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ILR Research in Progress 2004-05

Keywords

Cornell University, ILR School, faculty publications, research

Comments

The production of scholarly research continues to be one of the primary missions of the ILR School. During a typical academic year, ILR faculty members published or had accepted for publication over 25 books, edited volumes, and monographs, 170 articles and chapters in edited volumes, numerous book reviews. In addition, a large number of manuscripts were submitted for publication, presented at professional association meetings, or circulated in working paper form. Our faculty's research continues to find its way into the very best industrial relations, social science and statistics journals.

FACULTY RESEARCH IN PROGRESS, 2004-2005

COLLECTIVE BARGAINING, LABOR LAW, AND LABOR HISTORY

Cook, Maria

“New Employment Regimes in Emergent Economies”

“The Politics of Labor Reform in Latin America: Between Flexibility and Rights”

“International Labor Standards and Domestic Labor Advocates: Unions, Labor Reform, and Workers’ Rights in Latin America”

“What Makes for “Successful” Social Dialogue? Latin America in Comparative Context”

Immigrant Rights Advocacy in Spain, The United States, and Australia

Cowie, Jefferson

“The New Deal that Never Happened: Full Employment, Inflation, and the Failure to Rebuild Liberalism in the 1970’s”

“Toxic Miracle: Capital Mobility and Environmental Destruction at RCA-Taiwan, 1970-2002”

“Dead Man’s Town: ‘Born in the U.S.A.,’ Social History, and Working-Class Identity”

“Last Days of the Working Class: Social History, Politics, and Pop in the 1970s”

“Globalization and its Critics: A Brief History of the World Trade Organization with Documents”

Daniel, Cletus

Book-length biography of United Farm Workers founder and president Cesar Chavez

DeVault, Ileen

“‘Too hard on the women, especially’: Striking together for women workers’ issues”

“Climate and Strikes”

“Working Wives and Mothers”

“Families at Work”

Gross, James

“A Logical Extreme: Proposing Human Rights as the Foundation for Workers’ Rights in the United States”

Katz, Harry

Sloan Telecom project to survey a national establishment sample, part of which is a longitudinal follow-up to our 1998 telecom survey

Intra-city pattern bargaining in a number of large national and New York State cities

Analyzing and comparing industrial relations developments in the auto and banking industries in 6 countries

Labor relations in New York City

Kuruvilla, Sarosh

“The Yeshaswini Helath Insurance Scheme for Rural Farmers and Peasants: Towards Health Care for All? World Development”

Institutional Features of Skills Development and Policy Implications for Developing Countries: A Comparative Investigation

Lieberwitz, Risa

“Free Speech and Due Process in the University Workplace”

Academic freedom into comparative analysis

“Understanding University Faculty and Graduate Students: Drawing Class Lines and Forming Class Alliances”

“Assessing the U.K.’s Research Assessment Exercise.”

Lipsky, David

The Evolving Nature of Employment Arbitration
NASD Employment Arbitration
Evaluation of the Internal Dispute Resolution System
at the U.S. Equal Employment Opportunity
Commission
The Decline of the Labor Movement and Its Effect on
Related Organizations and Institutions
Collective Bargaining between police officers and
municipalities

Salvatore, Nick

Faith and History: Catholic Perspectives

Seeber, Ron

The Evolving Nature of Employment Arbitration
NASD Employment Arbitration
The Decline of the Labor Movement and Its Impact
on Related Organizations and Institutions

Turner, Lowell

Labor movement revitalization
Comparative labor movement revitalization
Strategies for urban labor revitalization
Labor and the Politics of Coalition Building
Editing a book called *Seeking Solidarity*

HUMAN RESOURCE STUDIES

Batt, Rosemary

“Human Resource Practices, Service Quality, and
Economic Performance in Call Centers”
The US Call Center Industry: National Benchmarking
Report
Telecommunications 2004: Business Strategy, HR
Practices, and Performance

Bell, Bradford

Training and Development
Field of organizational justice
“Reactions to skill assessment: The forgotten factor
in explaining motivation to learn”
“Core elements of active learning: Mindfulness,
motivation, and emotion control effects on self-
regulated learning and adaptability”
“The impact of eHR on professional competence in
HRM: Implications for the development of HR
professionals”
“Disentangling achievement orientation and goal
setting: Effects on self-regulatory processes”
“Attachment style as a predictor of individual-
organization attachment”
“A Longitudinal Examination of the Effects of Team
Building on Team Effectiveness”
“The impact of team building interventions on team
processes and performance: A theoretical review
and integration”
“Sources of justice expectations: An examination of
antecedents across three settings”
“Distributed learning system design: A new approach
and an agenda for future research”
“The Role of Transitory and Enduring Individual
Differences in Active Learning”
“Examining the effectiveness of diversity training:
Individual and Situational Influences”
“Consequences of justice expectations over time”
“Justice expectations in performance management
settings: An examination of critical antecedents”
“The utility of generic teamwork skills training:
Transferability of skills across team settings”
“Predicting intraindividual behavior change across
training: The importance of motivational and
attitude change”
“The influence of information source, content, and
valence on job seekers’ beliefs about potential
employers”

“The impact of compliance with training standards on individual and unit-level outcomes”

“The Effects of Rotational Leadership Development Programs on Employee Retention”

Bishop, John

Incentives to Learn

Briggs, Vernon

U.S. immigration policy and the nation’s labor force

Collins, Christopher

Strategic Management and Human Resources

Recruitment from a Marketing Perspective

“Strategic human resource practices and the social environment for knowledge sharing: Creating competitive advantage in high-technology firms”

“Recruitment practices and product brand strength: An examination of when different recruitment strategies affect employment brand equity”

“TMT potency and firm innovation: A contingency perspective”

“The Relationships between organizational marketing efforts, employment brand equity, and recruitment outcomes”

“Brand equity dimensions and job choice: Examining the effects of employment brand familiarity, perceived brand attributes, and perceived brand quality on application decisions”

“Understanding the role of individual differences in the relationship between employment brand equity and job application intentions”

“Systems of human resource management practices in high-technology firms: An exploration of different paths to firm innovation and performance”

Dyer, Lee

The Agile Enterprise

Nishii, Lisa

Cross-cultural and international HR/OB

Workplace diversity

Strategic human resource management

“Cultural tightness-looseness: Multilevel perspectives and implications for organizations”

“The precursors and products of fair climates: The effects of leader personality and self versus other’s justice perceptions”

“Collective climates for diversity: Evidence from a field study”

“Comparative human resource management: The relationship between culture and the adoption of HRM practices across 40 countries”

“What issues in service delivery are grounds for customer dissatisfaction? A comparison of customer accounts in the U.S. and Japan”

“Culture, systems of thought, and leadership: Holistic and analytical thinking and the structure of leadership schemas in the U.S., Germany, Singapore, and Thailand”

“The influence of cultural tightness-looseness on human resource management”

“Linking employee perceptions of HR practices to organizational performance: Data from Fortune 1000 companies”

“The role of employee attributions for HR practices on employee attitudes and unit performance”

“Diversity and bottom-line performance: The moderating role of leader-member exchanges”

“An empirical test of a multilevel theory of cultural tightness-looseness across 35 countries”

“The relationship between culture and labor/employment laws across fifty-seven countries”

Roberson, Quinetta

“The Role of Sensemaking in Justice Climate Emergence”

“A Social Comparison Approach to Justice in Teams: The Effects of Interdependence and Fairness on Referent Choice and Justice Climate Strength”

“Examining the Link between Diversity and Firm Performance: The Effects of Diversity Reputation and Leader Racial Diversity”

“Making sense of diversity in the workplace: Organizational justice and language abstraction in employees’ accounts of diversity-related incidents”

“Understanding the Motivational Effects of Procedural and Informational Justice in Feedback Processes”

“The importance of organizational justice in promotion decisions”

“Value-based diversity: Understanding strategic impact by connecting diversity to the value chain”

“A business case for diversity: The effects of diversity management practices, leader diversity and diversity reputation on firm performance”

“Being different in a diverse workplace: A multilevel study of demographic diversity, group heterogeneity, and performance”

“A social network approach to the emergence and outcomes of team justice climates”

“A comparative analysis of the professional network structures of Fortune 1000 executives and the relationships to firm performance”

“Examining the relationships between unit size, unit demography and justice climate strength”

“Determinants and consequences of applicants’ preferences for employer size: A test of P-O fit and sorting theories”

Snell, Scott

How HRM is related to bilateral learning in professional service firms

A focus on best practice in HR, including how global firms share knowledge across subsidiaries

HR Functional Excellence, and examines the people, processes, and systems that HR uses to create value in organizations

Wright, Patrick

Unlocking the Black Box: Examining the processes through which human resource practices impact business performance

High performance HR practices and customer satisfaction: Employee process mechanisms

The HR – firm performance relationship: Is it only in the mind of the beholder?

The acceptance of utility analysis: Designing a model

Twice as hard or lower standards? An investigation of publication patterns and sex equality in the field of organizational research

Looking inside the black box: A real options view of strategic human resource management

Competitive advantage through people: Test of a causal model

“Business Strategy”

“Human Resource Management in China”

HR Leadership: Impact, Integration, and Influence

Strategic HRM and Organizational Behavior: Integrating Multiple Levels of Analysis

Variability at multiple levels of analysis: Implications for strategic human resource management

HR practices and performance among Taiwanese high tech companies

Handbook of Human Resource Management

Strategic Human Resource Management: Theories, Concepts, and Research

Legally Defensible vs. Organizationally Sensible: Avoiding legal-centric employment decision-making

LABOR ECONOMICS

Abowd, John

“Are Good Workers Employed by Good Firms? A test of a simple assortative mating model for France and the United States”

“Estimating Measurement Error in SIPP Annual Job Earnings: A Comparison of Census Survey and SSA Administrative Data”

“Synthetic Data and Confidentiality Protection”

Blau, Francine

“Changes in the Labor Supply Behavior of Married Women: 1980-2000,”

“The Declining Significance of Gender?”

“The US Gender Pay Gap in the 1990s: Slowing Convergence”

“Does Welfare Influence Young Women’s Decisions About Marriage, Single Parenthood, and Female Headship?”

Boyer, George

Labor Markets in Nineteenth Century Britain

“Poverty among the Elderly in Victorian Britain”

“Unemployment and the UK Labour Market before, during, and after the Golden Age, 1948-1971”

“Insecurity, Safety Nets, and Self-Help in Victorian Britain,”

“The Impact of Emigration on Real Wages in Ireland, 1850-1914,”

Economic Insecurity and Living Standards in Victorian Britain (ongoing book project).

British Workers’ Living Standards during the “Hungry Forties.”

Long-term Trends in British Unemployment, 1870-1999.

Rural-Urban Migration and Labor Market Integration in England and Wales, 1850-1914.

DeVaro, Jed

“The Labor Market Effects of Employer Recruitment Choice”

“What Types of Organizations Benefit from Team Production, and How Do They Benefit?” (with Fidan Ana Kurtulus)

“New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Cross Section of Establishments” (with Fran Blau)

“An Empirical Analysis of Risk, Incentives, and the Delegation of Worker Authority” (with Fidan Ana Kurtulus)

“Waging the War for Talent: How Firms Use Recruitment and Screening Strategies to Raise Worker Performance” (with Gary Fields)

“Internal Promotion Competitions in Firms”

“High-Performance Recruitment and Screening Systems?: Sorry, But ...” (with Gary Fields)

“Teams, Autonomy, and the Financial Performance of Firms”

“The Effect of Self-Managed Teams on Labor Productivity and Product Quality”

“Promotions and Incentives in Nonprofit and For-Profit Organizations” (with Dana Samuelson)

“Doing the Right Jobs Right: Which Managerial Attributes and Activities Help and Hurt Profits at Borders?” (with Gary Fields)

“Million Dollar Variables and Statistically Significant Indexes: The Effect of Managerial Talent on Company Profits” (with Gary Fields)

“Analyzing the Job Characteristics Model: New Support From a Cross Section of Firms”

“Strategic Promotion Tournaments and Worker Performance”

“The Signaling Role of Promotions: Further theory and Empirical Evidence” (co-authored with Michael Waldman)

Ehrenberg, Ronald

Economic Analyses of Academic Labor Markets

Resource Allocation in Higher Education

“Do Tenured and Tenure Track Faculty Matter?”

Fields, Gary

Workplace management: an economic approach

Labor market models

Economic mobility

Bottom-Line Management [book manuscript]

“Labor Market Issues in South Africa in Comparative Perspective”

“A Guide to Multisector Labor Market Models”

“Poverty, Inequality, and Economic Growth: Highlights from the International Literature”

“Earnings Mobility in Urban Argentina,” with Maria Laura Sanchez Puerta

“Earnings Mobility in Argentina, Mexico, and Venezuela: Testing the Divergence of Earnings and the Symmetry of Mobility Hypotheses,” with Robert Duval Hernandez, Samuel Freije, and Maria Laura Sanchez Puerta

“Could a Higher Minimum Wage Reduce Poverty?” with Ravi Kanbur

“Doing the Right Jobs Right: Which Managerial Competencies and Activities Help and Hurt Profits at Borders?” with Jed DeVaro

“One Talent or Many?: Million Dollar Variables and Statistically Insignificant Indexes” with Jed DeVaro

“Regression-Based Decompositions: A New Tool for Managerial Decision-Making”

“Playing the Percentages: Gaining Competitive Advantage by Tapping Your Organization’s Own Database”

“Economic and Social Mobility Really Are Multifaceted”

“It Pays To Do It Myself: Managerial Time and Indirect Production”

“High Performance Recruitment and Screening Systems?: Sorry But . . .” with Jed DeVaro

“Waging the War for Talent: Do Recruitment and Screening Strategies Raise Employee Performance?” with Jed DeVaro

“Keeping Our Best: Innovative Workplace Metrics at ‘Engineering Solutions’”

“Predicting Potential for Promotion: How the Data in Human Resource Information Systems Can be Used to Help Organizations Gain Competitive Advantage”

“Does Income Mobility Equalize Longer Term Incomes?: New Measures of an Old Concept”

“Francis and Ranks: Earnings Mobility in France, 1967-1999”

Hutchens, Robert

Government Transfers and Economic Behavior

Testing Theories of Long-Term Contracts

Measuring Inequality in the Distribution of People Across Groups

“Will The Real Family-Friendly Employer Please Stand Up: Who Permits Parents To Reduce Working Hours For Purposes of Childcare?” (with Patrick Nolan)

“Gradual Retirement, Flexible Hours, and Employer Practices: Are Family Friendly Employers More Friendly to the Young?” (with Patrick Nolan)

“Who Among White Collar Workers has an Opportunity for Retirement? Establishment Characteristics”

“Using Grouped Data to Estimate Probability Models: A Method for Circumventing Nonreporting in Sample Surveys”

“Drinking on the Job: Are Economic Theories of Shirking Applicable?”

“Mandatory Retirement and the Wages of Young Workers”

“Unemployment Insurance and Older Workers: Pennsylvania 1970-1994”

“Gradual and Retire-Rehire Pathways to Retirement: Evidence from Seven Case Studies of Employers in Upstate New York”

“Who Among White Collar Workers Has An Opportunity For Phased Retirement? Worker And Job Characteristics”

Testing Theories of Delayed Payment Contracts

Demand for Older Workers When Workers are Hired Under Long-Term Implicit Contracts

Measuring Occupational Segregation

Employer Policies Toward Hours Reductions by Older Workers

Kahn, Lawrence

Institutions and Labor Markets in International Perspective:

Youth Labor Markets: 1964-1997

Testing Game-Theoretic Theories of Bargaining

Gender and Labor Markets

Sports Labor Economics

“The Impact of Employment Protection Mandates on Demographic Temporary Employment Patterns: International Microeconomic Evidence”

“Changes in the Labor Supply Behavior of Married Women: 1980-2000”

“Gender and Assimilation among Mexican Americans”

Does Welfare Influence Young Women's Decisions About Marriage, Single Parenthood, and Female Headship?

ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

“Abusive Supervision and Subordinate Problem Drinking: Resistance, Distress and the Moderating Effect of Personality”

“Harassing under the influence: Male drinking norms and behaviors and the gender harassment of female coworkers”

“Retirement and Problem Drinking: A Cohort Analysis of the Mediating Effect of Social Support”

9/11 and Firefighter Traumatic Distress: Phases and Contexts of Involvement

Impact of exposure to critical incidents on firefighter drinking behavior

Organizational Change and Change Leaders: What Makes Leaders Succeed

Long Distance-Learning, Pedagogy, and Changing Technology

Goncalo, Jack

“Individualism and Group Creativity”

“When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time”

“Success and Creativity Over Time: A Study of Inventors in the Hard-Disk Drive Industry”

“Hidden Consequences of the Group Serving Bias: An Attributional Theory of Convergent Thinking in Groups”

“Strong Norms as a Stimulant to Group Creativity: Intensifying the Benefits of Individualism”

“The Downside of Being Sensitive: Political Correctness and Group Creativity”

Haas, Martine

“The Buffering Role of Team Autonomy: Managing Dependence on External Knowledge in Project Teams”

“Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams”

“Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments”

“Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations”

Hammer, Tove

The Effects of the Psychosocial Work Environment on Employee Health, Absenteeism, and Turnover

Leadership Effectiveness in Local Unions

Union Effects on Job Satisfaction

Lawler, Edward

“Exchange, Emotion, and Group Relations”

“A Relational cohesion Model of Organizational Commitment”

“Commitment in Structurally Enabled and Induced Exchange Relations”

“Group Formation in Exchange Networks”

“Social Exchange as a Source of Micro Order in Status Differentiated Relations”

“Social Exchange Theory of Emotion”

Sonnenstuhl, William

Retirement and Drinking Behavior

Understanding the Drinking Culture of College Students

Blue-Collar Work

“Alienation and Blue-Collar Work: The Forgotten American Worker”

Screening Older Workers for Drinking Problems: Comparing CAGE and the Drinking Problems Index (with Peter Bamberger and Dana Vashdi)

Negotiating Harm: Enacting Drinking Norms in a College Setting. (With Galia Porat)

Blue-Collar Workers and Retirement-Drinking Trajectories. Paper submitted to Contemporary Drug Problems. With Valerie McKinney

The Social Construction of Binge Drinking on American College Campuses

Tolbert, Pamela

“Work schedules, work-family balance, and perceived success in work life and in family life”

“Decoupling and institutional decline: The use of non-tenure-track faculty in colleges and universities”

“She works hard for the money: Division of household labor and relative earnings of spouses”

“Change or die? Causes and consequences of the transition from single-sex to coed college”

SOCIAL STATISTICS

Bunge, John

Estimating the number of species

“Diversity in a Bacterial Population”

DiCiccio, Thomas

Higher-order methods for statistical inference

Higher-order and exact methods for statistical inference

“Adjusted nonparametric profile likelihood”

“Variance stabilization and inference for a scalar parameter”

“Improved confidence interval estimation for the mutation rate under the infinite sites model”

Velleman, Paul

Statistics education

Data visualization and statistical graphics

Wells, Martin

Bayesian decision theory

Bioinformatics

Empirical legal studies

EXTENSION DIVISION

Bronfenbrenner, Kate

“The Changing Nature of Corporate Global Restructuring: The Impact of Production Shifts on Jobs in the US, China, and Around the Globe” (with Stephanie Luce)

Bruyère, Susanne

“The Use of Statistics from National Data Sources to Inform Rehabilitation Program Planning, Evaluation, and Advocacy” with Andrew Houtenville

Fleron, Lou Jean

Grant-supported research and technical assistance project on effective enforcement of city of Buffalo, New York, Living Wage Ordinance and its implications for low wage service workers and their urban communities

Action research projects on comparative regional strategies for high road economic development (with Ian Greer, Ron Applegate)

Conducting grant-supported study on quality early childhood education and its effect on promoting

economic development and healthy communities in downtown Buffalo, New York

Golden, Thomas

“An Online Toolkit to Support Secondary Education Transition Programs”

Houtenville, Andrew

“The Use of Statistics from National Data Sources to Inform Rehabilitation Program Planning, Evaluation, and Advocacy” with Susanne Bruyère

“Parental Effort, School Resources and Student Achievement: Why Money May Not Matter” with Karen Smith Conway

“Did the Employment of Those with Disabilities Fall in the 1990s and was the ADA Responsible: A Replication and Robustness Check of Acemoglu and Angrist” with Richard V. Burkhauser

Moccio, Francine

Live Wire: Race and Gender Dynamics in the Construction Industry

Ruiz-Quintanilla, S. Antonio

Participation in Programs Designed to Improve Employment Outcomes for Persons with Psychiatric Disabilities: Evidence from the New York Works Demonstration Project

Weathers, Robert

“The Users’ Guide to Disability Statistics from the American Community Survey”

“A User Guide to Disability Statistics from the Panel Study of Income Dynamics”

“Participation in Programs Designed to Improve Employment Outcomes for Persons with Disabilities: Evidence from the New York Works Demonstration Project”

“What Can the American Community Survey Tell Us About the Population with Disabilities”

“The Economic Consequences of Disability Onset Near Retirement”

“Modeling Early Retirement of Deaf Workers via SSDI” (with Richard V. Burkhauser, John Hennessey, and Jerry Walter)

“The Relationship between Income Inequality and Employment of Persons with Disabilities” (with Ann Sieverding)

“Linking poll and census data to inform disability policy: An example using the Empire Poll and the American Community Survey” (with S. Antonio Ruiz-Quintenalla)

“Do higher EITC rates increase awareness? Evidence from across and within State Level EITC Programs”

“Employer Accommodations and the Employment of Persons with Disabilities”

“Labor Market Trends of Persons with Disabilities”

Woods, Susan

Continue developing the inclusion framework for diversity

Exploring the cultural assumptions underlying our approach to interest-based conflict resolution