

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1991

The Industrial Relations Section is pleased to announce that this year's winner of the Richard A. Lester Award is John H. Pencavel for *Labor markets under trade unionism: employment, wages, and hours*.

Aronson, Robert Louis. *Self-employment: a labor market perspective*. Ithaca, NY 14853-3901. ILR Press (New York School of Industrial and Labor Relations. Cornell University). 1991. 156pp. (Cornell studies in industrial and labor relations: no. 24). \$26.00; \$10.95, paper.

Aronson focuses on a neglected area of industrial relations research: self-employment as a labor market phenomenon. He presents data on the principal dimensions of nonfarm self-employment, its rate of growth, its demographic and social composition, its industrial and occupational distributions, its relative earnings, and its relation to government and public policy. Aronson believes that the behavior of nonfarm self-employment may challenge the standard models of the labor market, suggesting in part that nonmonetary considerations may carry greater weight in employment decisions. He discusses the problem of defining and counting the self-employed, including such ambiguous categories as people employed in the underground economy, commission salespersons, and franchise holders.

Blasi, Joseph Raphael and Douglas Lynn Kruse. *The new owners: the mass emergence of employee ownership in public companies and what it means to American business*. Scranton, PA 18512. HarperCollins (1000 Keystone Industrial Park). 1991. 354pp. \$27.95.

The authors have written an up-to-date overview of employee ownership in public companies, outlining the profound implications of this transformation in corporate America. About one thousand employee-owned public companies comprise almost a third of the market value and sales of the publicly traded corporate sector. The number of public corporations in which employees are the largest stockholders has grown by fifty percent (to almost fifteen percent of all companies) since 1974 and will continue to grow. This trend, Blasi and Kruse assert, will bring dilemmas for employees, managers, stockholders and corporate boards as workers begin to think like owners rather than employees.

Devine, Theresa J. and Nicholas M. Kiefer. *Empirical labor economics: the search approach*. Cary, NC 27513. Oxford University Press (2001 Evans Rd. ATTN: Order Dept. OUP). 1991. 343pp. \$49.95.

The authors have applied the search approach to the broad empirical labor economics literature. By doing so they have extended neoclassical theory, incorporating issues of uncertainty and information and producing a close

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

link between econometric and theoretical modeling. The text introduces a formal specification of a search model, considers some issues of estimation and inference, focuses on studies that address the experience of unemployed workers, analyzes multistate search models, reviews analyses of data on the search strategies of unemployed workers and the arrival rates of offers, considers data on job exits and job-to-job transitions, and reviews experimental evidence and empirical studies of search and search behavior.

Economic challenges in higher education. By Charles T. Clotfelter et al. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1991. 422pp. (A National Bureau of Economic Research monograph) \$39.95.

This research monograph analyzes three major economic issues likely to influence the future of all institutions of higher education in the 1990s: the growth and composition of undergraduate enrollments, with special attention to the effects of changes in tuition and financial aid on the demand for undergraduate places; the supply of faculty in the academic labor market; and the cost of operating colleges and universities. To varying degrees, colleges and universities must prepare now for adaptations caused by the following: 1) The growth of aggregate enrollments is likely to cease during the first half of the decade and then resume in the second; 2) As enrollments rebound, an increased demand for faculty may spur salary increases and other adjustments in the supply of faculty; 3) Cost per student may increase rapidly when the demand for higher education slows and may moderate when demand and enrollments increase.

Gillespie, Richard. *Manufacturing knowledge: a history of the Hawthorne experiments.* Port Chester, NY 10573. Cambridge University Press (110 Midland Ave.). 1991. 282pp. (Studies in economic history and policy: the United States in the twentieth century.) \$39.50.

The celebrated Hawthorne experiments were instrumental in elevating personnel management to the realm of scientific knowledge and continue to intrigue people interested in worker motivation and productivity. Drawing upon the personal papers of researchers and a wealth of original records, Gillespie presents a richly detailed, historical analysis of the 1924-1933 studies at the Hawthorne Works of the Western Electric Company. He explores the organizational context in which the experiments were conducted and reveals a surprising assortment of viewpoints and interpretations of the test data among the researchers, supervisors, and the workers themselves. Gillespie discusses the strong personality of Elton Mayo and his influence in championing the version of the tests' results that survived.

Houseman, Susan N. *Industrial restructuring with job security: the case of European steel.* Cambridge, MA 02138. Harvard University Press (79 Garden St.). 1991. 164pp. (Harvard economic studies; v. 161). \$24.95.

The author sees the changes in the steel industry as epitomizing the tensions in industrial countries over two conflicting forces, the need for restructuring industries to reflect changing trade and demand patterns and the pressures to provide stable employment. The European Community steel industry provides an excellent case study of efforts to combine strong job security with rapid restructuring, particularly given the EC's coordination of strategies to modernize and reduce capacity and the availability of comparably defined, detailed plant level data. In general, strong security resulted in a substitution of hours for employment adjustment and in the allocation of production and capacity to less efficient facilities, with resulting lower productivity growth. The variety of ways to improve the internal flexibility of the work force that developed during this period demonstrates

the ability of the industrial relations system to help preserve employment stability during economic turbulence and uncertainty.

Immigration, trade, and the labor market. Edited by John M. Abowd and Richard B. Freeman. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1991. 432pp. (National Bureau of Economic Research Project paper). \$49.95.

The papers in this conference volume focus on the growing internationalization of the American labor market that began in the 1970s, offering an analysis of the labor market impact of the international movements of people, goods, and capital. Included are studies of two other major immigrant-recipient countries, Australia and Canada, which offer comparative experiences and also stress the degree to which labor market institutions and economic policies can condition the effect of immigration and trade on economic outcomes. Using a unique data set, contributors trace the flow of immigrants by comparing the labor market and migration behavior of individual immigrants, explore the effects of immigration on wages and employment by comparing the composition of the work force in local labor markets, and analyze the impact of trade on labor markets in different industries. One of the many interesting findings of this project is that there are far fewer illegal immigrants in the United States than reported by the media. Also, the immigrant share of the labor force growth has been relatively moderate over the last twenty years because of increased native worker entry into the labor market.

Layard, P. Richard G., Stephen Nickell, and Richard Jackman. *Unemployment: macroeconomic performance and the labour market.* Cary, NC 27513. Oxford University Press (2001 Evans Rd. ATTN: Order Dept. OUP). 1991. 618pp. \$49.95.

This definitive textbook reflects the authors' belief in the ability to understand and reduce unemployment. The authors provide a framework for analysis that combines macroeconomics with a detailed microeconomic analysis of the labor market. They show how unemployment affects inflation and discuss whether full employment can ever be combined with price stability.

Pencavel, John H. *Labor markets under trade unionism: employment, wages, and hours.* Colchester, VT 05446. Basil Blackwell c/o AIDC (64 Depot Rd.). 1991. 217pp. \$49.95.

Pencavel's focus is on the determination of wages, employment, and hours of work in labor markets where workers are represented by trade unions. His ambitious study surveys and assesses a broad range of the pertinent literature, both what is known and what remains to be determined. Throughout, he attempts to relate two branches of the current research: the empirical studies of the effects of unions on contracts and the theoretical model-building studies of union wage objectives and union-management wage bargaining. His analysis features a comparative study of the U.S. and British labor markets. Chapters cover: the context of unionism; empirical regularities; trade union objectives; efficient contracts; efficient contracts and the collective bargaining structure; recursive contracts; and interactions among markets.

Rees, Albert and Sharon P. Smith. *Faculty retirement in the arts and sciences.* Princeton, NJ 08540. Princeton University Press (41 William St.). 1991. 107pp. \$25.00.

Using data from thirty-three colleges and universities and their own considerable experience in higher education, Rees and Smith study the consequences of the abolition of mandatory retirement for tenured faculty mem-

bers legislated by the 1986 amendment to the Age Discrimination in Employment Act. The first part of the study is based on data on the age distribution of tenured faculty in the arts and sciences and flows into and out of this faculty at the thirty-three institutions. The second part consists of a set of special studies and surveys done at additional institutions and analyses of surveys conducted by other organizations. The authors conclude that the amendment will have a much smaller effect than has been anticipated.

Schor, Juliet B. *The overworked American: the unexpected decline of leisure*. Scranton, PA 18512. Basic Books, a division of HarperCollins (1000 Keystone Industrial Park). 1991. 247pp. \$21.00.

In a volume that has inspired significant comment and controversy, Schor documents the decline in leisure time both at work and in the home. In the last twenty years Americans have increased their working hours by the equivalent of one month a year. Though productivity has also risen, American workers have shown their preference for taking the dividend in consumer goods rather than leisure time. Schor's thesis reflects the influence of the new view of the labor market which emphasizes asymmetries between employees and employers, such as a chronic shortage of jobs, putting workers at a bargaining disadvantage, and the employers' preference for long work hours. She argues that key incentive structures of capitalism contain biases toward long working hours. The appendix contains the data on which Schor bases her theory.

Sloane, Arthur A. *Hoffa*. Cambridge, MA 02142. MIT Press (55 Hayward St.). 1991. 430pp. \$24.95; \$12.95, paper.

Sloane presents an in-depth portrait of one of the best known American labor leaders. Sloane's even-handed portrayal documents the actions that won Hoffa the devotion of the Teamster rank-and-file and commanded the respect of trucking industry executives. Hoffa always made himself accessible to union members, giving out his telephone number at the end of each public appearance and inviting people to call him directly. Violence was a part of Hoffa's life from the beginning of his union career, and Hoffa did not hesitate to use physical force and enlist the aid of gangsters in order to achieve his objectives. Though Hoffa's alliance with organized crime figures began early and lasted throughout his career, Sloane suggests that Hoffa's ultimately independent stance led to his death, still unsolved, at the hands of the mob. Sloane's portrait does not neglect other aspects of Hoffa's remarkable personality such as the devoted father and husband and the arrogant, combative subject of Senate committee investigations.

Williams, C. Arthur, Jr. *An international comparison of workers' compensation*. Hingham, MA 02018-0358. Kluwer Academic Publishers (P.O. Box 358, Accord Station). 1991. 221pp. (Huebner international series on risk, insurance, and economic security.) \$75.00.

Beginning with an explanation of the basic concepts and design characteristics of a workers' compensation program, such as which workers are covered and what medical care or expense benefits are provided, this volume then describes and compares the minimum standards set forth by the International Labor Organization in 1964 and the United States National Commission on State Workmen's Compensation Laws in 1972. It goes on to summarize workers' compensation programs in 136 countries, looking at such provisions as coverage, medical expense benefits, disability benefits, death benefits and program funding, and discusses how specific options vary among nations according to location, income status, and security system. More detailed description is then provided for specific programs in thirteen nations of special interest in their approaches to workers' compensation.