

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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## NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1992\*

The Industrial Relations Section is pleased to announce that this year's winner of the Richard A. Lester Award is Bruce E. Kaufman for *The origins and evolution of the field of industrial relations in the United States*.\*\*

Berggren, Christian. *Alternatives to lean production: work organization in the Swedish auto industry*. Ithaca, NY 14853-3901. ILR Press (School of Industrial and Labor Relations, Cornell University). 1992. 286 pp. (Cornell International Industrial and Labor Relations Report No. 22). \$39.00.

In an effort to find technological and economically feasible alternatives to the restrictive work organization of scientific management, Berggren spent ten years observing and interviewing experts in the Swedish automobile industry. During this time he made twenty studies of changes in technology, shop-floor organization, and working conditions in a number of factories, including new Saab and Volvo projects. Six of these studies are presented in this volume, which contrasts the development of the team-work-based model of work organization and production design in Sweden with Japanese lean production, as reflected in the expanding Toyota system.

Bluestone, Barry and Irving Bluestone. *Negotiating the future: a labor perspective on American business*. New York, NY 10022. Basic Books (10 East 53rd St.). 1992. 335 pp. \$25.00.

The cornerstone in the rebuilding of America, say the Bluestones, lies in reshaping the fundamental relationship between employees and management and creating a new work culture. Treating workers better is not enough, they say; management must be willing to share decision-making authority with labor if America is to compete successfully in the global economy. Labor, in turn, must cease to perceive the company as an enemy, and focus on improving work life as well as improving the competitiveness of the enterprise.

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

\*\* Although this volume was copyrighted in 1993, it appeared and was reviewed in 1992.

*Evaluating welfare and training programs.* Edited by Charles F. Manski and Irwin Garfinkel. Cambridge, MA 02138. Harvard University Press (79 Garden St.). 1992. 364 pp. \$39.95.

Concern with program evaluation, note Manski and Garfinkel, has spread rapidly since the 1960s. This volume reflects the collective effort of the contributors to improve communication and collaboration among the communities that design, perform, and use program evaluations. Although the focus of the book is the evaluation of federally mandated welfare and training programs, it is also pertinent to the evaluation of programs in education, public health, and other social services.

Ghilarducci, Teresa. *Labor's capital: the economics and politics of private pensions.* Cambridge, MA 02142. The MIT Press (55 Hayward St.). 1992. 213 pp. \$35.00.

Ghilarducci observes that while private pension systems do not fulfill their most prominent goal of providing adequate retirement income security, they do play out more obscure roles as bargaining issues, personnel tools, finance capital, and private social insurance. Ghilarducci describes the development of the private pension system and its political and economic bases. She identifies who benefits from the system and how legislation fails to protect the best interests of the worker.

Hildebrand, George H. and Garth L. Mangum. *Capital and labor in American copper, 1845-1990: linkages between product and labor markets.* Cambridge, MA 02138. Harvard University Press (79 Garden St.). 1992. 334 pp. \$25.00.

This history of the U.S. copper industry considers the reciprocal influences of labor, business, and corporate concerns, as well as the ways in which geology, geography, and technology determined both policy and result. Although the industry has declined significantly in recent years, Hildebrand and Mangum observe that its continued survival and not insignificant strength offer important lessons for other historic industries, as well as for newer industries facing an increasingly competitive world.

*Immigration and the work force: economic consequences for the United States and source areas.* Edited by George J. Borjas and Richard B. Freeman. Chicago, IL 60637. University of Chicago Press (5801 Ellis Ave.). 1992. 281 pp. \$45.00.

This study analyzes the economic effects of immigration on the United States through the late 1980s and explores the links between immigration to the United States and selected source area economies. It considers who the immigrants to the United States are, how they perform in the U.S. labor market, how they affect the employment opportunities of natives, how the labor market effects of immigration compare to those of international trade, and what immigration to the United States does to the economies of the sending countries or regions.

*Industrial relations in the new Europe.* Edited by Anthony Ferner and Richard Hyman. Cambridge, MA 02142. Basil Blackwell (238 Main St., Suite 501). 1992. 640 pp. \$29.95.

This volume examines industrial relations in the twelve European Community states, Austria, Finland, Norway, Sweden, and Switzerland. Writ-

ten by experts from each country, the essays analyze management strategies and practices both in the current context of European integration and historically. Decentralization, flexibility, cross-national development, and causes of continuing diversity in European industrial relations are covered extensively. This volume challenges the idea that unions are diminishing in significance; they are shown to be important agents of industrial relations change in most countries, especially where they maintain strong links with workplace organization.

Kaufman, Bruce E. *The origins and evolution of the field of industrial relations in the United States*. Ithaca, NY 14853-3901. ILR Press (School of Industrial and Labor Relations, Cornell University). 1993. 286 pp. (Cornell Studies in Industrial and Labor Relations No. 25). \$40.00 cloth; \$19.95 paper.

This historical survey describes the origins and development of industrial relations (IR) as an academic discipline in the U.S. Kaufman looks at the factors that contributed both to IR's growth in the years immediately following World War II and to its decline in the 1980s, with particular attention to the very different philosophies that have informed research in industrial relations: science-building and problem-solving. Kaufman concludes that fundamental changes, including a reconceptualization of the intellectual boundaries and core subject matter of industrial relations, are in order if the field is to survive as an academic discipline.

*Pensions and the economy: sources, uses, and limitations of data*. Edited by Zvi Bodie and Alicia H. Munnell. Philadelphia, PA 19104-6097. University of Pennsylvania Press (418 Service Dr.). 1992. 272 pp. \$39.95.

Included in this volume are six papers, with additional commentary, that examine the major issues and available data relating to pensions and economic activity. Five key areas where pensions interact with the economy are identified: provision of retirement income, labor force activity, individual and national saving, financial markets, and the federal budget. A sixth chapter looks at the issues and adequacy of information for foreign pension plans.

*Research frontiers in industrial relations and human resources*. Edited by David Lewin, Olivia S. Mitchell, and Peter D. Sherer. Madison, WI 53706. Industrial Relations Research Association (7226 Social Science Building, University of Wisconsin, 1180 Observatory Dr.). 1992. 625 pp. \$22.50.

The essays in this research volume assess scholarly work done in the 1980s in sixteen chapters organized under four major topic headings: (1) unions, collective bargaining, and dispute resolution; (2) human resource management; (3) labor market research; and (4) the regulation of IR-HR. The authors provide summaries of recent research in their topic areas, new evidence about the topics, and a proposed agenda for future research.

Schettkat, Ronald. *The labor market dynamics of economic restructuring: the United States and Germany in transition*. Westport, CT 06881. Greenwood Press (88 Post Rd.). 1992. 213 pp. \$55.00.

This investigation of theories and facts that might explain rising unemployment-

ment rates in the U.S. and Germany in the last twenty years examines several hypotheses: (1) wage structure has destroyed incentives for mobility; (2) the pace of structural change has increased; (3) insiders exclude outsiders from employment; (4) employers are reluctant to hire; (5) mismatch and bottlenecks have occurred, and (6) long-term unemployment is self-sustaining.

Weir, Margaret. *Politics and jobs: the boundaries of employment policy in the United States*. Princeton, NJ 08540. Princeton University Press (41 William St.). 1992. 238 pp. \$29.95.

In trying to understand the failure of active labor market policies in the U.S., Weir argues that public policy is not a straightforward outcome of public preferences. She addresses two sets of questions often left unexplored in the political economy literature: how do policy ideas become influential, and in what way do different social groups come to understand their interests with regard to employment? Weir examines Keynesian macroeconomic policy in the 1930s and 1940s, labor market policies in the 1960s and 1970s, and efforts to develop new planning mechanisms in the late 1970s. She suggests that early decisions reached in the 1940s restricted the scope for later initiatives by channeling thinking and political activity along distinctive paths.

Wokutch, Richard E. *Worker protection, Japanese style: occupational safety and health in the auto industry*. Ithaca, NY 14853-3901. ILR Press (School of Industrial and Labor Relations, Cornell University). 1992. 263 pp. (Cornell International Industrial and Labor Relations Report No. 21). \$39.00 cloth; \$18.95 paper.

Japanese management practices and government policies have attracted the attention of the West in recent years. Through the lens of the automotive industry, Wokutch examines the regulation and management of safety and health in the United States and Japan. The Japanese idea of corporate social responsibility is illuminated by his well-researched analysis of one Japanese automotive firm's operations in the United States. Contrasts in regulatory and management philosophies of the United States and Japan are revealed. Relations among Japanese management, labor, and government are cooperative and non-adversarial, unlike those in the United States. According to Wokutch, the United States' "engineering approach" to safety and health focuses on hazard-proofing machines and worksites, whereas the Japanese rely more heavily on a behavioral, person-oriented approach. Wokutch suggests ways in which the most effective national and corporate strategies of each country might be adapted cross-nationally.