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October, 2006

Human Resource Management

2006. Ph.D. Doellgast, Virginia Lee. **Negotiating Flexibility: The Politics of Call Center Restructuring in the U. S. and Germany.** Advisor: R. Batt.

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.

2006. M.S. Kanar, Adam Michael. **Positive and negative information early in the recruitment process.** Advisor: C. Collins.

2006. Ph.D. Kang, Sung-Choon. **Managing the Intellectual Capital Architecture: An Examination of the Influence of HRM on Bilateral Learning in Law Firms.** Advisor: S. Snell.

2006. Ph.D. Morris, Shad S. **Intellectual Capital Investments in Learning Capabilities: Toward a Framework fro Managing Human Resource Practices in the MNC.** Advisor: S. Snell.

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.

2005. M.S. Liu, Xiangmin. **Do employer investments in on-the-job training pay off?** Advisor: R. Batt.
Employees--Training of. Success in business.

2005. Ph.D. Van Jaarsveld, Danielle Dorice. **Boom & bust : an analysis of information technology work patterns.** Advisor: H. Katz.
Information technology--United States--Employees. Personnel management--United States. Labor supply--United States. Mass media--Economic aspects.

2004. Ph.D. Dunford, Benjamin B. **Executives out-of-the-money : the impact of underwater stock options on voluntary turnover.** Advisor: J. Boudreau.
Employee stock options--United States. Executives--United States--Attitudes.

2004. M.S. Tyler, Charles Kingsley. **The effects of rotational leadership development programs on employee retention.** Advisor: B. Bell.
Employment stabilization. Job rotation. Employees--Training of.

2003. Ph.D. Lu, Chien-Chung. **Organizational downsizing, high commitment human resource practices, and the attitudes of army officers.** Advisor: J. Bishop.

United States. Army--Officials and employees. Downsizing of organizations--United States.

2003. M.S. Schoberova, Michaela. **Cross-cultural employment interviewing : the perspective of applicants.** Advisor: L. Dyer.
Employment interviewing--Cross-cultural studies.

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. Ph.D. Gardner, Timothy M. **In the trenches at the talent wars : an examination of competitive interaction for human resource advantage via the study of target firms' responses to being the victim of a multi-employee talent raid.** Advisor: P. Wright.
Personnel management--Case studies. Employee competitive behavior--Case studies.

2002. M.S. Hammond, Ryan Alan. **The relationship of broad-based stock options and firm performance in high technology companies.** Advisor: G. Milkovich.
Employee stock options--Case studies. Stock options--Case studies. Employee ownership--Case studies.

2002. M.S. Han, Jian. **Recruitment image : construct, dimensionalities and sources.** Advisor: M. Cavanaugh.
Corporate culture. Personnel management. Organizational effectiveness.

2002. Ph.D. Moynihan, Lisa M. **Service work in the information age : an investigation of the role of human resource management practices, knowledge transfer, and customer satisfaction in call centers.** Advisor: P. Wright.
Call centers--Personnel management. Customer services--Management.

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. Lee, Chang Kil. **The institutionalization of growth and decline in government employment : economics, politics, and imitation.** Advisor: P. Tolbert.
Civil service OECD countries. Downsizing of organizations OECD countries. OECD countries Officials and employees Dismissal of. Administrative agencies OECD countries Management.

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.

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

1999. M.S. Chase, William David. **The relationship between role behaviors and performance of the line-HR department, within the broader context of the general managerial function.** Advisor: T. Welbourne.
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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. Balmaceda, Felipe. **Essays in compensation contracts : theory and evidence.** Advisor: J. Abowd.

Wage payment systems United States. Incentives in industry United States. Wages and labor productivity United States.

1998. Ph.D. Cyr, Linda Ann. **Vulture capitalists or virtue capitalists? : examining the effects of venture capitalist involvement on the use of equity incentives and firm performance in initial public offering firms.** Advisor: T. Welbourne.

Incentives in industry United States. Venture capital United States. Personnel management United States.

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.

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Employee stock options. International business enterprises Employees Salaries, etc.

1998. Ph.D. Kaplan, David Scott. **Essays on incentives and compensation : theory and evidence.** Advisor: J. Abowd.

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Personnel management Korea (South). Career development Korea (South).

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Chief executive officers--Salaries, etc.--United States.

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Employees Rating of.

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International business enterprises--Personnel management. Americans--Employment--Asia. Americans--Employment--Pacific Area.

1997. Ph.D. Darr, Asaf. **You want to do what with our boards? : on the technization of exchange in non-standard markets.** Advisor: S. Barley.
Selling Electric filters. Selling Social aspects United States. Marketing United States.

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Employee motivation. Self-evaluation. Performance Psychological aspects.

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Organizational behavior. Role expectation. Employee motivation.

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variables. Advisor: T. Welbourne.
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Wages and labor productivity United States. Compensation management United States.

1996. M.S. Doyle, Andrew Felix. **A transformation of expatriate compensation.** Advisor: O. Mitchell.
Compensation management. International business enterprises Employees Salaries, etc.

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Aged men Retirement United States. Retirement age United States. Aged men Health and hygiene United States. Aged men Employment United States.

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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.

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Grievance procedures United States. Employer attitude surveys United States. Organizational behavior United States.

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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 pro.

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. 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. M.S. Kang, Hye-Young. **New work system and women workers : a case study of a Korean footwear manufacturing company.** Advisor: I. DeVault.
Footwear industry Management Employee participation Korea (South) Case studies. Women shoe industry workers Korea (South) Case studies. Industrial management Employee participation Korea (South) Case studies. Work design Korea (South) Case studies.

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. 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. Shibata, Hiromichi. **Japanese and American workplace industrial relations : skill formation, communication, and conflict resolution.** Advisor: H. Katz.
Industrial relations Japan. Industrial relations United States. Employees Training of Japan. Employees Training of United States. Employee motivation Japan. Employee motivation United States. Incentives in industry Japan. Incentives in industry United States.

1995. M.S. Sturman, Michael Craig. **Predicting decision quality and satisfaction of employee health care selection decisions in a flexible benefits environment.** Advisor: G. Milkovich.
Cafeteria benefit plans United States. Decision making. Choice (Psychology).

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. M.S. Erez, Amir. **Dispositional source of job satisfaction : the role of self-deception.** Advisor: T. Judge.
Job satisfaction United States. Self-deception. Quality of work life United States Psychological aspects. Happiness. Adjustment (Psychology). Adaptability (Psychology).

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. Lee, Byoung-Hoon. **Internal labor markets and labor relations in the Korean and Japanese automobile industries : the cases of Hyundai and Toyota.** Advisor: H. Katz.
Automobile industry and trade Personnel management Korea (South). Automobile industry and trade Personnel management Japan. Hyondae Chadongch`a Chusik Hoesa (Korea)—Personnel management. Toyota Jid¯osha K¯ogy¯o Kabushiki Kaisha--Personnel management. Hyundai.

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.

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.

1994. Ph.D. Zhang, Xiao-yan (Currall, Cheyenne). **A comparative study of the perception of managerial role behavior : cultural-common and cultural-specific perspectives.** Advisor: L. Gruenfeld.
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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.

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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. Ph.D. Margolis, David Naum. **Compensation practices and government policies in western European labor markets.** Advisor: J. Abowd (Economics).

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. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.

Retirement, Mandatory Japan Econometric models. Retirement age Japan Econometric models. Promotions Japan Econometric models. Executives Salaries, etc. Japan Econometric models.

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.

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. Barringer, Melissa Woodard. **The antecedents and consequences of flexible benefits plans.** Advisor: G. Milkovich.
Cafeteria benefit plans United States Decision making. Insurance, Health United States Decision making.

1992. M.S. Carter, Shani D. **Causes of growth of managerial employment.** Advisor: J. Bishop.
Executives United States. Middle managers United States.

1992. M.S. Edlefsen, Paul J. **An investigation into the relationship between benefits satisfaction and benefits knowledge and how computerized decision aids influence this relationship.** Advisor: G. Milkovich.
Employee fringe benefits United States Psychological aspects. Employee fringe benefits United States Decision making Data processing. Job satisfaction United States.

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Personnel management United States Public opinion. Corporate profits United States. Corporations Valuation United States.

1992. Ph.D. Labelle, Christiane M. **A role-based taxonomy of human resource organizations.** Advisor: L. Dyer.
Personnel departments United States Classification.

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Grievance procedures--United States.

1991. M.S. Osagie, Sylvester Osaze. **Employee assistance programs : a thematic analysis of four periodicals.** Advisor: H. Trice.
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1991. Ph.D. Wazeter, David Lee. **The determinants and consequences of teacher salary schedules.** Advisor: D. Lipsky.
Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.

1990. Ph.D. Arthur, Jeffrey Bradford. **Industrial relations and business strategies in American steel minimills.** Advisor: H. Katz.
Industrial relations United States. Iron and steel workers United States. Steel industry and trade United States Personnel management. Steel minimills United States.

1990. M.S. Gary, John Ahern. **The labor market outcome effects of heavy/problem drinking among young male workers.** Advisor: J. Bishop.
Alcoholism and employment 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.

1989. M.S. Chang, Ling-Jiuan Joann. **Objective measures of alternative job opportunities and voluntary turnover.** Advisor: B. Gerhart.
Labor turnover United States Econometric models. Labor mobility United States Econometric models. Unemployment United States Econometric models. Job vacancies United States Econometric models. Job satisfaction United States Measurement.

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Manpower planning. Personnel management. Strategic planning.

1989. Ph.D. Godard, John Hamilton. **The management of labour : a theory of inequality, control and conflict.** Advisor: R. Stern.
Personnel management. Industrial relations.

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. M.S. Le Gall, Sylvie. **Compensation strategy and environmental influences.** Advisor: L. Dyer.
Compensation management. International business enterprises Personnel management.

1989. M.S. Mikalauskas, Angela Mary. **The determinants of female shift work.** Advisor: Prof. Bryant.
Shift systems. Hours of labor. Women--Employment.

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Employee selection. Decision making. Judgment. Choice (Psychology).

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Research, Industrial. Industrial project management.

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Teachers--Salaries, etc.--United States--History--19th century.

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Compensation management--Decision making. Organizational behavior. Pay equity.

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Hours of labor, Flexible. Job security. Risk assessment.

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Organizational behavior. Social role. Power (Social sciences). Microcomputers.

1987. Ph.D. Keefe, Jeffrey Harold. **Numerical control and labor : adoption and consequences.** Advisor: D. Lipsky.
Machine-tools Numerical control. Labor supply Effect of technological innovations on.

1987. Ph.D. McCarthy, Sharon Ann. **Theoretical and empirical perspectives on nonparticipation at work : levels of nonparticipation in a company quality circle program.** Advisor: R. Stern.
Management--Employee participation. Quality circles.

1987. Ph.D. Rabin, Bonnie R. **Executive compensation and firm performance : an empirical analysis.** Advisor: G. Milkovich.
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1987. M.S. Strausser, Pamela Grace. **Determinants of Occupational Turnover among Engineers.** Advisor: S. Rynes.

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Compensation management United States. Executives Salaries, etc. United States. Wages United States.

1986. Ph.D. Miller, Jane Kathleen Giacobbe. **An examination of the relationship between perceived justice of state impasse procedures and perceived equity of teacher pay.** Advisor: R. Seeber.
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Compensation management Decision making. Bonus system.

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Machinery in the workplace. Human-machine systems. Work design.

1985. M.S. Florin, Beth Colleen. **Utility analysis : some new applications.** Advisor: J. Boudreau.
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Personnel management Venezuela. Business planning Venezuela.

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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. Li, Elizabeth Hon-ming. **A theoretical and empirical analysis of the compensating differentials for cyclical employment variations.** Advisor: R. Ehrenberg.
Human capital--Mathematical models. Wages--Mathematical models. Business cycles.

1982. Ph.D. Petit, Andre. **Dimensions of the received role and facets of job satisfaction among school administrators.** Advisor: L. Dyer.
School administrators United States. Job satisfaction United States.

1981. M.S. Abraham, Jane Terry. **Evaluation of supervisory training : a multi-method approach.** Advisor: S. Kirmeyer.
Supervision of employees--Study and teaching.

1980. M.S. Landau, Jacqueline Cecile. **An empirical study of a general model of absenteeism and its limitations under specific conditions.** Advisor: T. Hammer.
Absenteeism (Labor).

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.

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. Pellegrino, Rosemary Burke. **The control of knowledge in organizations.** Advisor: L. Williams.
Knowledge, Theory of. Industrial management.

1979. Ph.D. Whiting, Jack Ellsworth. **Compensating wage differentials and pension coverage : the implicit market for pensions.** Advisor: R. Ehrenberg.
Pensions United States.

1978. Ph.D. Bergeron, Jean Louis. **An examination of the relationship between participation and the expectancy model of work motivation.** Advisor: L. Dyer.
Employee motivation. Motivation (Psychology). Social participation.

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.

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. M.S. Mizele, Mami Mafoda. **Training and developing local managers in American-owned multinational corporations.** Advisor: W. Frank.
International business enterprises. Corporations, American. Executives Training of.

1977. Ph.D. Sweeney, Janet Ann Lawson. **Setting materiality guidelines : a multi-method approach.** Advisor: L. Gruenfeld.
Managerial accounting. Decision making. Industrial management.

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. M.S. Coull, Barbara Anne. **Design of word processing system : effects of work diversity, unit autonomy and technical languages.** Advisor: T. Hammer.
International Business Machines Corporation. Word processing.

1976. M.S. Forst, Robin Ilene. **An application of Markov chains for affirmative action planning.** Advisor: J. Farley.
Affirmative action programs United States. Markov processes.

1976. M.S. LaMountain, Dennis Michael. **The performance appraisal interview : a study of its effects upon satisfaction, motivation and role clarity.** Advisor: W. Wolf.
Communication in personnel management. Employees Rating of.

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.

1975. M.S. Kurlander, Geraldine Homall. **The motivation to be promoted among non-exempt employees : an expectancy theory approach.** Advisor: F. Miller.
Promotions. Psychology, Industrial.

1975. Ph.D. MacEachron, Ann Elizabeth. **Job level, individual differences and job satisfaction : an interactive approach.** Advisor: L. Gruenfeld.
Job satisfaction. Psychology, Industrial.

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. 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. 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.

1975. M.S. Weyrauch, Werner. **MBO and motivation : system determinants of the components of an expectancy theory model.** Advisor: L. Dyer.
Personnel management. Motivation (Psychology).

1972; (1973). Ph.D. Dayal, Sahab. **Wage planning and industrial relations in a developing economy; the Indian case.** Advisor: J. Windmuller.
Industrial relations--India. Wages--India. India--Economic conditions--1947-. India--Economic policy.

1972. Ph.D. Garland, Howard. **The effects of piece-rate underpayment and overpayment on job performance; a text of equity theory with a new induction procedure.** Advisor: L. Williams.
Wage payment systems. Piecework. Job evaluation.

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

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. Ph.D. Brown, John Lewis. **The effects of the interaction of individual differences and situational variables on job satisfaction.** Advisor: L. Williams.
Job satisfaction. Psychology, Industrial.

1971. M.S. Mena, Manuel Alfred. **Some contributory aspects of powerlessness toward job dissatisfaction in clerical work.** Advisor: L. Williams.
Job satisfaction. Clerks.

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. 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.

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. M.S. Olmedillo, Nelson Evelio. **The personnel manager as a supervisor: a study of superior-subordinate relations in personnel.** Advisor: H. Trice.
Personnel directors. Supervisors. Personnel management.

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. Ph.D. Belasco, James A. **Training as a change agent: a constructive evaluation.**
Employees Training of. Supervisors, Industrial.

1967. Ph.D. Energin, Dogan Dervis. **Remuneration of the international civil servant: a study of the salary, allowance and benefits system in the United Nations Secretariat.**
United Nations. Secretariat Personnel administration. United Nations Officials and employees Salaries, etc.

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

1966. Ph.D. Edgecomb, Theodore Stephen. **The motivational consequences of task attributes and supervision.**
Job satisfaction Case studies. Supervision of employees Case studies.

1966. Ph.D. Howard, William Anthony. **Money wage determination in United States manufacturing industry: a statistical model derived from an analysis of the variables involved in the Eckstein and Wilson model of wage determination.**
Wages United States. Wages.

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. Green, Charles Stanley III. **Commitment: an approach for the study of social organization and change.**
Social change. Organization.

1964. M.S. Salinas, Raymond Conde. **An exploratory study of job satisfaction attitudes among non-academic university personnel.**
Cornell University Personnel management. Universities and colleges Employees. Job satisfaction. Employee attitude surveys.

1963. Ph.D. Buck, Vernon E. **Job pressures on managers: sources, subjects, and correlates.**
Industrial relations. Executives. Psychology, Industrial. Supervisors.

1963. Ph.D. Fields, Theron Joseph and New York State School of Industrial and Labor Relations. **Company-initiated early retirement as a means of work-force control.**
Early retirement. Aged Employment. Technological innovations.

1963. Ph.D. Hulin, Charles Lee. **A linear model of job satisfaction.**
Job satisfaction.

1963. M.S. Torpie, Allen Lawrence. **Job satisfaction and its relationship to turnover.**
Working class. Job satisfaction. Labor turnover.

1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research chemists.**
Research, Industrial Personnel administration. Scientists. Chemists.

1961. M.S. Gillis, John Simon and Loblaw inc. **Responsibility at work, aspirations and the need for achievement among young workers.**
Job satisfaction. Youth Employment.

1961. M.S. Sola, Frank Carlton. **The impact of automation on personnel administration.**
Automation Research. Office procedures Automation. Personnel management Automation.

1960. Ph.D. Douglas, John and Milton L. Rock and American Bankers Association. **The present status of the management training and development activities for the nonpromotable middle managers in the major American companies; a study of an undeveloped managerial resource.**
Executives--Training of--United States. Middle managers--United States. Banks and banking--United States.

1960. Ph.D. Ferguson, John Bodley. **Job satisfaction and job performance within a university faculty.**
University of Hawaii (Honolulu). Job satisfaction--Case studies. Universities and colleges--Faculty.

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.

1960. M.S. Hulin, Charles Lee. **The postdiction of executive success.**
Executives--Selection and appointment.

1960. M.S. Weishaupt, Arenda Jetske Hannie Spiele, New York State School of Industrial and Labor Relations and Effective Executive Leadership Program. **An evaluation study of the "Effective executive leadership program"; a seminar on human relations in administration.**
Executives--Training of. Industrial relations--Study and teaching.

1959. M.S. Garton, Robert Dean. **The development and impact of the wage and salary rate inequities programs on local union administration; a comparative study.**
Wages Iron and steel workers United States. Collective labor agreements Steel industry United States. Labor unions United States Local unions. White collar workers Labor unions United States.

1958. Ph.D. Walker, Roger Williams. **An evaluation of a preretirement planning program: the TVA experience.**
Tennessee Valley Authority. Aged Employment. Retirement. Employee attitude surveys.

1957. M.S. Agrama, Aly Sadek. **Morale and satisfaction of volunteers in fund raising: a case study of Verona County United Fund.**
United Fund. Federations, Financial (Social service). Social group work.

1957. M.S. Saldanha, Ronald A. **The application of job evaluation to the oil industry in Bombay.**
Standard Vacuum Oil Company, Bombay. Wages--Petroleum workers--India. Job analysis. Clerks--Job descriptions.

1956. M.S. Suttell, Elizabeth Jane. **The employment of the handicapped in industry: present attitudes and future possibilities.**
Handicapped Employment.

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; (1956). Ph.D. Lentz, Edith Margaret (Hamilton). **The American voluntary hospital as an example of institutional change.**
Hospitals--United States. Hospitals--Administration.

1955. M.S. Chapman, Idris John. **The relationship between pre-retirement programs and attitudes towards work and retirement.**
Aged Employment. Retirement. Employee attitude surveys.

1955. M.S. Graves, Roger Alan. **A study in pension communications and retired employee understanding at the General Electric Company.**

1955. Ph.D. Hosking, William George. **A study of area wage structure and wage determination in the building construction industry of central New York State, 1942-1951.**
Wages Construction workers New York (State). Construction industry New York (State).

1955. M.S. Patten, Thomas Henry. **The development and current status of industrial merit rating.**
Employees Rating of.

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. M.S. Marning, Karl Gustof. **A study of pre-employment tests and their validity for office workers within the Standard Oil Company (N. J.).**
Standard Oil Company. Clerks Selection and appointment. Ability Testing.

1954. Ph.D. Paolucci, Daniel John. **The development of a multi-purpose job analysis method for a selected navy rating.**
Job analysis.

1954. Ph.D. Seubert, Frederick John. **A case study of human relations in a conflict situation.**
Industrial relations Case studies. Job analysis Case studies. Employees Rating of Case studies.

1953. Ph.D. MacTavish, ,R. Drexel. **Executive development: An evaluation for the Bigelow Institute of Industrial Management; a two-year program of the Bigelow-Sanford Carpet Company, inc., Amsterdam plant, New York, 1951-1953.**

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

1951. M.S. Dean, Richard Francis. **Supervisory development in hospitals.**

1951. Ph.D. James, Virgil Albert. **A case study of hospital employee compensation.**
Hospitals Staff Salaries, etc. Hospitals Personnel management.

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. M.S. in ILR Barone, Nancy Carol (Stockdale). **Areas of managerial training needs in small retail stores.**
Stores, Retail Management. Executives Training of.

1950. Ph.D. Foltman, Felician F. **Factors bearing on supervisory morale - an analysis of a training program, the philosophy of management, and certain personnel practices; a case study.**

1950. M.S. in ILR Gelberg, Alfred. **The structure and functioning of a wage incentive plan and its application to discontinuous operations.**
Allen-Wales Adding Machine. Division of the National Cash Register Company. Incentives in industry. Wages.

1950. M.S. in ILR Meyn, Charles Albert. **Effect of the Region II War Labor Board upon the probationary period and preferential seniority in selected companies.**

1950. M.S. in ILR Puchek, Michael. **A survey of the personnel policies of a small general hospital in New York State.**
Industrial relations New York (State). Hospitals Administration. Hospitals Personnel.

1949; (1950). M.S. in ILR Zimmerman, William. **A study of the personnel practices and procedures affecting employees in non-professional positions in the New York State School of Industrial and Labor Relations.**
New York State School of Industrial and Labor Relations. Personnel management Case studies. Clerks New York (State)Ithaca.

1949. M.S. Connolly, Robert William. **The recruitment and training of college graduates; a case study of the squadron training groups of the Goodyear tire & rubber company of Akron, Ohio.**

1949. M.S. Miller, Frank Barton. **Three approaches to human relations in industry.**

1949. M.S. Weinberg, Herbert Ira. **The human relations of a wage incentive system.**
Personnel management. Incentives in industry. Wages.

1947; (1948). M.S. in ILR Burns, William Patrick. **A study of personnel policies, employee opinion and labor turnover (1930-1946) at the Endicott Johnson corporation.**

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).

1947. M.S. Bruce, Robert Lee. **Employee merit rating, its development, value and role in supervision.**