

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION  
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## INDUSTRIAL RELATIONS RESEARCH ASSOCIATION: SELECTIONS FROM FIFTY YEARS OF PUBLICATIONS

The Industrial Relations Research Association, founded in 1947, provides a forum for businesspersons, union leaders, government officials, lawyers, arbitrators, academics, and others interested in research and exchange of ideas on various aspects of labor, including employer and employee organization, labor relations, personnel administration, social security, and labor legislation. It is comprised of sixty-three local chapters. The Association disseminates research results through a regular series of conferences and publications.

### I. GENERAL

The following publications may be purchased from the Industrial Relations Research Association, 4233 Social Science Building, University of Wisconsin, 1180 Observatory Drive, Madison, WI 53706-1393. Telephone: (608) 262-2762, or Fax (608) 265-4591. IRRA publications are also beginning to appear on the Association's website, <http://www.ilr.cornell.edu/IRRA/>.

#### *Chapter profiles.* Free to members

This annual publication describes the organization, meeting schedule and programs of the local IRRA chapters.

#### *Dialogues.* Free to members

This semiannual publication is comprised of excerpts from papers delivered at IRRA conferences and from other published works.

#### *Industrial Relations Research Association newsletter.* Free, to members.

This quarterly publication contains employment listings and news about local chapters, national meetings, and publication opportunities.

#### *Membership directory of the Industrial Relations Research Association.* 1949- \$25.00.

The *Directory* is published approximately every four years and contains a biographic list of members compiled primarily from questionnaires. Besides address information, the entries include the person's occupation, education and degrees, representative publications, major fields of interest, IRRA chapter membership and other professional associations, current position and other recent career data. The main alphabetic list is followed by geographic and occupational lists of members. Also listed are organizational members, local IRRA chapters, university and college industrial relations and related programs, and the Association's constitution, bylaws, and officers.

*Proceedings of the 48th annual meeting of the Industrial Relations Research Association.* \$23.00. (Earlier volumes of *Proceedings* are available at a lower price.)

In addition to the papers presented at sessions of the Association's annual winter meeting, this publication includes the session discussions, the presidential address, the winning submissions of refereed papers competitions, summaries of poster sessions, special reports and annual reports of the executive board and general membership meetings.

*Proceedings of the . . . spring meeting of the Industrial Relations Research Association.* \$5.00.

The papers in this annual publication of the Association's spring meeting customarily focus on a single, overall theme. The *Proceedings* are also normally published as the August issue of *Labor Law Journal*.

## II. SELECTED IRRA ANNUAL RESEARCH VOLUMES DESIGNATED AS NOTEWORTHY BOOKS BY THE PRINCETON UNIVERSITY INDUSTRIAL RELATIONS SECTION

*Collective bargaining: contemporary American experience.* Edited by Gerald G. Somers. 1980. 588pp. \$20.00.\*\*

This unique volume is the joint effort of eleven authors William H. Miernyk, D. Quinn Mills, Harold M. Levinson, Jack Stieber, James Kuhn, Karen S. Koziara, Mark L. Kahn, Richard U. Miller, J. Joseph Loewenberg, Robert E. Doherty, and Jack Barbash. Each of the chapters is a substantial monograph offering a detailed description and analysis of contemporary collective bargaining structure, procedure, and outcomes in one of ten major industries—coal, construction, trucking, steel, electrical products, agriculture, airlines, hospitals, U.S. Postal Service, and public education. The final chapter by Barbash summarizes the characteristics of American collective bargaining as it has evolved in practice and law.

*Employee representation: alternatives and future directions.* Edited by Bruce E. Kaufman and Morris M. Kleiner. 1st ed. 1993. 390pp. \$28.00.\*

The issue of employee representation in the workplace lies at the heart of the transformation currently taking place in American industrial relations. Academics, employers, unionists, and policy makers are confronted with the possibility of alternative forms of employee representation and future directions for public policy. Chapter topics in this volume include: employee representation in a nonunion labor market; employee representation and the law; declining union membership in the United States; evolving modes of workforce governance in the workplace; strategic choice and senior executives' preferences on employee voice and representation; employee representation through the political process; German works council and firm performance; the Saturn partnership; and an historical perspective on employee representation.

*Equal rights and industrial relations.* Edited by Leonard J. Hausman, Orley Ashenfelter, Bayard Rustin, Richard F. Schubert, and Donald Slaiman. 1977. 281pp. \$7.50.\*\*

The nine essays in this volume seek to assess the effectiveness of governmental efforts to eliminate discrimination. Topics discussed include the theory and measurement of discrimination; developing issues in enforcement; the extent of discrimination in unions; and the operation of affirmative action programs, including selection and testing procedures in private, public and educational institutions. The final chapter considers the overall impact on blacks of the equal opportunity programs.

*Human resources and the performance of the firm.* Edited by Morris M. Kleiner, Richard N. Block, Myron Roomkin, and Sidney W. Salsburg. 1987. 343pp. \$15.00.\*

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. 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.

*Industrial relations in a decade of economic change.* Edited by Hervey Juris, Mark Thompson, and Wilbur Daniels. 1985. 407pp. \$15.00.\*\*

This collection of essays opens with a general discussion of the economic changes faced by industrialized nations during the 1973-83 decade, focusing on how market economies handled the constraints and opportunities encountered during this period. Individual chapters focus on developments and problems faced by eight developed countries—Australia, Canada, France, Germany, Sweden, the United Kingdom, and United States—as well as Brazil, which is quickly developing into an industrial power and competitor. The final chapter reports on the varying degree to which these countries adjusted to disruptions in their industrial relations system.

*Industrial relations research in the 1970s: review and appraisal.* Edited by Thomas A. Kochan, Daniel J.B. Mitchell, and Lee Dyer. 1982. 374pp. \$15.00 \*\*

This volume surveys the principal developments and findings of industrial relations research in the 1970s, and draws conclusions about the directions that future work is likely to take. Included are: the findings of studies with an international, comparative focus; analysis of wage determination and public policy on wages; research results and evaluation of employment and training programs; the impact of federal regulation on labor markets; the outcomes of personnel/human resource management; the results of theoretical and empirical work in organizational behavior, contributions from historical studies in the labor field; and appraisal of research on unions and collective bargaining.

*Interpreting the labor movement.* Edited by George W. Brooks, Milton Derber, David A. McCabe, and Philip Taft. 1952. 207pp. (Publication no. 9). \$3.00.\*\*

This symposium contains ten essays analyzing various aspects of the American labor movement—theories of its original behavior, its structural forms, the influence of ethnic groups, forms of government, limits to union penetration of management functions, the industry council program, the geographic area of single bargains, union wage policies, labor in politics, and American labor's international interests and ties.

*The older worker.* Edited by Michael E. Borus et al. 1988. 228pp. \$15.00.\*

This is a timely collection of papers exploring the present state of knowledge about the status, characteristics, and problems of older workers. Herbert S. Parnes and Steven H. Sandell raise significant questions and policy concerns and examine the demographic and retirement trends contributing to the growing interest and concern for older workers. The papers include: "Employment, earnings, and unemployment characteristics of older workers" by Philip L. Rones; "Functioning ability and job performance as workers age" by Monroe

Berkowitz; "The retirement decision" by Herbert S. Parnes; "Pensions and older workers" by Olivia S. Mitchell; "Organized labor and the retired workers" by Lester Trachtman; and "Public policies and problems affecting older workers" by Steven H. Sandell. Among the fifteen papers in an earlier, related publication, *The aged and society; a symposium on the problems of an aging population*, edited by J. Douglas Brown, Clark Kerr, and Edwin E. White (December, 1950. 237pp. (Publication no. 5). \$3.00\*\*) are "The role of industry in relation to the older worker," by J. Douglas Brown and "Retirement age and social policy," by Sumner H. Slichter.

*Research frontiers in industrial relations and human resources.* Edited by David Lewin, Olivia S. Mitchell, and Peter D. Scherer. 1992. 625pp. \$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.

*Research in industrial human relations; a critical appraisal.* Edited by Conrad M. Arensberg, et al. 1957. 213pp. (Publication no. 17). \$3.50.\*\*

Management, labor, and academic points of view are ably represented in this collection of papers appraising human relations research and its applications in industry. The essays include: "Managers, workers, and ideas in the United States" by Reinhard Bendix; "Human relations in the workplace: an appraisal of some recent research" by Harold L. Wilensky (with comment by James C. Worthy); "The economic environment in human relations research" by Abraham J. Siegel; "Work group behavior and the larger organization" by Leonard R. Sayles; "Studying and creating change: a means to understanding social organization" by Floyd C. Mann; "The impact of the union on the management organization" by William Foote Whyte; and "Human relations in the trade unions" by Solomon Barkin.

*U.S. industrial relations 1950-1980: a critical assessment.* Edited by Jack Stieber, Robert B. McKersie, and D. Quinn Mills. 1981. 361pp. \$15.00\*\*

This collection of articles serves to present a comprehensive view of modern industrial relations in the America, its strengths and weaknesses, and suggestions for improvements in the system. It focuses on the period between 1950 and 1980 which is referred to by some as the "Golden Age of Collective Bargaining." These essays look at the dynamics and developments within the field during these years primarily in the U.S. public sector. The following essays are included: "Collective bargaining and the economy" by Daniel J.B. Mitchell; "The impact of collective bargaining: illusion or reality?" by Richard B. Freeman and James J. Medoff; "Management performance" by D. Quinn Mills; "Large nonunionized employers" by Fred K. Foulkes; "Social issues in collective bargaining" by Phyllis A. Wallace and James W. Driscoll; "Will the real industrial conflict please stand up" by Peter Feuille and Hoyt N. Wheeler; "Summary and conclusion" by Jack Stieber and Richard N. Block.

\* Order from ILR Press, Cornell University Press Services, PO Box 6525, 750 Cascadilla Street, Ithaca, Ny 14851-6525. Telephone (607) 277-2211 or fax 1 (800) 688-2877.

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