, economic power and social culture, a tension which Berlin feels defines Gutman's work. The essays selected are those which illustrate the evolution of his writing. Included are the influential "The Worker's Search for Power," which started a new field of social history, and a controversial study "The Black Family in Slavery and Freedom: A Revised Perspective." Also discussed at length is the evolution of the worker's self-image and class consciousness.

*Human resources and the performance of the firm*. Edited by Morris M. Kleiner, Richard N. Block, Myron Roomkin, and Sidney W. Salsburg. Madison, WI 53706. Industrial Relations Research Association (7226 Social Science Bldg., University of Wisconsin). 1987. 343 pp. \$15.00, paper.

According to the editors, this collection of articles represents the first attempt to bring together in one place research on the relationship between firm performance and the treatment employees receive in their organization. The impact on product quality, productivity, and profitability in the way firms handle such matters as compensation, employee participation, grievance procedures, pensions, hiring, and job satisfaction (to reduce turnover rates) is assessed. One difficulty was to define what actually is a firm's desired "performance" (profits, quality, image, etc.), and the authors were asked to define this with special reference to their area of discussion (e.g., employee participation and the firm's quality of work life). Various theoretical models are used to interpret both published literature and some new data, with extra emphasis on the timely issue of trade union influence over the goals of companies.

*Issues in pension economics*. Edited by Zvi Bodie, John B. Shoven and David A. Wise. Chicago, IL 60637. University of Chicago Press (5801 S. Ellis Ave.). 1987. 376 pp. (National Bureau of Economics Research Project Report). \$45.00.

The rapid growth of pension plans during the past three decades has heavily influenced labor and financial markets in the United States, and this trend, the editors state, is likely to continue for some time to come. In an effort to better understand the economics of the U.S. pension system and the effects of the system's growth, the National Bureau of Economic Research initiated a major research project in 1980. Based on this ongoing research, this book is the third in a series of four NBER conference volumes. It consists of papers, along with discussants' comments, presented at a conference held in San Diego, California in 1984. A wide range of pension issues are discussed employing rich data sources. Papers have been divided into four parts covering: pensions and corporate finance; pensions and retirement income adequacy; pensions and savings behavior; and pensions and the labor market. From the four groupings, selected topics discussed by distinguished authors include: funding and asset allocation in corporate pension plans; pension plan integration as insurance against Social Security risk; uncertain lifetimes, pensions, and individual saving; the incentive effects of private pension plans; and pension inequality.

Kamerman, Sheila B. and Alfred J. Kahn. *The responsive workplace: employers and a changing labor force*. Irvington-on-Hudson, NY 10533. Columbia University Press (136 S. Broadway). 1987. 329 pp. \$30.00.

The authors attempt to explain how the changes which have occurred in the general society, in the family, in education, and in retirement over the last three decades have been manifested in the environment of the workplace, focusing, in particular, on changes in the family policies of firms. They also discuss future changes which might be desirable and possible in order to accommodate the many new circumstances individuals face. The trend has been towards a greater employer umbrella in services for personnel (insurance, pensions, even innovation benefits like parenting leaves, child care services, and flexible work schedules). The authors argue that these positive changes have been too few and far between, occurring mainly in the large, leading companies and still at only modest levels. Firms have been slow in viewing employees' family concerns from a comprehensive, holistic perspective, treating them instead as a series of specific crises for management. Also discussed is the need for enhanced government support (it already exists through tax policies and subsidies) of this corporate welfare system, because although employers may function as a delivery system, it is government which must set the pace.

Montgomery, David. *The fall of the house of labor: the workplace, the state, and American labor activism, 1865-1925*. New Rochelle, NY 10801. Cambridge University Press (510 North Ave.). 1987. 494 pp. \$27.95.

The period from the end of slavery to the closing down of mass immigration (1865-1925) saw an explosion of small groups of working class activists whose purpose it was to organize the normally passive and demoralized rank-and-file workers into associations. These associations combined discussion of political and economic solidarity vis-à-vis employers with self-improvement (reading circles, athletic and singing clubs, etc.) activities, hoping to produce a self-aware and purposeful laborer who might be more capable of advancing the goal of a more humane society. With this vanguard in mind, Montgomery richly describes the texture of ordinary working-class life and culture, stressing the diverse approaches (grounded in ethnicity, religion, gender, etc.) used by workers to interpret the rapidly changing structure of American industry and how it affected them. The change from radicalism in union agitation during World War I to a position of calm and compromise during the 1920's (waiting for a better political environment to materialize) is discussed. Many of the less well-known chapters in American workers' experience, such as the struggles of textile and garment workers before 1900, receive much attention.

*Public sector payrolls*. Edited by David A. Wise. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1987. 327 pp. (National Bureau of Economic Research Project Report). \$40.00.

This volume consists of papers presented at a conference on public sector payrolls held at Williamsburg, Virginia in 1984 and is a project of the National Bureau of Economic Research. Among the topics covered are the relative pay structure of military personnel to their civilian counterparts, the interaction between the military employment and private employment of youths, the relatively high military and non-military government pension benefits (generous compared to private sector pensions and creating an unfunded liability), and the relationship between public civil service pay and comparable pay in the private sector. Special attention is paid to aspects of the military compensation system because of its large impact on the Federal budget. The incentives existing for an individual with regard to his choice of a public versus a private career are discussed. The current concerns about the quality of American education and the need to improve the standard of teachers (through such devices as merit pay, general increases in teachers salaries, and subsidization of the college education of prospective teachers) are dealt with in the final chapter.

*Technology and employment: innovation and growth in the U.S. economy.*

Panel on Technology and Employment, Committee on Science, Engineering, and Public Policy of the National Academy of Sciences, National Academy of Engineering and Institute of Medicine. Edited by Cyert, Richard M. and David C. Mowery. Washington, DC 20418. National Academy Press (2101 Constitution Ave., NW). 1987. 225 pp. \$34.95.

The relationship of technology to employment and the effects of technological change on the workplace and on U.S. productivity have become topics of national debate. This study reports on the impact of technological change on: levels of employment; the displacement of workers in specific sectors of the economy; skill requirements (not drastically increased); the welfare of women, minorities, and labor force entrants in a transformed economy (only strong basic skills are needed); and the organization of the firm and the workplace. The report has concluded that technological change will contribute significantly to growth in the economy and in employment opportunities and wages, although workers in specific occupations and industries may have to move among jobs and careers. Crucial, therefore, are policy initiatives which will help workers preparing for and making such transitions (job training programs, income assistance during training, placement services, etc.). Since the authors assume the beneficial effects of technological change, they make recommendations to aid firms in the development and adoption of new technologies.

*Unemployment and the structure of labor markets.* Edited by Kevin Lang and Jonathan S. Leonard. New York, NY 10016. Basil Blackwell (432 Park Avenue South, Suite 1503). 1987. 253 pp. \$34.95.

This volume contains nine papers presented by economists at a conference held in March 1986 at the University of California, Irvine. The papers cover such topics as the inter-industry wage structure, the cyclical nature of unemployment durations, and the stability of jobs. The authors assess whether the inter-industry wage structure can best be accounted for by competitive or noncompetitive forces. Other topics include analyses of unemployment durations and employment volatility, and a discussion of problems in the interpretation of labor market experiments. An introductory chapter provides an overview of the papers and draws out the link between unemployment and the wage structure.

*Work, health, and income among the elderly.* Edited by Gary Burtless. Washington, DC 20035. Brookings Institution (1775 Massachusetts Ave., NW). 1987. 276 pp. (Studies in Social Economics). \$26.95.

The six papers in this volume discuss fundamental questions that are relevant to the debate over reforms in public programs for the aged. Concern about the rising costs of the Social Security and Medicare Programs and the changing demographics that will make them even more expensive in the future forces an examination of the current status of the elderly and whether any cost-cutting is advisable. The subjects dealt with are: the declining mortality rate and the increased health care cost associated with it; the relationship between the health of an aging person and his ability to work (with implication for the concept of a fixed retirement age); the amount of hardship faced by those compelled to retire (measured with the help of the straightforward device of food consumption); whether Social Security benefits provide too great an incentive to retire; and inadequate life insurance protection of many families, with the resulting large number of widows living below the poverty level.