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# Subject: Human Resource Management

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#### Disciplines

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#### Comments

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# 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

#### **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.
- 2000. Ph.D. Clifton, Jean Marie. **Restructuring the employment relationship : implications for firms, unions, and employees.** Advisor: H. Katz. *Industrial relations United States.* Downsizing of organizations United States.

  Corporate reorganizations United States. Employees Attitudes.
- 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. 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.

Personnel management United States. Industrial management United States.

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. 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.

1998. M.S. Hruba, Lada. **An investigation into global stock options : substance and symbolism in adoption explanations.** Advisor: G. Milkovich.

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.
- 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).

- 1998. Ph.D. Yanadori, Yoshio. Recipe for Success? Performance Consequences of Incentive Intensity in Information Technology. Advisor: G. Milkovich.
- 1998. M.S. Yanadori, Yoshio. **CEO compensation : differences between insiders and outsiders.** Advisor: G. Milkovich.

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

- 1997. M.S. Boswell, Wendy Robyn. **The multiple purposes of performance** appraisal: clarity out of confusion? Advisor: J. Boudreau. *Employees Rating of.*
- 1997. M.S. Chua, Rodney Seow Kang. **U.S. expatriate management development in the Asia-Pacific region and U.S. repatriate management development.** Advisor: V. Pucik.

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.
- 1997. Ph.D. Erez, Amir. **Core self-evaluations as a source of work-motivation and performance.** Advisor: T. Judge.

Employee motivation. Self-evaluation. Performance Psychological aspects.

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. Ph.D. Lee, Byoung-Hoon. **Workplace transformation at incrementalist** plants: a cross-national comparative study of a Ford and a Hyundai plant. Advisor: H. Katz.

Reengineering (Management) Social aspects Cross cultural studies. Strategic planning Social aspects Cross-cultural studies. Industrial relations Cross-cultural studies. Reengineering (Management) Social aspects United States. Strategic planning Social aspects.

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.

- 1997. Ph.D. Sturman, Michael Craig. **Individual performance and the effectiveness of selection strategies over time.** Advisor: J. Boudreau. *Performance standards. Employee selection. Personnel management.*
- 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. M.S. Cyr, Linda Ann. **Total compensation satisfaction and employee performance : expanding pay satisfaction based on the theory of the employment relationship.** Advisor: T. Welbourne.

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.

1996. Ph.D. Dwyer, Debra Sabatini. **Evaluating the effects of poor health on men's expected retirement, using the HRS.** Advisor: O. Mitchell.

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

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. 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. 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 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.

Supervision of employees Cross-cultural studies. Leadership Cross-cultural studies. Executives Psychology Cross-cultural studies. Role expectation Cross-cultural studies. Authoritarianism (Personality trait) Cross-cultural studies. Control (Psychology) Cross-cultural studies.

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. 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.

1992. Ph.D. Hannon, John M. The association between human resource management reputation and corporate performance: a tenuous relationship at best. Advisor: G. Milkovich.

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.

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. 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.

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.

1989. M.S. Fernandez C., Alejandro. **Getting from business strategy to human resource strategy.** Advisor: L. Dyer.

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.

1989. Ph.D. Rudin, Joel Peter. **Judgment and choice in personnel selection.** Advisor: J. Boudreau.

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

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. Knight, Deborah Barry. **A cognitive model of successful and unsuccessful R&D projects.** Advisor: L. Williams.

Research, Industrial. Industrial project management.

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.

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; (1988). Ph.D. Gaston, Noel George. **The variability of hours as a job characteristic.** Advisor: R. Ehrenberg.

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

1987. M.S. Adkins, Jeanie Lynn. **Compensation policy and business strategy.** Advisor: G. Milkovich.

Compensation management. Business planning.

1987. M.S. Arthur, Jeffrey Bradford. **Industrial relations practices in steel minimills in the United States.** 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.

- 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. 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.

Executives Salaries, etc. United States. Corporations United States. Organizational effectiveness.

1987. M.S. Rudin, Joel Peter. **Predictors of perceived success in five aspects of college recruiting.** Advisor: J. Boudreau.

Employees Recruiting United States. College graduates Employment United States.

1987. M.S. Strausser, Pamela Grace. **Determinants of Occupational Turnover among Engineers.** Advisor: S. Rynes.

1986. Ph.D. Broderick, Renae Frances. **Pay policy and business strategy: toward a measure of "fit".** Advisor: G. Milkovich.

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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.

Collective bargaining--Teachers--United States. Teachers--Salaries, etc.--United States. Equal pay for equal work--United States.

1986. M.S. Rabin, Bonnie R. **Executive compensation and firm performance :** the case of employment agreements. Advisor: G. Milkovich.

Executives Salaries, etc. United States. Corporations United States.

1986. M.S. Sears, David L. **Equity in pay increase and bonus decision-making.** Advisor: G. Milkovich.

Compensation management Decision making. Bonus system.

1986. Ph.D. Turk, Jay M. **Determination of job characteristics of automated process operators as a function of technology and managerial choice.** Advisor: T. Hammer.

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

- 1985. M.S. Florin, Beth Colleen. **Utility analysis : some new applications.** Advisor: J. Boudreau.

  Decision making. Utility theory.
- 1985. M.S. Kennedy, Valerie Eva. **Quality circle programs : an examination of the implementation process.** Advisor: S. Bacharach. *Quality circles.*
- 1985. M.S. Paz, Ricardo E. **Human resource management and business strategy in some Venezuelan organizations.** Advisor: G. Milkovich. *Personnel management Venezuela. Business planning Venezuela.*
- 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. Hutton, Patricia Ellen. **Phased retirement, attitude toward retirement and locus of control.** Advisor: L. Williams.

Retirement. Aged Employment. Part-time employment.

1984. Ph.D. Wils, Thierry. **Business strategy and human resource strategy.** Advisor: L. Dyer.

Manpower planning. Business planning. Personnel management.

- 1983. Ph.D. Koys, Daniel J. **Managerial goal setting and strategy development**: a model of their effects on behavior and performance. Advisor: L. Dyer.

  Goal setting in personnel management. Performance standards.
- 1983. M.S. Labelle, Christiane M. **Human resource strategic decisions as responses to environmental challenges.** Advisor: L. Dyer. *Manpower planning. Personnel management.*
- 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.

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- 1982. Ph.D. Li, Elizabeth Hon-ming. **A theoretical and empirical analysis of the compensating differentials for cyclical employment variations.** Advisor: R. Ehrenberg.

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

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- 1981. M.S. Abraham, Jane Terry. **Evaluation of supervisory training : a multimethod approach.** Advisor: S. Kirmeyer.

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- 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.

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- 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.

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- 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.

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- 1977. Ph.D. Long, Richard Joseph. **The effects of employee ownership on job attitudes and organizational performance : an exploratory study.** Advisor: W. Whyte.

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- 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.*

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- 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.

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- 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.
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- 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.

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

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- 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.**
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- 1949. M.S. Weinberg, Herbert Ira. **The human relations of a wage incentive system.**

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