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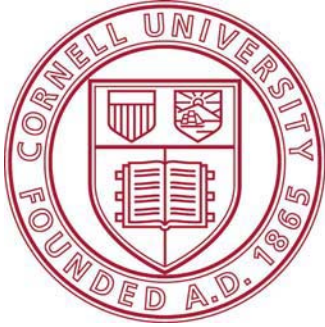
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***ILR School Theses and Dissertations
Categorized by Subject***

ILR School Theses and Dissertations: a listing

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Careers and Occupations

2003. Ph.D. Kraus, Amanda Brett Newton. **Aggregate- and individual-level occupational outcomes in the Taiwan economy : evolutionary changes from 1980 to 1992.** Advisor: G. Fields.
2003. Ph.D. Valcour, Paulette Monique. **An integrated process model of objective and subjective career success among call center employees.** Advisor: P. Tolbert.
Call centers--Employees--United States. Call centers--Employees--Rating of--United States.
2001. M.S. Fowler, Joshua Mark. **The relationship among subordinate personality characteristics, preferred behavior in leaders, satisfaction, and satisfactoriness : a person-organization fit approach.** Advisor: T. Hammer.
Supervision of employees Psychological aspects. Executives Psychology. Executives Selection and appointment United States. Personality and occupation United States.
2001. M.S. Geraci, Heather M. **Breaking and entering : state-level recognition of women as lawyers.** Advisor: P. Tolbert.
Women lawyers United States States History. Women in the professions United States States History. Feminism United States History.
1999. Ph.D. Ainspan, Nathan David. **The geek shall inherit or leave the money and run? : role identities and turnover decisions among software programmers and other high technology employees.** Advisor: T. Welbourne.
Computer programmers United States. High technology industries Employees United States. Labor turnover United States. Career development United States.
1999. M.S. Sanna, Filip Leon. **Conflicts between bureaucratic, medical-technical, and caregiving approaches to EMS work : using logics of action as an analytic tool.** Advisor: S. Bacharach.
1998. M.S. Park, Hyeon Jeong. **The changing career expectations of white-collar employees of Korean chaebols.** Advisor: V. Pucik.
Personnel management Korea (South). Career development Korea (South).
1996. M.S. Lengermann, Paul Adrian. **Training and wage growth : depreciation, portability, and varying returns for different demographic groups.** Advisor: J. Bishop.
Employees Training of United States Cost effectiveness. Occupational training United States Cost effectiveness. Wages Effect of education on United States. Wages United States. Human capital United States.
1996. Ph.D. Lion, Cynthia L. **Personality and self-selection into various job facets : a longitudinal study.** Advisor: L. Gruenfeld.
Personality and occupation Longitudinal studies. Occupations Psychological aspects

Longitudinal studies. Vocational guidance Psychological aspects Longitudinal studies. Work Psychological aspects Longitudinal studies.

1996. Ph.D. Osagie, Sylvester Osaze. **The role of credentialing in the emergence of employee assistance as a workplace jurisdiction.** Advisor: W. Sonnenstuhl.

Employee assistance programs United States Employees Certification. Employee assistance programs United States Employees Licenses. Employee assistance programs United States Employees. Personnel departments United States Employees. Employee assistance programs.

1995. Ph.D. Cable, Daniel M. **The role of person-organization fit in organizational entry.** Advisor: T. Judge.

Employee selection. Personality and occupation. Prediction of occupational success. Corporate culture. Employment interviewing. Values. Work ethic.

1995. Ph.D. Hosken, Daniel Scott. **Teachers' early career attrition, retirement, and wage determination : evidence from panel data.** Advisor: R. Ehrenberg.

1995. Ph.D. Rothstein, Donna Suzann. **Gender, race, and ethnicity in early career matches between employees and supervisors, and the labor market outcomes of young employees.** Advisor: R. Ehrenberg.

Supervisors United States. Women supervisors United States. Afro-American supervisors United States. Women employees United States. Minorities Employment United States. Wages United States. Promotion of employees United States. Career development United States.

1995. Ph.D. Takao, Shojiro. **The multidimensionality of organizational commitment : an analysis of its antecedents and consequences among Japanese systems engineers.** Advisor: B. Gerhart.

Organizational commitment Japan. Computer engineers Japan. Employee loyalty Japan. Psychology, Industrial Japan.

1994. Ph.D. Carter, Shani D. **The influences of training method, factors of cognitive ability, motivation, and affect on training outcomes.** Advisor: R. Bretz.

Employees Training of Psychological aspects. Occupational training Psychological aspects. Cognition. Motivation (Psychology). Affect (Psychology). Training.

1994. Ph.D. Marron, George F. **Work and family issues : the impact of eldercare on work force policies and job choice decisions.** Advisor: V. Briggs.

Caregivers Employment United States. Aged Care United States. Employee fringe benefits United States. Work and family United States.

1994. Ph.D. Simons, Talia. **Expanding the boundaries of employment : professional work at home.** Advisor: P. Tolbert.

Telecommuting United States. Home labor United States. Professional employees United States.

1993. M.S. Roemmele, Laurie Anne. **Becoming an employee assistance worker : the socialization processes within an emergent occupation.** Advisor: H. Trice.
Employee assistance programs. Counselors Training of. Professional socialization.
1992. Ph.D. Datta Gupta, Nabanita. **The role of preferences and constraints as determinants of male-female occupational difference.**
1991. M.S. Osagie, Sylvester Osaze. **Employee assistance programs : a thematic analysis of four periodicals.** Advisor: H. Trice.
Employee assistance programs United States Employees. Personnel departments United States Employees. Professional employees United States.
1990. Ph.D. Bamberger, Peter Alan. **Antecedents and consequences of role stress : the processes leading to turnover intentions among public sector professionals.** Advisor: S. Bacharach.
Professional employees in government United States Job stress. Labor turnover United States. Work and family United States.
1990. M.S. Lavigna, Robert John. **Background characteristics as predictors of performance appraisal results for entry-level professional employees of the U.S. general accounting office.** Advisor: S. Rynes.
United States. General Accounting Office Officials and employees Rating of. United States. General Accounting Office Officials and employees Selection and appointment. Professional employees Rating of. Professional employees Selection and appointment.
1990. M.S. Mundell, Bryan Lee. **Status inconsistency and stress in organizations.** Advisor: S. Bacharach.
Organizational behavior. Occupational prestige. Role conflict. Job stress.
1988. M.S. Orr, Marsha J. **Teacher compensation : lessons from our past : professional standing and the basis for teacher remuneration 1840-1900.** Advisor: R. Doherty.
Teachers--Salaries, etc.--United States--History--19th century.
1987. M.S. Strausser, Pamela Grace. **Determinants of Occupational Turnover among Engineers.** Advisor: S. Rynes.
1986. M.S. Birnbaum, Alan Jeffrey. **An application of organizational behavior to the managerial exclusion principle : an analysis of the collective bargaining status of professionals.** Advisor: P. Tolbert.
Collective bargaining Professions United States. Professional employees United States.
1983. Ph.D. Landau, Jacqueline Cecile. **Career experiences and expectations of clerical employees.** Advisor: T. Hammer.
Clerks. Occupational mobility. Vocational interests.

1982. Ph.D. Le Louarn, Jean-Yves. **The effect of dual career couples on several personnel decisions using an in-basket technique.** Advisor: T. DeCotiis.
Married people Employment United States. Personnel management United States.
1982. Ph.D. Rogers, David E. **The effects of individual and occupational characteristics on the career paths of young males.** Advisor: R. Ehrenberg.
Labor mobility United States. Employees Training of United States.
1979. Ph.D. Dillingham, Alan Edward. **The injury risk structure of occupations and wages.** Advisor: R. Smith.
Industrial accidents. Wages.
1979. M.S. Drankoski, Richard David. **An identification of the needs of non-supervisory employees in the nursing profession : implications for career planning and development programs.** Advisor: T. DeCotiis.
Nurses Vocational guidance.
1978. Ph.D. Vardi, Yoav. **Individual level and organizational level determinants of career mobility patterns, an integrative model.** Advisor: T. Hammer.
Occupational mobility. Organization.
1977. Ph.D. Barhyte, Diana Young. **Ph. D. production and deployment in biochemistry : roles of departments and mentors.** Advisor: H. Aldrich.
Biochemistry Study and teaching. Doctor of philosophy degree.
1975. Ph.D. Mena, Manuel Alfred. **Paraprofessionals : perceptions of opportunities for advancement and their relationship to job satisfaction.** Advisor: J. Wright.
Job satisfaction. Promotions. Library technicians. Teachers' assistants.
1975. M.S. Wein, Jeffrey Marc. **An investigation of factors influencing the decision to consort under Title I of the Comprehensive employment and training act of 1973.** Advisor: W. Frank.
Manpower policy--New York (State). Occupational training--New York (State).
1973. M.S. Copur, Halil. **A study of professorial roles in universities.** Advisor: W. Whyte.
College teachers. Universities and colleges Faculty. Professions. Organization. Authority. Teachers.
1972. Ph.D. Azevedo, Ross Eames. **The labor market for scientific personnel; the problem of allocation and efficiency.** Advisor: N. Tolles.
Professional employees. Scientists United States. Engineers United States. Labor supply United States. Labor economics.

1972. Ph.D. King, Allan Geoffry. **Occupational choice, risk aversion, and wealth.** Advisor: W. Galenson.
Occupations. Income. Decision making.
1971. M.S. Ayers, Wayne Matthew. **Military manpower utilization: lateral hire as a source of career manpower for the United States Army.** Advisor: W. Galenson.
United States Armed Forces Recruiting, enlistment, etc. United States Armed Forces Pay, allowances, etc.
1971. M.S. Foster, Richard Gary. **Student attitudes concerning occupational choice: assumptions toward a systems-model study of the modern organization.** Advisor: N. Rosen.
Vocational guidance United States. Attitude (Psychology) Testing. Students Attitudes. Occupations. Vocational guidance. Attitude (Psychology). Students. Occupations United States.
1971. Ph.D. Spritzer, Allan David. **Trade union sponsored occupational training in the U. S. maritime industry: the upgrading and retraining program of the National Maritime Union.** Advisor: V. Jensen.
National Maritime Union of America. Upgrading and Retraining Program. Occupational training United States. Occupational retraining United States. Labor unions United States.
1970. M.S. Lampkin, Linda Wentzel. **The technical service company: an alternative to direct hire.** Advisor: W. Galenson.
Engineers United States. Engineers Employment. United States Employment.
1969. M.S. Levy, Steven Mark. **Field independence-field dependence and occupational interests.** Advisor: L. Gruenfeld.
Perception. Attitude (Psychology). Occupations.
1968. Ph.D. Everett, Woodrow Wilson Jr. **A study in organizational power: individual power within an organization of professional scientists and engineers.** Advisor: V. Jensen.
Power (Social sciences) Case studies. Organization Case studies. Social interaction Case studies. Professional employees. Military research.
1968. M.S. Gottesmann-Jarzyna, Susan Roberta. **Degree of professionalization and professionalism in the personnel occupations, a case study: the American Society for Personnel Administration.** Advisor: H. Trice.
American Society for Personnel Administration. Personnel directors. Professions United States. Psychology, Industrial Case studies. Personnel departments.
1968. M.S. Nedd, Albert Neville B. **An exploratory study of the job satisfaction attitudes of a group of chemists, engineers and technicians.** Advisor: H. Landsberger.
Job satisfaction Case studies. Professional employees Case studies. Employee attitude surveys.

1968. Ph.D. Ritzer, George. **Commitment, professionalism, and role conflict resolution: the personnel manager.** Advisor: H. Trice.
American Society for Personnel Administration. Psychology, Industrial Case studies. Personnel directors. Professions United States.
1968. Ph.D. Roman, Paul Michael. **Occupational role change and psychiatric impairment.** Advisor: H. Trice.
Psychology, Industrial.
1967. Ph.D. Clarey, Richard Joseph. **A study of values in a training experience.**
Values. Occupational training.
1967. Ph.D. Richardson, Robert Brooks and United States. Office of Manpower Policy, Evaluation, and Research. **An examination of the transferability of certain military skills and experience to civilian occupations.**
United States. Air Force. Veterans--Employment--United States.
1965. Ed.D. Kushner, John. **A study of the position, subject needs, and level of work of the technology graduates of Broome Technical Community College.**
Broome Technical Community College, Binghamton, N.Y. Vocational guidance. Occupations. Technical education--New York (State).
1964. Ph.D. Jain, Sagar Chand. **Social origins and careers of industrial managers in India.**
Executives India. Industrial management India. Occupational mobility India. India Economic policy. Industries India.
1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research chemists.**
Research, Industrial Personnel administration. Scientists. Chemists.
1960. M.S. Hepton, Estelle. **Moonlighting on Waikiki: a study of dual employment and work efficiency.**
Hawaiian Village Hotel. Supplementary employment Hawaii Case studies. Hotels Hawaii Employees Supplementary employment Case studies. Taverns (Inns) Hawaii Employees Supplementary employment Case studies. Restaurants Hawaii Employees Case studies.
1959. M.S. Holmsen, Lilian Soobik. **Occupational adjustment of postwar immigrants to Canada.**
Immigrants--Canada. Occupations--Canada. Canada--Emigration and immigration.
1958. Ph.D. El-Sherbini, Ibrahim Abdul-Aziz. **A study of staffing problems in community colleges and technical institutes of the State University of New York, with particular reference to problems of in-service professional development.**
University of the State of New York. Vocational education--Study and teaching. Teachers--New York (State).

1957. M.S. Singer, David. **The mobility patterns of Cornell mechanical engineers, 1946-1954.**
Cornell University. College of Engineering. Engineers. Engineers Salaries, etc.
1956. M.S. Rath, Gopal Chandra. **The welfare officer in Indian industry.**
Industrial welfare India. Personnel directors. Industrial laws and legislation India.
1956. Ph.D. Trull, Samuel George. **Factors bearing on the development and utilization of engineering and scientific personnel in industry; a study to determine some of the factors which influence the developmental aspects of engineers along the lines of management and/or technical research.**
1955. Ph.D. Steffen, Harold Jean. **A study of common elements in entry jobs.**
Occupations. Job analysis. Vocational guidance.
1955. M.S. in Ed. Zeh, Carl Willard. **Major skills required by technicians in mechanical research and development.**
Industrial technicians. Technical education. Industrial technicians--Job descriptions.
1954. Ph.D. Richardson, Stephen Alexander. **A study of selected personality characteristics of social science field workers.**
Social scientists. Social sciences Study and teaching.
1951. M.S. in Ed. Ankeney, John Velte. **A study of the diversified occupations program in the Woodrow Wilson High School, Portsmouth, Virginia.**
Vocational education Study and teaching Virginia. Portsmouth.
1951. M.S. in Ed. Jervis, William. **Attainment through the study of general mechanical drawing.**
1951. Ph.D. Raimon, Robert Leonard. **Comparative wages, occupational wage differences, and wage determination.**
Wages Research. Wages.
1951. Ph.D. Salkever, Louis Romov. **Toward a theory of occupational wage differentials.**
Wages.
1950. Ph.D. Hampton, Thomas Edgar. **A survey of technical occupations in Louisiana with implications for technical education.**
1948. M.S. in Ed. Walsh, John Patrick. **A survey of occupations in the glove manufacturing industry of Fulton County, New York, and a community occupational survey of the city of Gloversville, New York, for the planning of vocational education in the public schools.**