



Cornell University  
ILR School

Cornell University ILR School  
**DigitalCommons@ILR**

---

ILR School Theses and Dissertations: A Listing

Bibliographies

---

October 2006

## Subject: Groups and Organizations

Susan LaCette

*Cornell University*, [skl2@cornell.edu](mailto:skl2@cornell.edu)

Follow this and additional works at: <http://digitalcommons.ilr.cornell.edu/ilrtheses>

DigitalCommons@ILR is celebrating its 10th anniversary!

Please share your [DigitalCommons@ILR story!](#)

---

This Article is brought to you for free and open access by the Bibliographies at DigitalCommons@ILR. It has been accepted for inclusion in ILR School Theses and Dissertations: A Listing by an authorized administrator of DigitalCommons@ILR. For more information, please contact [hlmdigital@cornell.edu](mailto:hlmdigital@cornell.edu).

---

## Subject: Groups and Organizations

### **Keywords**

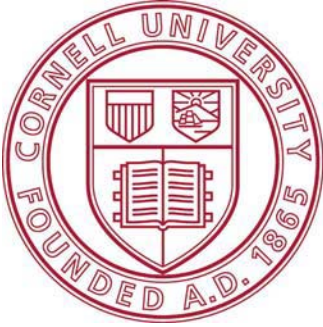
ILR School, New York State School of Industrial and Labor Relations, thesis, theses, dissertations, graduate

### **Comments**

### **Suggested Citation**

LaCette, S. (Compiler). (2006). *Subject: Groups and organizations*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations, M. P. Catherwood Library.

<http://digitalcommons.ilr.cornell.edu/ilrtheses/18>



Cornell University  
ILR School

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

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette  
M. P. Catherwood Library  
October, 2006

## Groups and Organizations

2006. M.S. Drellich, Daniel Brian. **Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture.** Advisor: M. Cavanaugh.  
*Executives--Job stress--United States. Job stress--United States.*
2006. Ph.D. Ericksen, Gerald Arthur. **Workforce Alignment, Human Resource Scalability and Small Business Sales Growth.** Advisor: L. Dyer.
2005. Ph.D. Han, Jian. **Building employment brand equity effect of firm practices, employee outcomes and organizational outcomes.** Advisor: C. Collins.  
*Brand name products. Marketing. Personnel management.*
2003. M.S. Lee, Brandon H. **A patchwork of fields : legal and organizational form variation in the construction of the organic food industry.** Advisor: M. Lounsbury.  
*Natural foods industry--United States. Natural foods industry--Law and legislation--United States.*
2003. Ph.D. Oreg, Shaul. **Antecedents and consequences of resistance to organizational change.** Advisor: T. Hammer.  
*Organizational change. Organizational change--Management.*
2003. M.S. Sovina, Jakub. **The effects of organizational brand equity on employment brand equity and recruitment outcomes.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Marketing--Management--United States.*
2003. M.S. Yeung, Sarah Ka-Wah. **The effects of diversity management messages in recruitment advertisements on organizational attraction.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Diversity in the workplace--United States.*
2003. M.S. Yi, Hong. **Lateral and vertical pay dispersions, organizational contexts and performance.** Advisor: G. Milkovich.  
*Wages and labor productivity.*
2002. M.S. Han, Jian. **Recruitment image : construct, dimensionalities and sources.** Advisor: M. Cavanaugh.  
*Corporate culture. Personnel management. Organizational effectiveness.*
2002. M.S. Huang, Jyh-Ming. **Variation in corporate restructuring under privatization : concepts of competition, governance, and legitimacy.** Advisor: H. Katz.  
*Privatization--Case studies. Organizational change--Case studies.*
2001. Ph.D. Booth, Bryan Arthur. **Assuming the strategic business partner role : the transformation of human resources.** Advisor: W. Sonnenstuhl.

*Automobile supplies industry United States Personnel management. Automobile supplies industry Organizational change United States.*

2001. M.S. Ericksen, Gerald Arthur. **Toward a model of spontaneously formed team development and performance : extending the punctuated equilibrium model.** Advisor: L. Dyer.

*Teams in the workplace--United States--Case studies. Organizational behavior--United States--Case studies. Organizational change--United States--Case studies.*

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. Ph.D. Sine, Wesley David. **Paradise lost : a study of the decline of institutions and the restructuring of organizational fields in the U.S. power industry.** Advisor: P. Tolbert.

*Electric utilities United States Management. Electric utilities United States Deregulation. Electric utilities United States Government policy.*

2000. Ph.D. Boswell, Wendy Robyn. **Aligning employees with the organization's strategic objectives : out of "line of sight," out of mind.** Advisor: J. Boudreau.

*Organizational behavior United States. Organizational effectiveness United States. Industrial relations United States Case studies.*

2000. M.S. Fuller, Beth Ann. **Implementing change in a loosely coupled system : a case study.** Advisor: P. Tolbert.

*Organizational change Case studies. Organizational effectiveness Case studies. Industrial management Case studies. Business enterprises Case studies.*

2000. M.S. Pagnucco, Nicholas Denman. **The relationship between values and group strength : a qualitative case study of two religious groups at Cornell University.** Advisor: W. Sonnenstuhl.

*Religious institutions New York (State) Ithaca. College students Religious life New York (State) Ithaca. Religion and sociology New York (State) Ithaca. Group identity New York (State) Ithaca.*

2000. Ph.D. Rogers, Edward W. **Cooperative knowledge behavior in high tech organizations : examining the relationship between employee perceptions of the employment game, cooperative knowledge behavior, and firm performance.** Advisor: P. Wright.

*High technology industries--Management. High technology industries--Employees. Personnel management.*

1999. Ph.D. Dumas-Brown, Nicholas P. **Group composition and its effect on interpersonal relations and role identification formation.** Advisor: L. Gruenfeld.

*Group identity United States. Interpersonal relations United States.*

1999. Ph.D. McKinney-Dhalenne, Valerie Marie. **Help giving and burnout : processes of boundary maintenance in helping organizations.** Advisor: S. Bacharach.
1999. Ph.D. Scarselletta, Mario. **Between tradition and innovation : the cultural contradictions of employee involvement.** Advisor: S. Barley.  
*Manufacturing industries Management Employee participation Case studies. Organizational change.*
1999. M.S. Tichy, Jan. **Making decisions about investment in human resource management practices : examining the mechanism of HR practices' effect on organizational performance.** Advisor: J. Boudreau.  
*Organizational effectiveness. Personnel management Decision making. Personnel management.*
1999. M.S. Valcour, Paulette Monique. **Balancing act : role conflict as a basis for managerial behavior in a voluntary organization.** Advisor: R. Stern.  
*Nursery schools United States Administration. Volunteer workers in education United States. Supervision of employees United States.*
1999. Ph.D. Washington, Sandra Kay. **The Role-Based Identity Scale : development and field tests involving stock options and skill-based pay applications.** Advisor: T. Welbourne.  
*Organizational commitment. Identity (Psychology). Employee stock options United States. Pay-for-knowledge systems.*
1998. Ph.D. Finer, Hampton Sequoia Carlos. **Wage determination and firm performance in the presence of individual and firm heterogeneity.** Advisor: J. Abowd.  
*Wages United States. Organizational effectiveness United States. Collective bargaining United States.*
1997. Ph.D. Fang, Meiyu. **A study of work motivation : the influence of organizational variables and individual characteristics on work motivation and outcomes.** Advisor: B. Gerhart.  
*Employee motivation. Employees Attitudes.*
1997. Ph.D. Johnson, Diane Elizabeth. **Clarifying organizational differences between in-role and extra-role work behaviors.** Advisor: L. Dyer.  
*Organizational behavior. Role expectation. Employee motivation.*
1997. M.S. Marler, Janet H. Gompels. **TQM training, problem-solving performance, and organizational commitment in technology-intensive service work.** Advisor: R. Batt.  
*Total quality management. Service industries workers--Training of. Problem solving. Organizational commitment. Service industries--Management.*

1997. Ph.D. Shafer, Richard Allen. **Creating organizational agility : the human resource dimension.** Advisor: L. Dyer.  
*Organizational change United States Case studies. Personnel management United States Case studies. Industrial organization United States Case studies. Industrial management United States Case studies.*
1997. Ph.D. Smith, Catherine Lynne. **The effects of recruitment practices and organizational reputation on applicant attraction : a multi-employer perspective.** Advisor: B. Gerhart.  
*Employees Recruiting United States.*
1996. M.S. Ainspan, Nathan David. **Employee perceptions of privacy invasions and pay secrecy : a policy capturing study of organization situational variables.** Advisor: T. Welbourne.  
*Privacy, Right of United States. Personnel records Access control United States. Wages United States. Employee rights United States.*
1996. Ph.D. Bauer, Scott Charles. **Site based management : a design perspective.** Advisor: S. Bacharach.  
*School-based management United States. School management and organization United States. Educational change United States.*
1996. M.S. Dumas-Brown, Nicholas P. **Group composition and group orientation : the effect of member's sic personality dispositions on the development of a cohesive group culture.** Advisor: L. Gruenfeld.  
*Small groups Psychological aspects. Personality. Interpersonal relations. Social groups. Social interaction.*
1996. M.S. Mitsuhashi, Hitoshi. **Employers' attitudes toward employee voice : specifying the determinants encouraging US nonunion employers to install nonunion employee voice mechanisms.** Advisor: R. Stern.  
*Grievance procedures United States. Employer attitude surveys United States. Organizational behavior United States.*
1996. Ph.D. Olson, Mark Jerome. **A study of organizational effectiveness : offices for the aging in New York State.** Advisor: L. Williams.
1996. Ph.D. Rhee, Jaehoon. **Organizational justice in an employee participation program.** Advisor: P. Tolbert.  
*Management Employee participation Moral and ethical aspects Korea (South). Organizational behavior Moral and ethical aspects Korea (South). Personnel management Moral and ethical aspects Korea (South).*
1996. M.S. Travis, Linda Arlene. **Developing transnational organizational capabilities : the role of human resource management practices.** Advisor: V. Pucik.  
*International business enterprises Personnel management. Organizational effectiveness.*

1995. Ph.D. Andrews, Alice Oberfield. **Meeting the challenge of a new environment : boards of directors as legitimacy signals at initial public offering.** Advisor: P. Tolbert.  
*Boards of directors--United States. Going public (Securities)--United States. Organizational change--United States.*
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. Graham, Mary E. **Employee responses to pay policy changes : an organizational justice perspective.** Advisor: B. Gerhart.  
*Compensation management. Personnel management Moral and ethical aspects. Distributive justice. Fairness.*
1995. Ph.D. Kennedy, Valerie Eva. **Switching tracks : organizational change in the railroad industry.** Advisor: S. Bacharach.  
*Railroads United States. Organizational change 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. M.S. Fiorella, Susan. **Organizational learning in international alliances : the role of the human resource function.** Advisor: V. Pucik.  
*Employees Training of. International business enterprises Employees Training of. Learners, Industrial. Personnel management. Joint ventures.*
1994. M.S. Johnson, Diane Elizabeth. **Do employees use organizational citizenship behaviors as a form of influence behavior? : a discriminant validity study.** Advisor: T. Judge.  
*Organizational behavior. Employees Rating of. Influence (Psychology). Office politics. Social participation. Self-presentation. Interpersonal relations.*
1994. Ph.D. Masters, Walter Franklin. **The politics of institutionalization : a case study of the National Education Association.** Advisor: S. Bacharach.  
*National Education Association of the United States. Teachers' unions United States. Associations, institutions, etc. United States. Organizational sociology United States.*
1994. Ph.D. Mundell, Bryan Lee. **Actors, actions, and transactions : redistributing power in organizations.** Advisor: S. Bacharach.  
*Industrial organization United States. Power (Social sciences) United States. Industrial management United States. Organizational sociology United States. Corporations Sociological aspects.*



1994. M.S. Polansky, Tal. **Perceptions of empowerment by different groups in an organization.** Advisor: L. Gruenfeld.  
*Employee empowerment United States. Industrial management Employee participation United States. Employees United States Attitudes. Organizational change United States.*
1994. Ph.D. Seibert, Scott E. **Social interaction, cross-functional integration and project performance in the new product development process.** Advisor: S. Barley.  
*New products Management. Research, Industrial Management. Social interaction. Communication in organizations. Industrial project management.*
1994. Ph.D. Weber, Caroline Louise. **The implementation of group incentive systems : a theoretical framework and empirical investigation.** Advisor: S. Rynes.  
*Gain sharing United States. Incentives in industry United States. Teams in the workplace United States. Wages and labor productivity United States. Wage payment systems United States.*
1993. M.S. Cable, Daniel M. **Effects of compensation systems on job search decisions : an application of person-organization fit.** Advisor: T. Judge.  
*Job hunting United States. Job offers United States. Wage payment systems United States. Employee fringe benefits United States.*
1993. Ph.D. Connelley, Debra L. **Toward an intergroup theory of diversity management : the role of social identity and relational models on intergroup conflict in a heterogeneous workforce.** Advisor: P. Tolbert.  
*Minorities Employment United States. Multiculturalism United States. Pluralism (Social sciences) United States. Group identity United States. Intergroup relations United States. Corporate culture United States.*
1993. M.S. Graham, Mary E. **Starting salary differences between women and men : organization-level findings and an analysis of current policy options.** Advisor: B. Gerhart.  
*Wages Women United States. Sex discrimination in employment United States. Equal pay for equal work United States. Pay equity United States. Wages College graduates United States. Women college graduates Employment United States.*
1993. M.S. McKinney-Dhalenne, Valerie Marie. **Social identity and women's upward mobility strategies in organizations : a Franco-American comparison.** Advisor: L. Gruenfeld.  
*Gender identity United States. Gender identity France. Group identity United States. Group identity France. Social mobility United States. Social mobility France. Women Employment Social aspects United States. Women Employment Social aspects France.*
1993. Ph.D. Murray, Brian C. **Skill based pay : conceptual definition of the construct and an empirical examination of its outcomes.** Advisor: B. Gerhart.  
*Pay-for-knowledge systems. Organizational effectiveness.*

1993. M.S. Rentroia Bonito, Maria Alexandra. **Exploring the human resource management practices, leaders' behaviors and group innovation relationship in a Venezuelan corporation.** Advisor: L. Dyer.  
*Teams in the workplace. Personnel management. Leadership. Small groups. Organizational behavior.*
1992. M.S. Booth, Bryan A. **Gender and IQ effects on status in group development.** Advisor: L. Gruenfeld.  
*Intergroup relations. Leadership. Dominance (Psychology). Expectation (Psychology). Sex differences Social aspects. Intelligence levels Social aspects.*
1992. Ph.D. Labelle, Christiane M. **A role-based taxonomy of human resource organizations.** Advisor: L. Dyer.  
*Personnel departments United States Classification.*
1992. M.S. Murray, Brian C. **External competitiveness versus internal consistency in pay-setting : consequences for organization performance.** Advisor: O. Mitchell.  
*Compensation management United States. Wages United States. Wage surveys United States. Job evaluation United States. Competition United States.*
1991. Ph.D. Marron, Donna Blancero. **Characteristics of non-union complaint systems : a policy-capturing study of determinants of organizational justice.** Advisor: L. Dyer.  
*Grievance procedures--United States.*
1991. Ph.D. Morand, David Alan. **Power and politeness : a sociolinguistic analysis of dominance, deference, and egalitarianism in organizational interaction.** Advisor: S. Barley.  
*Corporate culture. Power (Social sciences). Courtesy. Interpersonal communication. Sociolinguistics.*
1991. M.S. Tevlin, Andrea Umbach. **Emergent group identities and their impact on organizations.** Advisor: L. Gruenfeld.  
*Intergroup relations. Group identity. Interpersonal conflict.*
1991. Ph.D. Viggiani, Frances A. **Democratic hierarchies in the workplace.** Advisor: H. Trice.  
*Management Employee participation. Industrial management Employee participation. Hierarchies. Cooperative societies United States.*
1990. M.S. Laitamaki, Sinikka Eeva. **Relationships between organizational characteristics, college recruitment policies and practices, and recruitment outcomes.** Advisor: S. Rynes.  
*College graduates Recruiting. Organizational behavior. Job vacancies. Labor turnover.*

1990. M.S. Mundell, Bryan Lee. **Status inconsistency and stress in organizations.** Advisor: S. Bacharach.  
*Organizational behavior. Occupational prestige. Role conflict. Job stress.*
1990. M.S. Preuss, Gil Amitai. **Psychological and structural determinants of participation in labor-management teams.** Advisor: T. Hammer.  
*Labor-management committees Psychological aspects. Labor-management committees Sociological aspects.*
1989. M.S. Fuller, Claire Ellen. **Behavior and personality characteristics of emergent leaders in a small self-analytic group.** Advisor: L. Gruenfeld.  
*Leadership. Small groups.*
1989. M.S. Hybels, Ralph Cushman. **The effects of employee mobility on human resource management and organizational structure in the US computer industry.** Advisor: T. Hammer.  
*Computer industry United States Personnel management. Labor mobility United States.*
1989. Ph.D. Meyer, Gordon William. **Network subgroups in an organization : cohesion vs. structural equivalence as the social structural basis of homogeneity of cognition.** Advisor: S. Barley.  
*Social networks. Industrial sociology. Organizational behavior.*
1989. M.S. Squire, Catherine Alison. **Transforming people and an organization : transition to employee ownership and democratic management at the Rath Packing Company, 1979-1982.** Advisor: W. Whyte.  
*Employee ownership Iowa Waterloo. Industrial management Employee participation Iowa Waterloo. Plant shutdowns Iowa Waterloo. Rath Packing Company.*
1988. M.S. Lion, Cynthia Lee. **The behavior and personality of work group and basic assumption group members.** Advisor: L. Gruenfeld.  
*Social groups. Teams in the workplace.*
1988. M.S. Weber, Caroline L. **The effects of organizational characteristics and internal and external equity considerations on the pay-decision process for jobs in firms.** Advisor: S. Rynes.  
*Compensation management--Decision making. Organizational behavior. Pay equity.*
1987. Ph.D. Gash, Debra Carol. **The effects of microcomputers on organizational roles and the distribution of power.** Advisor: L. Williams.  
*Organizational behavior. Social role. Power (Social sciences). Microcomputers.*
1987. M.S. Stiles, Renee A. **Validating field stimulation : a methodological study of organizational commitment to a network.** Advisor: R. Stern.  
*Organizational behavior Simulation methods. Interorganizational relations.*

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.*

1984. M.S. Bamberger, Peter Alan. **The implementation of shop-floor participatory quality of working life programs in smaller organizations : an exploratory analysis.** Advisor: S. Bacharach.

*Quality of work life.*

1984. M.S. D'Amico, Marie Christine. **Power and dependence in superintendent/board relationships in school districts : a political analysis.** Advisor: S. Bacharach.

*School management and organization New York (State) Case studies. School superintendents New York (State). School boards New York (State).*

1984. Ph.D. Lucas, Robert Gillmor. **The negotiation of distance : a case study in public bureaucracy.** Advisor: S. Bacharach.

*School districts New York (State) Management Case studies. School management and organization New York (State) Decision making Case studies.*

1983. M.S. Bauer, Scott C. **An organizational examination of stress in elementary and secondary school organizations.** Advisor: S. Bacharach.

*Teachers Job stress. Elementary school teachers. High school teachers.*

1983. Ph.D. Nelson, Reed Elliot. **Social networks and organizational intervention : the case of the Jamestown Area Labor-Management Committee.** Advisor: L. Williams.

*Jamestown Area Labor-Management Committee. Labor-management committees New York (State) Jamestown. Social systems. Organizational behavior. Behavior modification.*

1982. M.S. Cosentino, Patricia Ines. **A study of organizational structure through communication network analysis.** Advisor: W. Frank.

*Communication in organizations Argentina. Organization.*

1982. Ph.D. Hardin, Richard Casey. **An organizational critique of evaluation research.** Advisor: R. Stern.

*Evaluation research (Social action programs)--United States.*

1982. Ph.D. McGuire, Jean Bernice. **Strategies of organizational conflict and cooperation : a comparative case study of school districts.** Advisor: S. Bacharach.

*School management and organization New York (State). School districts New York (State).*

1982. Ph.D. Staber, Udo Hermann. **The organizational properties of trade associations.** Advisor: H. Aldrich.  
*Trade associations United States.*
1981. M.S. Scannell, Raymond Francis. **The politics of role change in complex, public educational organizations.** Advisor: S. Bacharach.  
*Decision making Political aspects. Organizational behavior Political aspects. School management and organization New York (State) Decision making Case studies.*
1981. Ph.D. Weiss, Richard Mark. **Managerial ideology and the social control of deviance in organizations.** Advisor: R. Stern.  
*Industrial management. Alcoholism and employment.*
1980. M.S. Korpi, Kerry Josephine. **Retention of collectivist-democracy as an organizational form : a case study.** Advisor: H. Aldrich.  
*Consumer cooperatives.*
1980. M.S. Lin, Thung-Rung. **The utility of personality inventories and Q-sort methods : assessing personality in a self-analytic group.** Advisor: L. Gruenfeld.  
*Small groups. Interpersonal relations. Personality.*
1979. Ph.D. Gurdon, Michael Antony. **The structure of ownership : implications for employee influence and organizational design.** Advisor: W. Whyte.  
*Industrial relations. Property.*
1979. Ph.D. Jick, Todd D. **Process and impacts of a merger : individual and organizational perspectives.** Advisor: L. Williams.  
*Consolidation and merger of corporations.*
1979. M.S. McGuire, Jean Bernice. **Dynamics of decision making in a school district : a case study.** Advisor: S. Bacharach.  
*School management and organization Decision making.*
1979. Ph.D. Mitchell, Stephen Mark. **Cognition and organization : an example from therapy.** Advisor: L. Williams.  
*Organizational behavior. Psychology, Applied.*
1979. M.S. Pellegrino, Rosemary Burke. **The control of knowledge in organizations.** Advisor: L. Williams.  
*Knowledge, Theory of. Industrial management.*
1979. Ph.D. Stewart, Judith Anne Wurster. **Social constructions of work and workers and the process of stratification.** Advisor: S. Bacharach.  
*Organizational behavior.*
1978. M.S. Cardinaux, Robert Paul. **Organizational climate : consensus among members on their attributions about their organization.** Advisor: R. Stern.  
*Organization.*

1978. M.S. LoFaro, Thomas Michael. **Toward a sociology of industrial relations : a look at workplace organization.** Advisor: A. Korman.  
*Industrial relations.*
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. M.S. Hardin, Richard Casey. **Coalition formation and political activity in organizations : a case study of two hospitals.** Advisor: G. Gordon.  
*Hospitals Administration Case studies. Organizational behavior Case studies.*
1977. Ph.D. Kane, William Duncan Jr. **Technology and the perception of power.** Advisor: S. Bacharach.  
*Power (Social sciences) Mathematical models. Technological complexity. Organizational behavior. Power (Social sciences).*
1977. Ph.D. Long, Richard Joseph. **The effects of employee ownership on job attitudes and organizational performance : an exploratory study.** Advisor: W. Whyte.  
*Byers Transport. Employee ownership Case studies. Employee ownership Canada Case studies. Job satisfaction.*
1977. Ph.D. Theriault, Roland Donald. **Equity theory : an examination of the inputs and outcomes in an organizational setting.** Advisor: L. Dyer.  
*Job satisfaction.*
1976. Ph.D. Bare, Alan C. **Model of work group performance.** Advisor: N. Rosen.  
*Small groups Research.*
1976. Ph.D. Copur, Halil. **Organizational dimensions of rural development : a Turkish case.** Advisor: W. Whyte.  
*Community development Turkey. Turkey Rural conditions.*
1976. Ph.D. Lobos, Julio Alejandro. **Technology and organization structure : a comparative case-study of automotive and processing firms in Brazil.** Advisor: W. Frank.  
*Industrial organization--Brazil--Case studies. Technological innovations--Brazil.*
1976. Ph.D. Neumann, Yoram. **Structural constraints, power perception, research performance and rewards : an organizational perspective of university graduate departments.** Advisor: G. Gordon.  
*Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.*

1976. Ph.D. Rosell, Steven Alan. **The political truncation of organizational learning : a case study from a temporal systems perspective.** Advisor: W. Whyte.  
*Organization. Learning, Psychology of. Political science Research. Social sciences Research.*
1975. Ph.D. Billings, Robert Sumner. **Task uncertainty, group process and emergent group structure under varying feedback conditions.** Advisor: N. Rosen.  
*Psychology, Industrial. Small groups.*
1975. Ph.D. McManus, Michael Louis. **The organizational image technique : an approach to diagnosing and developing interface relationships.** Advisor: W. Wolf.  
*Organization. Customer relations. Questionnaires.*
1975. Ph.D. Pellissier-Tanon, Christian. **Coordination and visibility in professional productive organizations.** Advisor: G. Gordon.  
*Organization.*
1975. Ph.D. Seybolt, John Winfield. **Job satisfaction and turnover in work organizations as a function of the person - environment interaction.** Advisor: L. Gruenfeld.  
*Job satisfaction. Labor mobility.*
1974. Ph.D. Chirayath, Verghese John. **Voluntary organizations in action : the development and administration of United Way budgets.** Advisor: W. Whyte.  
*United Way of America Finance.*
1974. Ph.D. Mullan, Brian Francis. **Work group phenomena in cross cultural perspective: the case of Puerto Rico.** Advisor: L. Williams.  
*Clerks Puerto Rico. Psychology, Industrial.*
1974. Ph.D. Whetten, David Allred. **Predicting organization-set dimensions : an interorganizational study of the effectiveness of manpower programs in New York State.** Advisor: H. Aldrich.  
*Manpower policy New York (State). Organization.*
1973. Ph.D. Beyer, Janice M. Lodahl. **Power dependencies and the structure of university departments.** Advisor: G. Gordon.  
*Influence (Psychology). Universities and colleges Faculty. Organization. Decision making.*
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.*
1973. Ph.D. Dekervasdoue, Jean de Kerguiziau. **Power, efficiency and adoption of innovations in formal organizations.** Advisor: G. Gordon.

*Hospitals--Administration. Interpersonal relations. Organization--Case studies. Technological innovations. Social interaction.*

1973. M.S. McDonald, Gail Margaret. **An analysis of group and individual differences in response to a managerial education system.** Advisor: N. Rosen.  
*Executives Training of. Supervision of employees Study and teaching. Personnel management. Training Foremen and supervisors.*

1973. Ph.D. McManus, Michael Louis. **Who is the organization's doctor? an explanatory study of activities and self-perceptions of professor-consultants.** Advisor: W. Wolf.  
*Consultants.*

1973. Ph.D. Moch, Michael Kent. **Structure of Organizational Resource Allocation Discretion.**

1973. M.S. Seibert, Kirk Hampton. **Role and power perceptions of line and staff managers as a function of a promotional subsystem in a technical organization.** Advisor: N. Rosen.  
*Perception. Power (Social sciences). Promotions.*

1973. Ph.D. Swartz, Donald. **Comparative Analysis of the adoption of technological innovations by formal organizations.** Advisor: G. Gordon.

1972. M.S. Kassum, Saleem. **The relationship of perceived supervisory behavior to satisfaction with supervision, patient care, and organizational coordination among nurses in a pediatric hospital.** Advisor: J. McKelvey.  
*Nurses United States Job satisfaction Case studies. Supervision of employees.*

1972. Ph.D. Newman, Robert Samuel. **Environment and organizational effectiveness; a study of three Indian primary schools.** Advisor: W. Whyte.  
*Education India. Education Children. Schools Administration India.*

1972. Ph.D. Shively, Robert Warren. **The development of a new role; a study of the building of full-time faculties for university and graduate-level programs in administration in Chile.** Advisor: L. Williams.  
*Education, Higher. Organization. Education Chile. Universities and colleges Chile.*

1972. M.S. Tushman, Michael Lee. **Organizational change; an exploratory study and case history.** Advisor: N. Rosen.  
*Organization Case studies.*

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. M.S. Herman, Robert Dean. **An exploratory study of participation in community action organizations, an open systems-technological perspective.** Advisor: Prof. Nilli.  
*Community development Research. Social service Research. Community organization.*
1971. Ph.D. Morse, Edward Villiers. **Organizational adoption and formal procedures: a comparative study.** Advisor: G. Gordon.  
*Hospitals United States. Medicine United States. Technology. Organization.*
1970. M.S. Beyer, Janice M. Lodahl. **Paradigm development as a source of consensus in scientific fields.** Advisor: G. Gordon.  
*Scientists United States. Universities and colleges Faculty. Organization.*
1970. Ph.D. Hundert, Alan T. **Psychological differentiation and rating behavior in a large work organization.** Advisor: L. Gruenfeld.  
*Employees--Rating of--Case studies. Leadership--Case studies.*
1970. Ph.D. Kimberly, John Robert. **The organization and its informational environment : a comparative analysis of organizational adoption of new elements.** Advisor: L. Williams.  
*Organization. Hospitals United States.*
1970. Ph.D. Nedd, Albert Neville B. **Psychological set and individual response to change (an exploratory study of some psychological and situational determinants of behavioral tendencies toward organizational change).** Advisor: W. Whyte.  
*Psychology, Industrial Case studies. Sociology Case studies. Organization. Psychology, Industrial Case studies. Industrial sociology Case studies.*
1970. M.S. Swartz, Donald Gary. **Authority patterns, social differentiation and innovation.** Advisor: G. Gordon.  
*Leadership--Case Studies. Social groups--Case studies. Social psychology.*
1970. Ph.D. Westacott, George Henry. **The Peruvian automobile industry: a socio-economic and organizational inquiry.** Advisor: L. Williams.  
*Automobile industry and trade Peru. Industrial sociology Case studies.*
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. Ph.D. Schwartzbaum, Allan Murray. **Lateral interaction and effectiveness in vertical organizations.** Advisor: L. Gruenfeld.  
*Communication in management Case studies. Supervision of employees Case studies. Social interaction Case studies.*

1968. M.S. Turney, John Richard. **Technical competence and other leadership role requirements as perceived by technical-professional subordinates and managers in different organizational functions and levels.** Advisor: N. Rosen.  
*Employees Rating of. Promotions. Executive ability. Employee attitude surveys. Professional employees.*

1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**  
*Supervision of employees. Psychology, Industrial. Employee attitude surveys. Work measurement. Organization.*

1967. M.S. Kimberly, John Robert. **Comparative organizational analysis: an empirical study of rehabilitation organizations.**  
*Organization Case studies. Handicapped Rehabilitation United States.*

1967. M.S. McLaren, Andrew Niel. **Job dissatisfactions as functions of individual and organizational variables.**  
*Job satisfaction. Employee attitude surveys. Psychology, Industrial. Industrial sociology.*

1967. M.S. Westacott, George Henry. **Interpersonal trust in Peru.**  
*Social interaction. Social groups. Social psychology. Sociology, Rural. Peru Social conditions.*

1966. Ph.D. Goodman, Paul Samuel. **A study of time perspective: measurement and correlates.**  
*Time perspective. Psychology, Industrial. Organization.*

1966. Ph.D. Lundberg, Craig Carl. **Patterns of organizational decisioning: a conceptual scheme and its application in a study of comparative cases in industry.**  
*Decision making. Decision making--Case studies. Organization--Case studies. Industrial sociology--Case studies. Supervision of employees--Case studies.*

1965. Ph.D. Murray, Victor Vereler Jr. **Some behavioral correlates of felt own power in a simulated work situation.**  
*Small groups. Power (Social sciences). Industrial sociology Case studies. Social groups. Industrial sociology Case studies.*

1965. M.S. Rance, David Elvin. **Behavioral, attitudinal and perceptual differences between certain group leaders under conflicting conditions of social support; a laboratory investigation.**  
*Leadership. Social interaction.*

1965. M.S. Schwartzbaum, Allan Murray. **The motivation of supervisors to interact horizontally and diagonally.**  
*Organization. Organization Case studies. Supervision of employees. Communication in management.*

1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**  
*Perception. Interest (Psychology). Attitude (Psychology). Education Aims and objectives. Engineering Study and teaching.*
1964. M.S. Green, Charles Stanley III. **Commitment: an approach for the study of social organization and change.**  
*Social change. Organization.*
1963. Ph.D. Klein, Stuart Marc. **Work pressure and group cohesion.**  
*Psychology, Industrial Case studies. Industrial relations. Social interaction Case studies.*
1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research chemists.**  
*Research, Industrial Personnel administration. Scientists. Chemists.*
1961. Ph.D. Rushforth, Norman Burleigh. **A comparison of sample correlation matrices and a multivariate analysis of job concepts of selected industrial executive groups.**  
*Matrices. Mathematics. Executives.*
1960. Ph.D. Ritti, Raymond Richard. **Engineers and managers: a study of engineering organization.**  
*Engineers. Organization.*
1958. M.S. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations. **Evaluating student conference leadership training; a study utilizing Q-technique.**  
*Leadership. Group decision making. Meetings.*
1958. Ph.D. Turner, Arthur Nicholson. **Impersonality and group membership; a case study of an automobile assembly line.**
1956. M.S. Hodgson, Francis Xavier and United Gas Coke and Chemical Workers of America. Local No.504. **The birth, life and death of a labor organization in a small industrial plant.**  
*Collective bargaining unit Case studies. Collective labor agreements United States Cases.*
1956. M.S. Landes, Harold Brian. **The evaluation of factors of "cohesiveness" in four laundry work groups.**  
*Social interaction. Industrial relations. Industrial relations--Case studies.*
1954. Ph.D. Richardson, Stephen Alexander. **The social organization of British and United States merchant ships.**  
*Merchant mariners. Industrial relations. Social interaction.*

1953; (1954). M.S. Melbin, Murray. **The influence of the informal organization and the purposes it serves: A department store case study.**

*Department stores. Industrial relations.*

1953. Ph.D. Miller, Frank Barton. **Interaction counting as a supplement to the case method of social research.**

*Shawcross Manufacturing Company, Benton. Industrial relations Case studies. Social sciences Research. Social interaction.*

1953. Ph.D. Schmitt, Victor A. **Employee education in the nation's basic industries; a study of patterns of organization and procedures characterizing plant education programs with special reference to non-vocational aspects.**

*Employees--Training of--United States.*

1952. M.S. Felker, John J. **An analysis of an attitude survey of a cooperative organization in upstate New York.**

1952. Ph.D. McFarland, Dalton E. **Leadership in a local labor union undergoing organizational stress.**

*United Electrical, Radio and Machine Workers of America. Electric industry workers--Labor unions--United States.*

1951. M.S. Davis, Maria Nekos. **An investigation of some factors contributing to the social adjustment of a group of sorority women.**

*Cornell University--Students.*

1950. Ph.D. Allaway, Richard H. **Four analytical approaches toward an understanding of the decision-making process in three retail unions.**

*Clerks (Retail trade) Labor unions United States. Decision making.*

1947. Ph.D. Brophy, John Matthew. **Education and training in the industries of upstate New York; a study of patterns of organization and procedures characterizing plant training programs.**

*Employees--Training of--New York (State). Technical education--New York (State).*