October 2006

ILR School Ph.D. Dissertations

Susan LaCette
Cornell University, skl2@cornell.edu

Follow this and additional works at: https://digitalcommons.ilr.cornell.edu/ilrtheses

Thank you for downloading an article from DigitalCommons@ILR.

Support this valuable resource today!

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 catherwood-dig@cornell.edu.

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact web-accessibility@cornell.edu for assistance.
ILR School Ph.D. Dissertations

Keywords
ILR School, New York State School of Industrial and Labor Relations, thesis, theses, dissertations, graduate students, Cornell University, M. P. Catherwood Library, LaCette

Comments
Suggested Citation
http://digitalcommons.ilr.cornell.edu/ilrtheses/5

This article is available at DigitalCommons@ILR: https://digitalcommons.ilr.cornell.edu/ilrtheses/5
ILR School Ph.D. Dissertations

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
M. P. Catherwood Library
October, 2006
ILR School Theses and Dissertations: a listing

ILR Ph.D. Dissertations

Advisor : R. Batt.

Advisor : L. Dyer.

Advisor : L. Turner.

Advisor : S. Snell.

Advisor : S. Snell.

2005. Augusta, Virginia Leigh.  *The growing stratification of the academic labor market: is there permeability from the non-tenure-track to the tenure-track ranks?*
Advisor : R. Ehrenberg.

Advisor : H. Katz.

Advisor : M. Wells.

Advisor : C. Collins.

Advisor : H. Katz.

Advisor : P. Tolbert.

Advisor : M. Wells.

ILR School Ph.D. Dissertations


Advisor: P. Tolbert.

Advisor: M. Wells.

Advisor: L. Turner.

Advisor: M. Cook.

2002. 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.

Advisor: P. Wright.

Advisor: W. Sonnenstuhl.

Advisor: R. Ehrenberg.

Advisor: G. Fields.

Advisor: J. Abowd.

Advisor: P. Tolbert.

Advisor: R. Stern.


ILR School Ph.D. Dissertations


Advisor: S. Barley.

Advisor: T. Judge.

1997. Fang, Meiyu. A study of work motivation: the influence of organizational variables and individual characteristics on work motivation and outcomes.
Advisor: B. Gerhart.

Advisor: J. Bunge.

Advisor: L. Turner; P. Katzenstein.

Advisor: L. Dyer.

Advisor: H. Katz.

Advisor: L. Dyer.

Advisor: B. Gerhart.

Advisor: J. Boudreau.

Advisor: M. Wells.

Advisor: J. Abowd.

Advisor: S. Bacharach.


Advisor: S. Bacharach.

Advisor: R. Ehrenberg.

Advisor: H. Katz.

Advisor: I. DeVault.

Advisor: D. Lipsky.

Advisor: B. Gerhart.

Advisor: P. Velleman.

Advisor: M. Wells.

Advisor: G. Fields.

Advisor: R. Ehrenberg.

Advisor: R. Bretz.

1994. Goldhaber, Dan D.  *Public or private high schools: school choice and the consequences.*
Advisor: R. Ehrenberg.

Advisor: R. Smith.

ILR School Ph.D. Dissertations


A comparative study of the perception of managerial role behavior: cultural-common and cultural-specific perspectives.  
Advisor: L. Gruenfeld.

Collective bargaining in the trucking industry: the effects of institutional and economic restructuring.  
Advisor: H. Katz.

1993. Bronfenbrenner, Kate Louise.  
Seeds of resurgence: successful union strategies for winning certification elections and first contracts in the 1980’s and beyond.  
Advisor: H. Katz.

1993. 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.

Education reform, then and now: the influence of business on education in 20th century America.  
Advisor: J. Gross.

Compensation practices and government policies in western European labor markets.  
Advisor: J. Abowd (Economics).

1993. Murray, Brian C.  
Skill based pay: conceptual definition of the construct and an empirical examination of its outcomes.  
Advisor: B. Gerhart.

Internal promotion, wage profiles and mandatory retirement in Japan.  
Advisor: R. Hutchens.

Health care costs in workers’ compensation programs: an assessment of cost containment policy initiatives.  
Advisor: J. Burton.

The antecedents and consequences of flexible benefits plans.  
Advisor: G. Milkovich.

The role of preferences and constraints as determinants of male-female occupational difference.

1992. Hannon, John M.  
Advisor: G. Milkovich.


Advisor: R. Ehrenberg.

Advisor: S. Barley.

Advisor: J. Boudreau.

Advisor: D. Lipsky.

Advisor: R. Ehrenberg.

Advisor: J. Burton.

Advisor: G. Fields.

Advisor: J. Burton.

Advisor: G. Fields.

Advisor: R. Ehrenberg.

Advisor: L. Williams.

Advisor: J. Gross.

Advisor: D. Lipsky.


1985. Sherman, Daniel Ronald.  *Determinants of the individual demand for higher education by sectoral control of institution.*
Advisor : R. Ehrenberg.

Advisor : S. Bacharach.

Advisor : R. Ehrenberg.

Advisor : L. Dyer.

Advisor : G. Fields.

Advisor : G. Fields.

Advisor : W. Whyte.

Advisor : D. Lipsky.

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

Advisor : T. Hammer.

1983. Leonesio, Michael Victor.  *In-kind transfers and labor supply.*
Advisor : R. Hutchens.

Advisor : L. Gruenfeld.

Advisor : F. Foltman.


1976. Miller, Robert L.  
**Authoritarianism as a moderator of the relationship between field dependence and field independence and task performance and interpersonal style.**  
Advisor: L. Gruenfeld.

**A pre-program evaluation model determining training effectiveness, based on the expectancy theory of work-motivation.**  
Advisor: L. Gruenfeld.

**Structural constraints, power perception, research performance and rewards: an organizational perspective of university graduate departments.**  
Advisor: G. Gordon.

**The political truncation of organizational learning: a case study from a temporal systems perspective.**  
Advisor: W. Whyte.

**Socialization, social classes and economic development: the case of Peru.**  
Advisor: W. Whyte.

**Task uncertainty, group process and emergent group structure under varying feedback conditions.**  
Advisor: N. Rosen.

**The evolution of bargaining power in the Province of Quebec public sector (1964-1972).**  
Advisor: B. Jaffe.

1975. Driscoll, James W.  
**Determinants of faculty attitudes towards collective bargaining for the faculty at Cornell: participation and trust in the decision-making process.**  
Advisor: L. Gruenfeld.

**Job level, individual differences and job satisfaction: an interactive approach.**  
Advisor: L. Gruenfeld.

**The organizational image technique: an approach to diagnosing and developing interface relationships.**  
Advisor: W. Wolf.

**Paraprofessionals: perceptions of opportunities for advancement and their relationship to job satisfaction.**  
Advisor: J. Wright.

**Coordination and visibility in professional productive organizations.**  
Advisor: G. Gordon.
Advisor : L. Williams.

Advisor : F. Foltman.

Advisor : L. Gruenfeld.

Advisor : B. Yaffe.

Advisor : J. Windmuller.

Advisor : W. Whyte.

Advisor : F. Freilicher.

Advisor : N. Rosen.

Advisor : L. Williams.

Advisor : L. Dyer.

Advisor : J. McKelvey.

Advisor : H. Aldrich.


1972. Azevedo, Ross Eames.  The labor market for scientific personnel; the problem of allocation and efficiency.
Advisor: N. Tolles.

Advisor: L. Williams.

Advisor: G. Brooks.

Advisor: W. Galenson.

Advisor: W. Whyte.

Advisor: M. Neufeld.

1972. 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.

Advisor: L. Perl.

Advisor: F. Freilicher.

Advisor: L. Gruenfeld.

Advisor: L. Williams.

1971. Green, Charles Stanley III.  Building the newest nations; a comparative study of social, economic, and political change.
Advisor: W. Friedland.

ILR School Ph.D. Dissertations
Advisor: F. Foltman.

Advisor: G. Gordon.

Advisor: J. McKelvey.

Advisor: V. Jensen.

1970. Alberti, Giorgio.  *Inter-village systems and development: a study of social change in highland Peru.*  
Advisor: L. Williams.

Advisor: W. Whyte.

Advisor: P. McCarthy.

Advisor: J. McKelvey.

1970. Hundert, Alan T.  *Psychological differentiation and rating behavior in a large work organization.*  
Advisor: L. Gruenfeld.

Advisor: L. Williams.

1970. 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.

Advisor: W. Galenson.

ILR School Ph.D. Dissertations


ILR School Ph.D. Dissertations
1967. Belasco, James A.  
   *Training as a change agent: a constructive evaluation.*

   *Wage determination and incentive problems in Soviet agriculture.*

   *A study of values in a training experience.*

   *Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.*

   *Remuneration of the international civil servant: a study of the salary, allowance and benefits system in the United Nations Secretariat.*

   *Friends of FIGHT: a study of a militant civil rights organization.*

   *An examination of the transferability of certain military skills and experience to civilian occupations.*

   *Beliefs, values and preferences; a search for the source: a military field experiment.*

1967. Weissenberg, Peter.  
   *Psychological differentiation and job satisfaction.*

   *The motivational consequences of task attributes and supervision.*

   *A study of time perspective: measurement and correlates.*


1966. Lundberg, Craig Carl.  
   *Patterns of organizational decisioning: a conceptual scheme and its application in a study of comparative cases in industry.*

   *The role of labor organizations in a developing country: the case of Mexico.*

   *The psychological characteristics of effective first-line managers.*

1966. Thompson, Mark Elliott.  
   *The development of unionism among Mexican electrical workers.*


1964. Craig, Alton Westwood. The consequences of provincial jurisdiction for the process of company-wide collective bargaining in Canada; a study of the packinghouse industry.

1964. Jain, Sagar Chand. Social origins and careers of industrial managers in India.


1963. Paolucci, Thomas D. A comparative study of factors relating to lack of school persistence at the high school level.


1962. Hinrichs, John Ryland. The impact of industrial organization on the attitudes of research chemists.


ILR School Ph.D. Dissertations


1959. Kolaja, Jiri Thomas. A Polish factory; a case study in workers' participation in decisions in industry.

1959. Patten, Thomas Henry. Public policy towards the employment, retirement, and rehabilitation of the "Old Soldier".


1957. James, Ralph C., Jr. Labor and technical change: the Bombay cotton textile industry.


1956. 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). Lentz, Edith Margaret (Hamilton). The American voluntary hospital as an example of institutional change.

ILR School Ph.D. Dissertations
*A study of area wage structure and wage determination in the building construction industry of central New York State, 1942-1951.*

*Minimum wages in the Puerto Rican economy.*

1955. Richardson, Reed C.  
*The Brotherhood of Locomotive Engineers, 1863-1955; a study of the origin and evolution of railway working rules.*

*A study of common elements in entry jobs.*

1954. Christie, Robert A.  
*Empire in wood; a history of the United Brotherhood of Carpenters and Joiners of America.*

*A job analysis of the vocational high school principalship.*

*A study of mediation through an analysis of the background of disputes and the activities of the mediator.*

*The legal status of American and Mexican migratory farm labor; analysis of U. S. farm labor legislation, policy and administration.*

*A study of the application of machine breakdown analysis as a method for determining instructional content for training machine maintenance men.*

*The development of a multi-purpose job analysis method for a selected navy rating.*

*A study of selected personality characteristics of social science field workers.*

*The social organization of British and United States merchant ships.*

*A case study of human relations in a conflict situation.*

*Maintenance training methodology for automation; the development of methods and techniques which might be utilized to assist industry in training maintenance mechanics to service complicated, custom-built, semi-automatic or fully automatic machines.*

*Origins of codetermination (Mitbestimmung) in Western Germany.*

1953. Cullen, Donald E.  
*Factors affecting the interindustry wage structure, 1899-1950.*

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

1953.  Risley, Robert Francis.  The development of faculty personnel administration and faculty personnel policies for a model decentralized state university.


1953.  Sparks, Lois Remmers (Dean).  Front office leadership: the decline of militancy in two union locals.

1952; (1953).  Culley, Jack Frederick.  Absenteeism in a leather tannery; a specific plant situation considered in the framework of absenteeism as a general industrial relations problem.

1952.  Martin, Philip Carl.  The potential ability of the Westchester-Rockland area of New York State to support two-year community colleges.


1951.  Windmuller, John P.  American labor’s role in the international labor movement, 1945 to 1950.

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

ILR School Ph.D. Dissertations

1950. 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.*


1948. Hanson, Carl Arnold.  *The arbitration of grievances.*

1948. Van Dusen, Edward Bayard.  *Apprenticeship in western New York State; a study of the development and present status of apprentice training programs and of indentured apprentices.*

1947; (1948). Anderwald, Carl Joseph.  *National defense training program for pre-employment machine shop practice in Central New York State; a study of its organization, administration, and supervision, with an appraisal of its contribution.*