October 2006

* ILR School Theses and Dissertations: A Listing

Susan LaCette
Cornell University, skl2@cornell.edu

Follow this and additional works at: http://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 hlmdigital@cornell.edu.
* ILR School Theses and Dissertations: A Listing

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/1

This article is available at DigitalCommons@ILR: http://digitalcommons.ilr.cornell.edu/ilrtheses/1
ILR School Theses and Dissertations: a listing

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

- About this publication
- How the list was compiled
- References

---

### Alphabetical Listing of ILR School Theses and Dissertations by Authors

- **ILR School Masters Theses**
  - 81
- **ILR School Ph.D. Dissertations**
  - 123
- **ILR School Theses and Dissertations Categorized by Subject**
  - 157

#### Subject Categories

- Alternative Dispute Resolution
- Careers and Occupations
- Collective Bargaining and Labor Relations
- Communication
- Decision Making
- Disabilities
- Diversity
- Economics
- Employee Benefits
- Employee Ownership and Cooperatives
- Employee Recruitment and Hiring
- Employment Discrimination
- Executives and Leaders
- Groups and Organizations
- History
- Human Resource Management
- Immigration
- International
- Job Satisfaction, Employee Morale, and Employee Motivation
- Labor Markets and Labor Mobility
- Labor Unions
- Pensions and Retirement
- Power
- Psychology and Sociology
- Public Employment
- Public Policy
- Social Insurance and Welfare
- Specific Companies
- Specific Industries
- Statistics, Models, and Measurement
- Strikes and Labor Unrest
- Supervisors and Managers
- Teachers and Schools
- Technology
- Training
- Universities and Colleges
- Volunteer Organizations
- Wages, Salaries, and Employee Compensation

---

*ILR School Theses and Dissertations: a listing*
Introductory Materials

About this publication
This publication contains listings of theses and dissertations written to fulfill degree requirements for Master and Doctoral degrees from the School of Industrial and Labor Relations (ILR School) at Cornell University. These listings contain authors, titles, degrees, years, subjects, and, for most post-1968 theses, faculty advisors. The theses titles are organized by author names, degrees, and subject headings. The time period covered is 1946--August 2006, the first 60 years of the ILR School.

Theses included in this publication are written for ILR School degrees. This is not a listing of all Cornell theses in the ILR subject area. Theses and dissertations on ILR subjects are written in many disciplines at Cornell, as the ILR field encompasses topics related to economics, management, statistics, industrial engineering, global studies, law, ergonomics, public policy, psychology, sociology, and more.

Full text of the theses is not provided in this publication. However, most ILR theses and dissertations are available for loan and interlibrary loan from the Cornell University Library. In addition, full text of many recent Cornell theses and dissertations is available through free and subscription online databases.

This publication was compiled to address the demand from current ILR students and from the public for access to the research and writing of graduate students from the ILR School. Current students are interested in the subjects, formats, and faculty advisors of previous ILR School theses. ILR researchers beyond Cornell have an interest in research from the ILR School because it is recognized as one of the world’s most respected educational institutions specializing in workplace studies. The publication of this bibliography coincides with the 60th anniversary of the School, and the theses titles and subjects provide information on trends in workplace research over the School’s tenure.

The New York State School of Industrial and Labor Relations (ILR School) welcomed its first students in November of 1945. The annual report for 1945-46 indicated that there were 11 graduate students in that first year. Seven were studying for a Master of Science degree and four were studying for a Doctor of Philosophy degree.

The 1946-47 annual report stated that there were 12 ILR graduate students and 5 Industrial Education graduate students. Some of the early ILR School theses listed in this publication were for Master of Education or Doctor of Education degrees.

The 1946-47 report also stated that the second M. S. in ILR degree was awarded in February 1947. There was no mention in the annual reports of when the first M.S. in ILR degree was earned, but the Cornell Graduate School’s Advance Degrees Conferred publication listed Donald Adler Strauss as an M.S. in ILR degree recipient in 1946.
There are 975 theses and dissertations listed in this publication. The 428 Doctoral dissertations include 427 Ph.D. and 1 Ed.D. The 547 Masters theses include 11 that were completed to fulfill degree requirements for an M.Ed. or an M.S. in Ed. Twenty-four theses from the 1940s and 1950s were for M.S. in ILR degrees and one, from 1951, was classified as an M. ILR term paper. One additional M.S. in ILR thesis is from the Baruch College/ILR partnership program that began in 1977 and continued into the 1990s, and one M.A. degree from ILR was identified. The remainder and vast majority of the Masters theses were written to fulfill degree requirements for an M.S.

The theses titles and subjects in this listing provide insight into the 60-year history of the School of Industrial and Labor Relations at Cornell and also into the history and evolution of the ILR field.

How the list was compiled

This listing was compiled by consulting Advanced Degrees Conferred (ADC), a three times per year publication from Cornell University’s Graduate School and also by reviewing print and electronic Cornell and ILR alumni directories, School annual reports, and the theses themselves. Rene Tucci, Graduate Programs Administrator at ILR, provided a starting point for this listing by sharing thesis and dissertation information that she and the Graduate Programs office staff had collected.

ADC provides information on all graduate degrees awarded. It is currently published in May, August, and December, a pattern that, with only a few exceptions, has existed since 1943. ADC lists theses written by students who have completed the requirements for Masters and Doctorates. It also lists graduate degrees that are awarded to students in programs that do not require a thesis. At ILR, the Master of Professional Studies (MPS) and the Master of Industrial and Labor Relations (MILR) do not currently require a thesis.

ADC lists the student’s name, information about lesser degrees he or she has obtained, and when applicable, the thesis title, for each graduate degree recipient. From 1968 on, it also provides the student’s department and thesis advisor. This resource was the primary authority for these theses lists.

Since ADC did not list the students’ departments and advisors before 1968, it could not be relied upon to identify ILR graduate degree recipients for the years 1946-1967. It was necessary to rely on alumni directories for names of graduate alumni, which were then compared with degree recipient and theses information in ADC.

This publication sometimes contains alternate dates and names in parenthesis. This indicates that the sources consulted did not agree on this information.

At Cornell, graduate students are generally considered to be affiliated with the departments of their Special Committee chairs. However, there are sometimes instances where ILR faculty members are Committee chairs for students in other Cornell departments. In most instances, the theses of these students are not included in this

ILR School Theses and Dissertations: a listing
listing. Exceptions are when the students were listed in print ILR alumni directories or when the biographical sketches of the authors indicated affiliation with the ILR School. In those cases, the alternate Cornell departments are listed in parentheses.

The theses in this publication are classified by subject headings, which were derived by examining the titles, advisors, and library subject classifications. Each thesis is included under one or more subject headings. Each subject heading listing is organized in reverse chronological order, making it possible to trace research on a current topic back in time. When library subject classifications were available, they were listed under the thesis title.

The Catherwood Library is interested in providing the most accurate information possible on the School’s history and alumni. Please contact us if you can provide additional information on theses and dissertations from the ILR School.

Susan LaCette
Reference Specialist
M. P. Catherwood Library
ILR School
Cornell University
Ithaca, NY 14853-3901
http://www.ilr.cornell.edu/library/
ilrref@cornell.edu
References

Cornell University, Graduate School. (1943-). *Advanced degrees conferred.* Ithaca, NY: Cornell University.
Advanced Degrees Conferred is the authoritative list of recipients of graduate degrees at Cornell. When applicable, it lists theses titles.

Cornell University, Graduate School. *Thesis advisor.*
http://www.gradschool.cornell.edu/?p=13
The Thesis Advisor web page provides information to current Cornell graduate students on preparing their theses.

Cornell University, ILR School. *Graduate degree programs.*
http://www.ilr.cornell.edu/graddegreeprograms/
Current and prospective ILR School students will find information on the graduate degree options on this web page.

Cornell University Library, *Library Gateway*
http://www.library.cornell.edu
Researchers can search the Cornell Library Catalog for availability of theses. Information on document delivery and interlibrary loan is also provided.

*DSpace at Cornell University.*
http://dspace.library.cornell.edu/index.jsp
The Cornell University Graduate School collection contains theses that recent graduate students have made available in this digital repository. Full text of theses and dissertations in the OPEN collection is available to the public.

This was a comprehensive bibliography of theses and dissertations written in the ILR subject area.

New York State School of Industrial and Labor Relations. *Alumni directory; ILR alumni directory.*
Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University.
Print versions of the Directory were published irregularly from 1955-2003.

The *Annual Reports* provide a variety of information on the activities of the ILR School. They usually include statistics and narratives from the academic departments, the library, administrative offices, and the Extension Division.

_ProQuest dissertations and thesis.*

[http://resolver.library.cornell.edu/misc/5799613](http://resolver.library.cornell.edu/misc/5799613)

This database is available to the Cornell community via the Library Gateway. Currently, it includes more than 2 million entries, with coverage from 1861 to the present. Recent theses and dissertations are described by searchable abstracts. Full text of many Cornell theses is available for free through Cornell’s subscription.

_ProQuest Information and Learning. Dissertation services.*


ProQuest provides fee-based access to dissertations through this web site. (Cornell researchers should check _ProQuest Dissertations and Thesis_ for availability before purchasing a dissertation from this source.)

University Industrial Relations Librarians, Committee of University Industrial Relations Librarians, & Committee of Industrial Relations Librarians. (1949-1978). *Industrial relations theses and dissertations accepted at universities.* Berkeley, Institute: of Industrial Relations, University of California.

This was a cooperative compilation that categorized theses written at universities whose libraries participated in Committee of Industrial Relations Librarians. A more concise version of this publication, compiled by J. M. Houkes, for the years, 1949-1969, is listed above.
Alphabetical Listing of ILR School Theses and Dissertations by Authors

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
M. P. Catherwood Library
October, 2006
Alphabetical Listing of ILR School Theses and Dissertations by Authors

Abdel-Wahab, Moustafa Omar El-Tantawy.  
*Productivity and vocational education in Egypt.* 1956.  
M.S.

Aboud, Antone.  
*An idea whose time had come: a legislative history of Pennsylvania’s public employee bargaining law.* 1974.  
Ph.D.

Abraham, Jane Terry.  
M.S.

Adkins, Jeanie Lynn.  
M.S.

Agrama, Aly Sadek.  
*Morale and satisfaction of volunteers in fund raising: a case study of Verona County United Fund.* 1957.  
M.S.

Aiges, Stanley Leonard.  
*The arbitration of loyalty discharge cases.* 1966.  
M.S.

Ainspan, Nathan David.  
*Employee perceptions of privacy invasions and pay secrecy: a policy capturing study of organization situational variables.* 1996.  
M.S.

---  
*The geek shall inherit or leave the money and run?: role identities and turnover decisions among software programmers and other high technology employees.* 1999.  
Ph.D.

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

Aldrich, Alton Parker.  
M.S. in Ed.

Alexandrowicz, John-Paul.  
M.S.

Allain, Laurence.  
*Essays in compensation and unemployment insurance.* 1996.  
Ph.D.

Allaway, Richard H.  
*Four analytical approaches toward an understanding of the decision-making process in three retail unions.* 1950.  
Ph.D.
Allen, Isabel Elaine. Some properties of estimated asymptotic variances and covariances for loglinear models in multidimensional contingency tables. 1979. Ph.D.


--- If you let me play : the effects of participation in high school athletics on students' behavior and economic success. 1998. Ph.D.


--- Union effectiveness : an industrial relations systems approach. 1977. Ph.D.

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. 1947; (1948). Ph.D.

Andrews, Alice Oberfield. Meeting the challenge of a new environment : boards of directors as legitimacy signals at initial public offering. 1995. Ph.D.


--- Relationships among psychological differentiation and leadership styles. 1968. M.S.

Argyris, Chris.  A study of a pattern of managerial leadership. 1951. Ph.D.

Armstrong, Albert George.  The collective bargaining procedure in Chile. 1969. M.S.


---  Industrial relations practices in steel minimills in the United States. 1987. M.S.


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


Azevedo, Ross Eames.  The labor market for scientific personnel; the problem of allocation and efficiency. 1972. Ph.D.

---  Market concentration and the behavior of the wage share in ten durable goods industries, 1950-1962. 1966. M.S.

Baderschneider, Jean Ann.  The impact of collective bargaining laws covering police and firefighters on municipal expenditures and fiscal strain. 1978. Ph.D.


--- The perception of and behavior toward ambiguous stimuli by two groups. 1964. 
M.S.

Ph.D.

M.S.

Ph.D.

Ph.D.

M.S.

Bare, Alan C. Model of work group performance. 1976. 
Ph.D.

Barger, Katherine. Mixtures of exponential distributions to describe the distribution of Poisson means in estimating the number of unobserved classes. 2006. 
M.S.

Ph.D.

Barone, Nancy Carol (Stockdale). Areas of managerial training needs in small retail stores. 1950. 
M.S. in ILR

Ph.D.

M.S.

Bassi, Laurie Jo. The displacement effect of the public service employment program under the Comprehensive employment and training act. 1978. 
M.S.
Bauer, Scott C.  
*An organizational examination of stress in elementary and secondary school organizations.* 1983.
M.S.

Bauer, Scott Charles.  
*Site based management: a design perspective.* 1996.
Ph.D.

Bayazit, Mahmut.  
*Conditioning the eye of the beholder: are leader prototypes context-sensitive?* 2003.
Ph.D.

Bazzoli, Gloria J.  
M.S.

---  
Ph.D.

Beach, Muriel Leola.  
*The problems of the skilled worker in an industrial union; the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) AFL-CIO case.* 1959.
M.S.

Beachler, Brigid K.  
M.S.

Beal, Edwin Fletcher.  
*Origins of codetermination (Mitbestimmung) in Western Germany.* 1953.
Ph.D.

---  
M.S.

Bechtell, Michele Louise.  
*A confidence interval for the slope coefficient of the resistant line.* 1982.
M.S.

Becker, Theodora Rheisha Bergen.  
M.S.

Begert, Arline Gertrude.  
*Analysis of the Canadian old age security system.* 1953.
M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Behrens, Martin. Learning from the enemy? : internal union restructuring and the imitation of management strategies. 2002. Ph.D.

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

Bella, Salvatore Joseph. Boulwarism and collective bargaining at General Electric; a study in union-management relations. 1962. Ph.D.


--- The transformation of labor relations in the trucking industry since deregulation. 1990. M.S.

Belzil, Christian. Unemployment insurance, unemployment and labour market transitions : an empirical analysis with Canadian data. 1990. Ph.D.

Benson, Margaret 1940-. A comparison of dreams of schizophrenic and normal adolescents: an exploratory study. 1966. M.S.


Billings, Robert Sumner. Task uncertainty, group process and emergent group structure under varying feedback conditions. 1975. Ph.D.

Block, Richard Norman.  The impact of union-negotiated job security provisions on labor turnover and labor mobility. 1977. Ph.D.

Blondman, Mark.  The development of community labor-management committees. 1978. M.S.


Bloom, Matthew C.  Using the contract metaphor to understand the bundle of returns in the employment relationship. 1996. Ph.D.

Bobko, Philip.  On two new measures of multiple rank correlation. 1976. Ph.D.


Booth, Bryan A.  Gender and IQ effects on status in group development. 1992. M.S.


---  Factors that influence the home-to-work dispersion of workers in a local labor market, with an application to the external labor market availability of protected class workers. 1982. Ph.D.
Bordoni, Ralph Daniel.  
*The role of the labor arbitrator: post-Gardner-Denver influences.*  
1977.  
M.S.

Borkowf, Craig Brian.  
*The empirical and parametric bivariate quantile-partitioned distributions.*  
1997.  
Ph.D.

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

---  
*The multiple purposes of performance appraisal: clarity out of confusion?*  
1997.  
M.S.

Bourke, Norman Francis.  
*A study of unionism in the textile industry of Utica, New York.*  
1948; (1946).  
M.S. in ILR

Bowers, Mollie Heath.  
*A study of legislated arbitration and collective bargaining in the public safety services in Michigan and Pennsylvania.*  
1974.  
Ph.D.

Bradley, Michael Edward.  
*Some aspects of the labor supply problem in the underdeveloped countries.*  
1963.  
M.S.

---  
*Wage determination and incentive problems in Soviet agriculture.*  
1967.  
Ph.D.

Brewer, Dominic James.  
*Teachers, administrators, and educational productivity.*  
1994.  
Ph.D.

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

Brody, Doris Cohen.  
Ph.D.

Bronfenbrenner, Kate Louise.  
*Seeds of resurgence: successful union strategies for winning certification elections and first contracts in the 1980's and beyond.*  
1993.  
Ph.D.

Brookins, Robert.  
*Labor arbitration and the Merit Systems Protection Board: grist for forum shopping in adverse actions.*  
1990.  
Ph.D.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
M.S.  

M.S.  

Ph.D.  

Ph.D.  

M.S.  

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

M.S.  

M.S.  

---  Job pressures on managers: sources, subjects, and correlates. 1963.  
Ph.D.  

M.S.  

Bulow, Ernest Roy.  The employee-management joint committee in the Machine division of the Todd company, Rochester, New York; a case study ... 1948; (1949).  
M.S. in ILR  

M.S. in ILR
Butelmann, Aurelio.  
*Productivity and wage determination: a microeconomic model for the Gran Minería of copper in Chile.* 1969.
M.S.

Button, William Henry III.  
Ph.D.

Cable, Daniel M.  
*Effects of compensation systems on job search decisions: an application of person-organization fit.* 1993.
M.S.

---  
*The role of person-organization fit in organizational entry.* 1995.
Ph.D.

Cardinaux, Robert Paul.  
*Organizational climate: consensus among members on their attributions about their organization.* 1978.
M.S.

Carney, Robert William.  
*A case analysis of suitable work disqualifications in unemployment insurance laws.* 1956.
Ph.D.

Carter, Shani D.  
M.S.

---  
*The influences of training method, factors of cognitive ability, motivation, and affect on training outcomes.* 1994.
Ph.D.

Chan, Elaine K.  
*Higher wage floors and employment, unemployment and underemployment.* 1986.
M.S.

---  
Ph.D.

Chang, Hyun-Joon.  
Ph.D.

Chang, Ling-Jiuan Joann.  
*Objective measures of alternative job opportunities and voluntary turnover.* 1989.
M.S.

Chapman, David Welland.  
*An approximate test of independence based on replications of a complex sample survey design.* 1966.
M.S.
Cluster sampling and approximate distribution-free confidence intervals for a median. 1970.
Ph.D.

M.S.

Charles, Kerwin Kofi. An inquiry into the labor market consequences of disabling illness. 1996.
Ph.D.

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. 1999.
M.S.

Ph.D.

Ph.D.

M.S.

Ph.D.

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

M.S.

Ph.D.

Clark, Paul F. Democratic reform and the UMW: the Arnold Miller administration, 1972-77. 1979.
M.S.
Clifton, Jean Marie.  
Restructuring the employment relationship: implications for firms, unions, and employees. 2000.  
Ph.D.

Coates, Daniel.  
M.S.

Coates, Daniel and Trades and Labor Congress of Canada.  
Ph.D.

Coates, Norman.  
The discontinuance of the use of firemen on diesel locomotives in freight and yard service on the Canadian Pacific Railway Company. 1959.  
M.S.

---.  
Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study. 1967.  
Ph.D.

Cochi, Carlena Kay.  
Aid to families with dependent children. 1997.  
Ph.D.

Coe, Burr Deline.  
A job analysis of the vocational high school principalship. 1954.  
Ph.D.

Cohen, Abraham.  
Ph.D.

Cohn, Henry L.  
Arbitration of reappointment, tenure and promotion decisions in higher education: the City University of New York. 1978.  
M.S.

Coleman, Charles Jude.  
The dispute-settlement techniques and philosophy of David L. Cole. 1957.  
M.S.

Colvin, Alexander James.  
Citizens and citadels: dispute resolution and the governance of industrial relations. 1999.  
Ph.D.

Conklyn, Elizabeth Deborah.  
Determinants and consequences of differing job definitions by the high school principal. 1977.  
Ph.D.

---.  
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.

Cooper, Michael Gordon.  The impact of liquidity constraints on an unemployed worker's search behavior. 1994. M.S.

---  The impact of liquidity constraints on the search behavior of unemployed workers. 1996. Ph.D.


Copur, Halil.  Organizational dimensions of rural development: a Turkish case. 1976. Ph.D.

---  A study of professorial roles in universities. 1973. M.S.


Cosentino, Patricia Ines.  A study of organizational structure through communication network analysis. 1982. M.S.

Coull, Barbara Anne.  Design of word processing system: effects of work diversity, unit autonomy and technical languages. 1976. M.S.


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. Ph.D.

Cui, Yijing. Executive stock option valuation: an augmented model based on the Black-Scholes formula. 2003. M.S.

Cullen, Donald E. The development of a foreman's policy manual. 1949. M.S. in ILR

Factors affecting the interindustry wage structure, 1899-1950. 1953. Ph.D.

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; (1953). Ph.D.

A consideration of personnel policy and procedure in connection with labor union negotiations; a case study. 1949. M.S. in ILR

Currall, Steven Christian. The role of interpersonal trust in work relationships. 1990. Ph.D.


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. 1998. Ph.D.


Daniel, George Theodore. The role of trade union leaders in the development of the trade union movement in an under-developed area: the British Caribbean. 1956; (1957). M.S.

---  *Structure, strategy and bargaining: the case of the telecommunications industry in Britain and America.* 1993. M.S.


---  *Some basic considerations for the development of industrial education in Orissa (India).* 1948. M.S.


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

Dawson, Sue.  *Filters on the views: a content analysis of labor-management news reporting.* 1987. M.S.

Dayal, Sahab.  *Wage planning and industrial relations in a developing economy; the Indian case.* 1972; (1973). Ph.D.


Alphabetical Listing of ILR School Theses and Dissertations by Authors
Ph.D.

Ph.D.

M.S.

M.S.

Ph.D.

Dereli, Toker. The development of Turkish trade unionism: the effects of legislation and culture. 1964.
M.S.

M.S.

Ph.D.

M.S.

M.S.

Dodt, Harold Renold. A fixed cost explanation for unionists' hours of work. 1981.
M.S.

Ph.D.
Doering, Barbara Woodward.  Faculty participation in governance in the transitional teachers' colleges. 1969.
M.S.

M.S.

Ph.D.

M.S.

M.S.

Drellich, Daniel Brian.  Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture. 2006.
M.S.

M.S.

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

M.S. in Ed.

M.S.

Dumas, Agelia Ypelaar.  A generalization of univariate Lehmann populations to the bivariate case with an application to Kendall's tau. 1981.
Ph.D.

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

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Dumas-Brown, Nicholas P.  
*Group composition and group orientation: the effect of member’s sic personality dispositions on the development of a cohesive group culture.* 1996.  
M.S.

Dunford, Benjamin B.  
Ph.D.

Dwyer, Debra Sabatini.  
M.S.

---  
*Evaluating the effects of poor health on men’s expected retirement, using the HRS.* 1996.  
Ph.D.

Dyer, James Metcalfe.  
*The Lawrence Hospital Strike: civil rights influence in a labor union dispute.* 1971.  
M.S.

Eddison, John Corbin.  
*Teacher strikes in the United States.* 1947; (1948).  
M.S. in ILR

Edelstein, Steven Arthur.  
M.S.

Edgecomb, Theodore Stephen.  
*The motivational consequences of task attributes and supervision.* 1966.  
Ph.D.

Edlefsen, Paul J.  
M.S.

Eischen, Dana Edward.  
M.S.

El-Agizy, Mostafa N.  
M.S.

Elias, Robert and Amalgamated Clothing Workers of America.  
*The wage policies of the Amalgamated Clothing Workers of America, 1914-50.* 1951.  
M.S.

El-Sheneity, Sahar Abdel-Monem. Alternative methods to the maximum likelihood in the logistic discrimination model. 2003. Ph.D.


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


Everett, Woodrow Wilson Jr. The 1922 Herrin massacre: an investigation and analysis of the background events. 1964. M.S.

--- A study in organizational power: individual power within an organization of professional scientists and engineers. 1968. Ph.D.
M.S.

M.S.

---  *A study of work motivation: the influence of organizational variables and individual characteristics on work motivation and outcomes.* 1997.  
Ph.D.

Farber, Henry S.  *Unions, bargaining power and wages: an empirical analysis.* 1974.  
M.S.

Ph.D.

---  *Factors explaining spatial and temporal variations in the concentration of family income by county in the southern United States.* 1967.  
M.S.

M.S.

M.S.

M.S.

Ph.D.

M.S.

M.S.

M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Fields, Theron Joseph and New York State School of Industrial and Labor Relations. Company-initiated early retirement as a means of work-force control. 1963. Ph.D.

Finder, Joan Kiel. Differences in personnel practices and policies in large union and non-union retail stores in New York City. 1957. M.S.

Finer, Hampton Sequoia Carlos. Firm investment behavior and collective bargaining with unionized workers. 1995. M.S.

--- Wage determination and firm performance in the presence of individual and firm heterogeneity. 1998. Ph.D.


Fitzpatrick, Mary Francis. Estimation of parameters from incomplete data for nonlinear models with applications to compartmental models. 1992. M.S.

Florin, Beth Colleen. Utility analysis: some new applications. 1985. M.S.


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. Ph.D.


Foster, Richard Gary. Student attitudes concerning occupational choice: assumptions toward a systems-model study of the modern organization. 1971. M.S.

Fowler, Joshua Mark. The relationship among subordinate personality characteristics, preferred behavior in leaders, satisfaction, and satisfactoriness: a person-organization fit

Fraundorf, Martha Norby. The labor force participation of married women at the turn of the century. 1976. Ph.D.

Freedman, Stuart Charles. The effects of constituency feedback, representational role, and strategy of the other on concession making in a bilateral monopoly bargaining task. 1973. M.S.

--- The effects of motive attribution and perceived tactical alternatives on compliance to threats and promises in a negotiation task. 1977. Ph.D.


--- Orthogonal parameters. 1995. M.S.


Friedman, Mark Eric. The intervention of the American labor movement in Latin America; a survey and an examination of the case of British Guiana, 1962-1964. 1974. M.S.


Fuchs Baransky, Claudio Jacky. The correlates and determinants of wage aspirations and local union-management relations in Chile. 1968. M.S.

Fuller, Beth Ann. Implementing change in a loosely coupled system: a case study. 2000. M.S.
Fuller, Claire Ellen.  Behavior and personality characteristics of emergent leaders in a small self-analytic group. 1989.
M.S.

M.S.

M.S.

M.S.

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. 2002.
Ph.D.

Ph.D.

---  Face-saving behavior as a function of sex of subject, sex of audience, and audience expertise. 1971.
M.S.

Garton, Robert Dean.  The development and impact of the wage and salary rate inequities programs on local union administration; a comparative study. 1959.
M.S.

M.S.

M.S.

M.S. 

Alphabetical Listing of ILR School Theses and Dissertations by Authors
---  The effects of microcomputers on organizational roles and the distribution of power.  
1987.  
Ph.D.

Ph.D.

Gaston, Noel George.  The variability of hours as a job characteristic. 1987; (1988).  
Ph.D.

M.S.

Gelberg, Alfred.  The structure and functioning of a wage incentive plan and its application to discontinuous operations. 1950.  
M.S. in ILR

Ph.D.

Ph.D.

M.S.

Ghent, Donald Frank.  Factors determining the status of the shop steward; a case study of a union local. 1954.  
M.S.

M.S.

M.S.

Gilman, Barry Martin.  Effect of basing exclusion intervals on sample data for binomial observations subject to misclassification. 1970.  
M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors


Goldhaber, Dan D.  Drug use, school quality and wages.  1993.  M.S.

---  Public or private high schools: school choice and the consequences.  1994.  Ph.D.

Goldschmidt, Nadav.  The influence of customers' personality and demographic characteristics on their expectations from a service.  2003.  Ph.D.

Goldy, Jill A.  The scope of collective bargaining in Federal employment under Executive order 11491, as amended.  1978.  M.S.


Goold, David Warren.  Ability grouping of students; the role of teacher perceptions.  1972.  M.S.


Gottesmann-Jarzyna, Susan Roberta.  Degree of professionalization and professionalism in the personnel occupations, a case study: the American Society for Personnel Administration.  1968.  M.S.

Graham, Mary E.  
Ph.D.  

---  
*Starting salary differences between women and men: organization-level findings and an analysis of current policy options.* 1993.  
M.S.  

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

Grazier, Martin Arthur.  
*Differences in private sector union membership among standard metropolitan statistical areas.* 1981.  
M.S.  

Green, Charles Stanley III.  
*Building the newest nations: a comparative study of social, economic, and political change.* 1971.  
Ph.D.  

---  
*Commitment: an approach for the study of social organization and change.* 1964.  
M.S.  

Greene, Tom H.  
*The analysis of near linear dependencies among the explanatory variables in ordinary least squares regression.* 1983.  
M.S.  

---  
*Simplicity and structure in underlying systems of linear relationships.* 1985.  
Ph.D.  

Greenfield, Nathaniel Leon.  
*Field independence-dependence and bargaining behavior.* 1969.  
M.S.  

Greenfield, Patricia Ann.  
*The National Labor Relations Board’s deferral to arbitration: an empirical case study analysis.* 1987.  
Ph.D.  

Greenhalgh, Leonard.  
Ph.D.  

Greer, Ian Collin.  
*Revitalized roles, problematic partnerships: union strategy between movement building and adding value.* 2003.  
M.S.  

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Ph.D.

Groat, Margaret Schaer. Collective bargaining in Wall street. 1948.
M.S. in ILR

M.S.

M.S.

M.S.

Ph.D.

M.S.

Ph.D.

Hadary, Sharon G. Evolution of the woman’s role in the Italian labor force. 1966.
M.S.

M.S.

M.S.

M.S.
M.S.

Ph.D.

Han, Jian. Building employment brand equity effect of firm practices, employee outcomes and organizational outcomes. 2005.
Ph.D.

M.S.

Hanley, Richard Joseph. A study of union-management relationships at the Amsterdam plant of the Bigelow-Sanford carpet company with emphasis on the development of human relations in the grievance procedure ... 1948.
M.S. in ILR

Ph.D.

Ph.D.

Hanson, Carl Arnold. The arbitration of grievances. 1948.
Ph.D.

Hardin, Frances Anne. The role of presidential advisors: Roosevelt aides and the FEPC, 1941-1943. 1975.
M.S.

M.S.

Ph.D.

M.S.


Herman, Francine April.  Factors affecting the use of the grievance procedure. 1973.  M.S.

Herman, Robert Dean.  An exploratory study of participation in community action organizations, an open systems-technological perspective. 1971.  M.S.

---  The participation of the poor in social action organizations: a contingency approach. 1976.  Ph.D.

Herron, Robert Wallace.  Returns from space allocation of national and private brands for six product groups in a single chain. 1961.  M.S.

Hickey, Robert Sean.  Preserving the pattern: collective bargaining and union revitalization in the oil industry. 2003.  M.S.
M.S.

Ph.D.

M.S.

Ph.D.

M.S.

Ph.D.

M.S.

Ph.D.

M.S.

M.S.

Ph.D.
M.S.

Ph.D.

M.S.

M.S.

Ph.D.

Ph.D.

M.S.

Ph.D.

M.S.

Ph.D.

M.S.

M.S.
ILR School Theses and Dissertations: a listing

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

---  
M.S.

Hundert, Alan T.  
*Psychological differentiation and rating behavior in a large work organization.* 1970.
Ph.D.

Hunt, Richard Earl.  
*The impact of federal sector unions upon supervisory implementation of the federal alcoholism and equal employment opportunity policies.* 1977.
Ph.D.

Hussain, Samid.  
Ph.D.

Hutcheson, Matthew C.  
M.S.

Hutton, Patricia Ellen.  
M.S.

Hybels, Ralph Cushman.  
M.S.

---  
Ph.D.

Iankova, Elena Atanassova.  
*Social partnership after the Cold War: the transformative corporatism of Eastern Europe.* 1997.
Ph.D.

---  
M.S.

Irfan, Mohammad.  
Ph.D.

Isbester, Alexander Fraser.  
Ph.D.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Ph.D.

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

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

Ph.D.

Ph.D.

---  Statistical analysis of employment discrimination data. 1990.
M.S.

Jervis, William.  Attainment through the study of general mechanical drawing. 1951.
M.S. in Ed.

Jick, Todd D.  Labor-management relations in an Israel textile factory: an applied case study. 1976.
M.S.

Ph.D.

Ph.D.

M.S.

M.S.

Ph.D.
Kanar, Adam Michael.  Positive and negative information early in the recruitment process. 2006.  M.S.

Kane, William Duncan Jr.  Technology and the perception of power. 1977.  Ph.D.


Kaplan, Bruce Alan.  A comparison of methods and programs for computing variances of estimators from complex sample surveys. 1979.  M.S.


Kaschock, Alex Anthony.  The role of the local courts under Pennsylvania’s Public employee relations act, October 1970 to January 1972. 1977.  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. 1972.  M.S.


Kennedy, David J. *On the road again: an investigation of the situational and intentional antecedents of job relocation decisions in the service sector.* 1999. Ph.D.

Kennedy, Valerie Eva. *Quality circle programs: an examination of the implementation process.* 1985. M.S.

--- *Switching tracks: organizational change in the railroad industry.* 1995. Ph.D.


Kim, James Je Heon. *Role of regime legitimacy in economic development and industrial relations in Brazil and Argentina.* 2000. M.S.


--- A study in the causes of labor migration. 1969.
M.S.

**Klein, Stuart Marc.** Work pressure and group cohesion. 1963.
Ph.D.

**Klingel, Sally.** From revolution to evolution: democracy and participation in the social councils of Mondragon. 1999.
M.S.

**Knight, Deborah Barry.** A cognitive model of successful and unsuccessful R&D projects. 1988.
M.S.

**Knight, Thomas Rockwell.** Factors affecting the arbitration-submission rate: a comparative case study. 1978.
M.S.

--- The retention of grievance outcomes in contract administration. 1982.
Ph.D.

**Ko, Sangwon.** The consequences of educational expansion in less developed countries. 1992.
Ph.D.

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

Ph.D.

**Korpi, Kerry Josephine.** Retention of collectivist-democracy as an organizational form: a case study. 1980.
M.S.

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

Ph.D.
Krishnaswami, Chithathoor Srinivasan. Industrial discipline under arbitral review in the U. S. A. and India. 1956.
M.S.

M.S.

Kurlander, Geraldine Homall. The motivation to be promoted among non-exempt employees: an expectancy theory approach. 1975.
M.S.

Kushner, John. A course outline and accompanying audiovisual aids for general chemistry for students at the Broome County Technical Institute, Binghamton, New York. 1955.
M.Ed.

A study of the position, subject needs, and level of work of the technology graduates of Broome Technical Community College. 1965.
Ed.D.

M.S.

Labelle, Christiane M. Human resource strategic decisions as responses to environmental challenges. 1983.
M.S.

Ph.D.

Laitamaki, Sinikka Eeva. Relationships between organizational characteristics, college recruitment policies and practices, and recruitment outcomes. 1990.
M.S.

LaMountain, Dennis Michael. The performance appraisal interview: a study of its effects upon satisfaction, motivation and role clarity. 1976.
M.S.

M.S.
Landau, Jacqueline Cecile.  

**Career experiences and expectations of clerical employees.** 1983.  
Ph.D.  
---  
**An empirical study of a general model of absenteeism and its limitations under specific conditions.** 1980.  
M.S.  

Landes, Harold Brian.  

**The evaluation of factors of "cohesiveness" in four laundry work groups.** 1956.  
M.S.  

Landis, Brook Irvin.  

**The role of personal values in arbitration.** 1974.  
Ph.D.  

Lando, David.  

**Three essays on contingent claims pricing.** 1994.  
Ph.D.  

Landsberger, Henry Adolph.  

**A study of mediation through an analysis of the background of disputes and the activities of the mediator.** 1954.  
Ph.D.  

Lapinsky, Martin.  

**The wages-fund theory: its development, use and worth.** 1962.  
M.S.  

Lavigna, Robert John.  

**Background characteristics as predictors of performance appraisal results for entry-level professional employees of the U.S. general accounting office.** 1990.  
M.S.  

Le Gall, Sylvie.  

**Compensation strategy and environmental influences.** 1989.  
M.S.  

Le Louarn, Jean-Yves.  

**The effect of dual career couples on several personnel decisions using an in-basket technique.** 1982.  
Ph.D.  

Leary, Jesse Boden.  

M.S.  
---  
Ph.D.  

Lee, Adam Christopher.  

**Industrial and labor relations in Tamil Nadu, India and other parts of Asia in an era of globalization.** 2001.  
M.S.  

---

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Lee, Brandon H.  
M.S.

Lee, Byoung-Hoon.  
Internal labor markets and labor relations in the Korean and Japanese automobile industries: the cases of Hyundai and Toyota. 1994.
M.S.

---  
Ph.D.

Lee, Chang Kil.  
Ph.D.

Lee, Daechang.  
Job offer arrival rate and a screening model of education. 1989.
Ph.D.

Lee, Ju-Ho.  
Ph.D.

Lehman, Mary.  
M.S.

Lehrer, Seymour Harry.  
The CIO jurisdictional dispute settlement experience: applicability in the new Federation. 1957.
M.S.

Lengermann, Paul Adrian.  
Training and wage growth: depreciation, portability, and varying returns for different demographic groups. 1996.
M.S.

Lentini, Marc Allan.  
Do you trust me?: the role of video in the development of trust in computer-mediated groups. 1996.
M.S.

Lentz, Edith Margaret (Hamilton).  
The American voluntary hospital as an example of institutional change. 1955; (1956).
Ph.D.

Leonard, John Wallace.  
Industrial, regional, and county patterns of union organization in the post World War II period: a test of generalizations. 1958.
Ph.D.

Leonesio, Michael Victor.  
In-kind transfers and labor supply. 1983.
Ph.D.
Levine, Brian Scott.  The effects of inter-union competition on certification election and contract outcomes. 1996.
M.S.

Ph.D.

Levine, Phillip B.  Has antidiscrimination policy since 1964 reduced the wage gap? 1986.
M.S.

Levy, David Adam.  Life meaning from a paradigmatic perspective, its impact on job satisfaction and an introduction to self-realization theory. 2003.
Ph.D.

M.S.

M.S.

Leyes, Richard A. II.  A community training program as an alternative to training in the construction industry. 1974.
M.S.

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

Ph.D.

Lichtenstein, Carolyn Helen.  Ridge regression and its effect on high leverage points in the data. 1981.
M.S.

Ph.D.

Ph.D.
The utility of personality inventories and Q-sort methods: assessing personality in a self-analytic group. 1980.
M.S.

Lion, Cynthia L. Personality and self-selection into various job facets: a longitudinal study. 1996.
Ph.D.

Lion, Cynthia Lee. The behavior and personality of work group and basic assumption group members. 1988.
M.S.

M.S.

Ph.D.

M.S.

LoFaro, Thomas Michael. Toward a sociology of industrial relations: a look at workplace organization. 1978.
M.S.

Ph.D.

M.S.

Losi, Maria Luciana. The development of manpower management: Italy, a case study. 1957.
M.S.

Ph.D.

Ph.D.
---  Lattice structures in the bootstrap and nonparametric bootstrap inference for censored data. 1990.
M.S.

Ph.D.

M.S.

Ph.D.

M.S.

Ph.D.

Luzadis, Rebecca Anne.  Defined benefit, defined contribution, or no pension? 1986.
Ph.D.

M.S.

M.S.

---  The legal status of American and Mexican migratory farm labor; analysis of U. S. farm labor legislation, policy and administration. 1954.
Ph.D.

Ph.D.

Machaver, Harvey.  The utilization of the older worker in industry; a case study of the older worker at the Ithaca Gun Company. 1949.
M.S.

Mackenzie, Susan T.  Prepaid legal services for middle income groups. 1975.
M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors

Mahaney, Francis Joseph. Establishing the training function in the postal service: a case study. 1956; (1957). M.S.


Mangaliso, Nomazengele A. An analysis of the mobility patterns of black executive women in U.S. corporations. 1984. M.S.

Mangold, Donald Carl. A statistic for testing grouped correlated variates. 1971. M.S.


Marcus, Alan Jay. The impact of rate of return regulation on input demand in the electric utility industry. 1979. M.S.


Ph.D.

Marsak, Leonard Mendes 1924-. Bernard de Fontenelle: the idea of science in eighteenth century France. 1957.
Ph.D.

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

Ph.D.

M.S.

Mauro, Martin John. Strikes as a result of imperfect information. 1981.
Ph.D.

Ph.D.

Ph.D.

Ph.D.

M.S.

M.S.

Ph.D.
M.S.  
Ph.D.  

Ph.D.  
M.S.  

M.S.  

Ph.D.  

Ph.D.  
Ph.D.  

M.S.  

Ph.D.  

M.S.  

M.S. in ILR
Mena, Manuel Alfred.  
Paraprofessionals: perceptions of opportunities for advancement and their relationship to job satisfaction. 1975.
Ph.D.

--- Some contributory aspects of powerlessness toward job dissatisfaction in clerical work. 1971.
M.S.

Mesa-Lago, Carmelo. 
Ph.D.

Meyer, Charles Hillard. 
Age and industrial effectiveness; a case study at Alexander Smith and Sons Carpet Company. 1952.
M.S.

Meyer, Gordon William. 
Network subgroups in an organization: cohesion vs. structural equivalence as the social structural basis of homogeneity of cognition. 1989.
Ph.D.

Meyer, Heinz-Dieter. 
Ph.D.

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

Mikalauskas, Angela Mary. 
The determinants of female shift work. 1989.
M.S.

Milano, Joseph Ernest. 
A study of the application of machine breakdown analysis as a method for determining instructional content for training machine maintenance men. 1954.
Ph.D.

Miller, Bernard Francis, Jr. 
Collective bargaining in the Canadian air transportation industry: the Air Canada experience. 1970.
M.S.

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

--- Three approaches to human relations in industry. 1949.
M.S.


Miller, Myron Marcus.  *Unity in the American labor movement.* 1955. M.S.

Miller, Renée Helen.  *Estimation of parallel multiple regression equations when an additional unclassified observation is available.* 1972. M.S.


---  *The role of labor organizations in a developing country: the case of Mexico.* 1966. Ph.D.

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


---  *Ordering effects in power base use: you can’t fight City Hall.* 1975. M.S.


Alphabetical Listing of ILR School Theses and Dissertations by Authors
Mitsuhashi, Hitoshi.  
Employers' attitudes toward employee voice : specifying the determinants encouraging US nonunion employers to install nonunion employee voice mechanisms. 1996.
M.S.

---  
Ph.D.

Mizele, Mami Mafoda.  
Training and developing local managers in American-owned multinational corporations. 1977.
M.S.

Moch, Michael Kent.  
M.S.

---  
Ph.D.

Moitra, Sandhya.  
A pre-program evaluation model determining training effectiveness, based on the expectancy theory of work-motivation. 1976.
Ph.D.

Morand, David Alan.  
Ph.D.

Morgan, Nicholas Ismail.  
M.S.

Moriarty, Joan Y.  
The impact of unit requirements and minimum competency exams on the wages and earnings of young workers. 2001.
M.S.

Morris, Shad S.  
Ph.D.

Morrison, Riley Allen.  
A study of various sources of information and their use by industrial relations practitioners. 1955.
M.S.

Morse, Edward Villiers.  
Ph.D.
Ph.D.

M.S.

M.S.

Ph.D.

Ph.D.

--- Status inconsistency and stress in organizations. 1990.
M.S.

M.S.

Murphy, Terrence Herrington. Impasse and the duty to bargain in good faith. 1977.
M.S.

M.S.

Ph.D.

Ph.D.

Ph.D.


Nedd, Albert Neville B. An exploratory study of the job satisfaction attitudes of a group of chemists, engineers and technicians. 1968. M.S.

--- Psychological set and individual response to change (an exploratory study of some psychological and situational determinants of behavioral tendencies toward organizational change). 1970. Ph.D.


Neilly, Homer Baynes. Some aspects of industrial mobility. 1958. M.S.

Nell, Antonia Hawley, Cooperative Grange League Federation Exchange. and New York State School of Industrial and Labor Relations. An evaluation of a retail management seminar: a case study within the Cooperative Grange League Federation Exchange, Incorporated. 1957. M.S.

Nelsen, Bonalyn J. The nature and implications of technological change and the rise of a service economy: observations from the field of automotive repair. 1998. Ph.D.


Nelson, Ulla L. A comparison of foremen in an American and a Swedish rubber factory. 1953. M.S.

Neumann, Yoram. Structural constraints, power perception, research performance and rewards: an organizational perspective of university graduate departments. 1976. Ph.D.
Newberry, Lawrence Stewart. Techniques, policies, and problems of wage and price controls; a comparison of two experiences in the United States. 1974. M.S.


--- Rupantara: a study of change in Uttar Pradesh villages near urban areas. 1968. M.S.

Newman, Ted. The development of wage determination criteria in government arbitration and fact finding. 1956. M.S.


Norman, Keith Jack. Productivity as an issue in the Fall River-New Bedford cotton and rayon textile industry. 1955. M.S.

Nzeribe, Gilbert Onyewuchukwu A. The comparative status and role of vocational education in selected developing countries. 1968. M.S.


Oestreich, Herbert Herman. Industrial supervision: Peruvian style. 1968. Ph.D.


--- Internal promotion, wage profiles and mandatory retirement in Japan. 1993. Ph.D.

Olmedillo, Nelson Evelio. The personnel manager as a supervisor: a study of superior-subordinate relations in personnel. 1968. M.S.
Olsen, Cara Hendricks.  
Hierarchical Bayes models for small area estimation. 1996.
M.S.

Olsen, Robert Buckner.  
The effect of price on the decision to attend Cornell. 1995.
M.S.

---  
Essays on wage variation across industries and education groups. 1999.
Ph.D.

Olson, Mark Jerome.  
A study of organizational effectiveness: offices for the aging in New York State. 1996.
Ph.D.

O'Malley, Matthew Dennis.  
M.S.

Oreg, Shaul.  
Antecedents and consequences of resistance to organizational change. 2003.
Ph.D.

Orr, Marsha J.  
M.S.

Osagie, Sylvester Osaze.  
M.S.

---  
The role of credentialing in the emergence of employee assistance as a workplace jurisdiction. 1996.
Ph.D.

Oshinsky, David Matthew.  
M.S.

Oster, John Frederick.  
The Panama Canal Wage Board. 1950.
M.S. in ILR

Owen, Homer Leroy.  
The role of the CIO-PAC in the 1944 elections. 1952.
M.S.

Owuor, Tom Diju.  
The development and utilization of manpower in Kenya since 1900. 1966.
M.S.

Ozler, Berk.  
Ph.D.
Package, Evelyn C.  
 Criteria for the admission of undergraduate candidates to the New York State School of Industrial and Labor Relations: a validation study. 1988.
M.S.

Pagnucco, Adam C.  
M.S.

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

Pan, Shih-Wei.  
Ph.D.

---  
 State policy and workplace relations in Taiwan. 1994.
M.S.

Panofsky, Hans Eugene.  
 The significance of labor migration for the economic growth of Ghana. 1958.
M.S.

Paolucci, Daniel John.  
 An appraisal of mechanical drawing courses offered at Oswego State Teachers College, Oswego, New York. 1950.
M.S. in Ed.

---  
 The development of a multi-purpose job analysis method for a selected navy rating. 1954.
Ph.D.

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

Park, Hyeon Jeong.  
 The changing career expectations of white-collar employees of Korean chaebols. 1998.
M.S.

Park, Se-Il.  
M.S.

---  
 Wages in Korea: determination of the wage levels and the wage structure in a dualistic labor market. 1980.
Ph.D.


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

---  *Public policy towards the employment, retirement, and rehabilitation of the "Old Soldier".* 1959. Ph.D.

Paz, Ricardo E.  *Human resource management and business strategy in some Venezuelan organizations.* 1985. M.S.


Pellissier-Tanon, Christian.  *Coordination and visibility in professional productive organizations.* 1975. Ph.D.
<table>
<thead>
<tr>
<th>Author</th>
<th>Title</th>
<th>Year</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penfield, Robert Verdon</td>
<td>The psychological characteristics of effective first-line managers</td>
<td>1966</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Persons, Robert Shuford</td>
<td>Interest-based bargaining: a study of an alternate approach to labor-management negotiations</td>
<td>1997</td>
<td>M.S.</td>
</tr>
<tr>
<td>Petit, Andre</td>
<td>Dimensions of the received role and facets of job satisfaction among school administrators</td>
<td>1982</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Phelan, Michael</td>
<td>Nonparametric inference from Poisson-type counting processes</td>
<td>1985</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Phelan, Michael Joseph</td>
<td>A nonparametric procedure for estimation and classification in bivariate distributions</td>
<td>1982</td>
<td>M.S.</td>
</tr>
<tr>
<td>Phillips, Edward L</td>
<td>Collective bargaining in the textile industry of Fall River, Massachusetts</td>
<td>1949</td>
<td>M.S. in ILR</td>
</tr>
<tr>
<td>Pierson, Nathaniel Henry</td>
<td>A public works program for youth in the 1960's</td>
<td>1961</td>
<td>M.S.</td>
</tr>
<tr>
<td>Pinciaro, Susan Jeanne</td>
<td>The small sample behavior of Kendall's tau under a specific alternative hypothesis</td>
<td>1975</td>
<td>M.S.</td>
</tr>
<tr>
<td>Pinder, Walter Charles Craig</td>
<td>The moderating effect of worker orientation on the relationship between contingent versus noncontingent reward systems and intrinsic motivation and performance</td>
<td>1975</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Pohlman, Jerry Edgar</td>
<td>Job creation and welfare: a trade-off analysis</td>
<td>1970</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Polansky, Tal</td>
<td>Perceptions of empowerment by different groups in an organization</td>
<td>1994</td>
<td>M.S.</td>
</tr>
<tr>
<td>Porter, Gayl</td>
<td>Job challenge: definition and component identification</td>
<td>1980</td>
<td>M.S.</td>
</tr>
</tbody>
</table>

Alphabetical Listing of ILR School Theses and Dissertations by Authors

---  Retirement among married women. 1987. M.S.

Preuss, Gil Amitai.  Psychological and structural determinants of participation in labor-management teams. 1990. M.S.

Price, Wolfgang S.  Prevailing wage rate determination for municipal laborers in New York City; a case study of the administration of section 220 of the State labor law. 1960. M.S.

Puchek, Michael.  A survey of the personnel policies of a small general hospital in New York State. 1950. M.S. in ILR


Raimon, Robert Leonard.  Comparative wages, occupational wage differences, and wage determination. 1951. Ph.D.

---  Labor-management cooperation through the operation of a labor-management committee; a case study, I. B. Kleinert Rubber Company and the American Federation of Rubber Workers, Local 20499. 1949. M.S.

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

Ratcliffe, Caroline Elizabeth.  *Intergenerational transmission of welfare participation.* 1996.

Rath, Gopal Chandra.  *The welfare officer in Indian industry.* 1956. M.S.


Reichenbach, Robert Randall.  *Picketing and employers' statements as free speech.* 1954. M.S.


Rentroia Bonito, Maria Alexandra.  *Exploring the human resource management practices, leaders' behaviors and group innovation relationship in a Venezuelan corporation.* 1993. M.S.


Rhee, Chonghoon.  *Studies on the determinants of wage settlements and strike activities in Korea.* 1990. Ph.D.

Rhee, Jaehoon.  *Organizational justice in an employee participation program.* 1996. Ph.D.


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


---  *A study of selected personality characteristics of social science field workers.* 1954.  Ph.D.

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

---  *Social insurance in New York State and its application to the problem of temporary disability.* 1949.  M.S. in ILR


Ritzer, George.  *Commitment, professionalism, and role conflict resolution: the personnel manager.* 1968.  Ph.D.

Rizzo, Michael John.  *A (less than) zero sum game? State funding for pubic education: how public higher education institutions have lost.* 2004.  Ph.D.


M.S.

Rogers, David E.  The effects of individual and occupational characteristics on the career paths of young males. 1982.
Ph.D.

M.S.

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. 2000.
Ph.D.

Rogers, Henry Neil.  The background of organized labor and an analysis of union agreements in the primary pulp and paper industry. 1948.
M.S. in ILR

Ph.D.

Rosell, Steven Alan.  The political truncation of organizational learning: a case study from a temporal systems perspective. 1976.
Ph.D.

---  Subjective meaning and objective social science: prologue to a temporal systems view. 1974.
M.S.

M.S.

Rothstein, Donna Suzann.  Gender, race, and ethnicity in early career matches between employees and supervisors, and the labor market outcomes of young employees. 1995.
Ph.D.

M.S.

Rotondaro, Ruben Osvaldo J.  The American Federation of Labor policies toward Latin America in the time of Gompers. 1963.
M.S.
Rudin, Joel Peter.  
Ph.D.

---  
M.S.

Rundle, James Robert.  
M.S.

Rushforth, Norman Burleigh.  
Ph.D.

Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations.  
*Evaluating student conference leadership training; a study utilizing Q-technique.* 1958.  
M.S.

Ryan, Patricia M.  
M.S.

Sackman, Morris.  
M.S. in ILR

Sagrista Freixas, A.  
M.S.

---  
Ph.D.

Said, Abdul Rahim Md.  
*Developing indigenous entrepreneurship in West Malaysia.* 1974.  
M.S.

Saldanha, Ronald A.  
*The application of job evaluation to the oil industry in Bombay.* 1957.  
M.S.

Sales, Stephen Mark.  
*A laboratory investigation of the effectiveness of two industrial supervisory patterns.* 1964.  
M.S.
Salinas, Raymond Conde.  
*An exploratory study of job satisfaction attitudes among non-academic university personnel.* 1964.  
M.S.

Salkever, Louis Romov.  
*Toward a theory of occupational wage differentials.* 1951.  
Ph.D.

Salkin, Samuel Joseph.  
*Getting down to work: an introduction to worker ownership and control.* 1979.  
M.S.

San, Gee.  
Ph.D.

Sanna, Filip Leon.  
*Conflicts between bureaucratic, medical-technical, and caregiving approaches to EMS work: using logics of action as an analytic tool.* 1999.  
M.S.

Sass, Robert.  
M.S.

Sattar, Sarosh.  
*Collective bargaining and investment in the tire industry.* 1990.  
Ph.D.

Savage, Jean Ann.  
*Unit determination in the public sector: a study of its effect on collective bargaining by local unions in New York City.* 1970.  
M.S.

Savoie, Ernest Joseph.  
M.S.

Scannell, Raymond Francis.  
*The politics of role change in complex, public educational organizations.* 1981.  
M.S.

Scarselletta, Mario.  
*Between tradition and innovation: the cultural contradictions of employee involvement.* 1999.  
Ph.D.

Scarselletta, Mario and Von Karman Institute for Fluid Dynamics.  
M.S.
M.S.

Scherer, Peter Andrew.  Wage policies and income distribution in an open economy with special reference to the Australian context. 1980.
Ph.D.

Schiffer, Charles Jay.  The history and use of the trusteeship device in the building trades unions. 1963.
M.S.

M.S.

--- The impact of insurance pricing deregulation on the employers' costs of workers' compensation insurance. 1994.
Ph.D.

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

M.S.

Ph.D.

Schultheis, Michael Jerome.  Racial integration effects on the decision to attend a historically black institution and on subsequent labor market outcomes. 1994.
M.S.

M.S.

Ph.D.

Ph.D.
Ph.D.

---  *The motivation of supervisors to interact horizontally and diagonally.* 1965.
M.S.

M.S.

---  *The role of public income security programs in union wage determination.* 1985.
Ph.D.

M.S.

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

Ph.D.

M.S.

M.S.

Ph.D.

M.S.

Ph.D.

---  *The utility of an unstructured setting for the assessment of personality and interpersonal behavior.* 1988.
M.S.


Senderoff, Geraldine.  Using attitude surveys and results for supervisory development programs. 1954.  M.S.

Seroka, Mihail David.  The 42 month war: Bayou Steel and the USWA's coordinated campaign. 2005.  M.S.


Sexton, Jean.  Blue collar workers displaced by complete and permanent plant shutdowns: the Quebec experience. 1975.  Ph.D.


Sharnoff, Joseph Martin.  A study and evaluation of the New York City scheme for dealing with public employee labor relations. 1968; (1969).  M.S.


Sheldon, Horace Earl.  The application of the union security features of the Taft-Hartley act in the Buffalo area. 1949.  M.S.
Sheppard, Annamay Topkins.  A course of study in industrial and labor relations for pupils in the vocational high schools of New York State. 1949.  
M.S.

Sherman, Daniel Ronald.  Determinants of the individual demand for higher education by sectoral control of institution. 1985.  
Ph.D.

---  Teachers' unions and the production and distribution of educational outcomes: the case of California. 1983.  
M.S.

Ph.D.

M.S.

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. 1972.  
Ph.D.

M.S.

M.S.

M.S.

Ph.D.

Simons, Talia.  Expanding the boundaries of employment: professional work at home. 1994.  
Ph.D.

Ph.D.

Sinha, Ganesh Prasad. Economics of labor welfare funds in the coal industries of the United States, Great Britain, and India. 1956. Ph.D.

Slocum, John Howard. A study of the labor relations of selected colleges and universities and their maintenance employees. 1950. Ph.D.

Smith, Catherine Lynne. Job search strategies: their effects on job placement success. 1990. M.S.


Sockell, Donna. The union’s role under employee ownership: stability or change? 1982. Ph.D.

Sola, Frank Carlton. The impact of automation on personnel administration. 1961. M.S.

Solnick, Loren Michael. The determinants of earnings of college graduates and the private returns to higher education. 1970. M.S.

--- The supply of graduate students. 1973. Ph.D.

Sovina, Jakub. The effects of organizational brand equity on employment brand equity and recruitment outcomes. 2003. M.S.

Sparks, Lois Remmers (Dean). Front office leadership: the decline of militancy in two union locals. 1953. Ph.D.
Spritzer, Allan David.  
*Trade union sponsored occupational training in the U.S. maritime industry: the upgrading and retraining program of the National Maritime Union.* 1971. 
Ph.D.

Squire, Catherine Alison.  
M.S.

Staber, Udo Hermann.  
Ph.D.

Stallworth, Lamont Edward.  
Ph.D.

Steffen, Harold Jean.  
*A study of common elements in entry jobs.* 1955. 
Ph.D.

Stewart, Judith Ann Wurster.  
*An examination of the social boundaries of the migratory labor system of the Atlantic Coast stream.* 1968. 
M.S.

Stewart, Judith Anne Wurster.  
*Social constructions of work and workers and the process of stratification.* 1979. 
Ph.D.

Stiles, Renee A.  
M.S.

Stout, Sharon Kay.  
*Organizing white-collar workers.* 1984. 
M.S.

---  
Ph.D.

Stoyell-Mulholland, Barbara.  
M.S.

Strange, Walter G.  
Ph.D.
Strauss, Donald Adler.  The impartial-chairman system of arbitration as illustrated principally by the Rochester men’s clothing industry. 1946.  
M.S. in ILR

M.S.

M.S.

Stuart, Daniel Dean.  Damage suits under Taft-Hartley act; a study of cases in Federal district courts in New York State. 1953.  
M.S.

Ph.D.

---  Predicting decision quality and satisfaction of employee health care selection decisions in a flexible benefits environment. 1995.  
M.S.

M.S.

Sultan-Khan, S. G. A.  Government intervention in industrial and labor relations in Trinidad and Tobago. 1968.  
M.S.

Summa, Joseph B.  The United Transportation Union : its history, causes and effects : a study of union mergers in the railroad industry. 1975.  
M.S.

Ph.D.

---  The incentive structure of the Swedish pension system. 1993.  
M.S.

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

Swartz, Donald.  Comparative Analysis of the adoption of technological innovations by formal organizations. 1973. Ph.D.

Swartz, Donald Gary.  Authority patterns, social differentiation and innovation. 1970. M.S.


Swider, Sarah Christine.  The migrant domestic workers union movement in Hong Kong. 2000. M.S.


Swindells, David Whitworth.  Labor arbitration and the National Labor Relations Board. 1957. M.S.


Tarneja, Ramnarain Sukhraj.  Profit sharing and the problems of technological change: a case study of workload change in a textile mill. 1957. Ph.D.


---  The political character of the Indonesian trade union movement. 1958. M.S.

Temescu, Carol Davis.  An empirical comparison of adjusted models used to analyze pay data for discrimination. 1987. M.S.

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Tevlin, Andrea Umbach.  
Emergent group identities and their impact on organizations.  
M.S.

Theodore, Eustace Demetrios.  
Beliefs, values and preferences; a search for the source: a military field experiment. 1967.  
Ph.D.

---  
An exploration of attitude change as a result of task experience. 1965.  
M.S.

Theriault, Roland Donald.  
Equity theory : an examination of the inputs and outcomes in an organizational setting. 1977.  
Ph.D.

Thomas, Roy Darrow.  
The adjustment of displaced workers in a labor-surplus economy: a case study of Trinidad and Tobago. 1969; (1970).  
Ph.D.

Thomason, Terry Lee.  
Ph.D.

Thompson, Mark Elliott.  
The Agricultural Workers Organizing Committee, 1959-1962.  
1963.  
M.S.

---  
The development of unionism among Mexican electrical workers. 1966.  
Ph.D.

Thomson, Andrew William J.  
The courts and labor in Britain and the United States, 1880-1910; a study in the legal effects of class structure. 1961.  
M.S.

---  
The reaction of the American Federation of Labor and the Trades Union Congress to labor law, 1900-1935. 1968.  
Ph.D.

Thoresen, Carl Joseph.  
M.S.

Thorson, Kathryn Holby.  
M.S.

Tichy, Jan.  
Making decisions about investment in human resource management practices : examining the mechanism of HR practices' effect on organizational performance. 1999.  
M.S.
M.S.

M.S.

Trachtman, Lester Neil. The labor movement of Ghana; a study in political unionism.
1960.
M.S.

M.S.

Ph.D.

Truesdale, John Cushman. The history and present status of legislation concerning the secondary boycott. 1948.
M.S. in ILR

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. 1956.
Ph.D.

Tsai, Chin-Lan. Fatalism, field dependence, cognitive style and social traditionalism. 1978.
M.S.

Ph.D.

M.S.

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

M.S.
Ph.D.

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.* 1968.
M.S.

Tushman, Michael Lee.  *Organizational change; an exploratory study and case history.* 1972.
M.S.

M.S.

Ph.D.

M.S.

---  *An integrated process model of objective and subjective career success among call center employees.* 2003.
Ph.D.

M.S.

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.* 1948.
Ph.D.

Ph.D.

M.S.
Vardi, Yoav.  
*Individual level and organizational level determinants of career mobility patterns, an integrative model.* 1978.
Ph.D.

Varma, Madhurendra Kishori.  
*Whither industrial relations in India?* 1956; (1957).
M.S.

Verma, Bisheshwar Prasad.  
*Works committees and consultative machinery in India.* 1957.
M.S.

Viggiani, Frances A.  
Ph.D.

Vogel, Todd William.  
M.S.

Voldman, Pascale.  
*Nonlinear orthogonal distance regression with application to Lorenz curves.* 1996.
M.S.

Von Moeller, Barbara Marianne Goetze.  
*The relative merits and weaknesses of supplemental unemployment benefit plans.* 1956.
M.S.

Waismel-Manor, Ronit.  
Ph.D.

Walker, John Harris.  
M.S.

---  
*The partially ordered linear model.* 1995.
Ph.D.

Walker, Roger Williams.  
Ph.D.

Walsh, David Joseph.  
*An injury to one is an injury to some : inter-union relations in the U.S. airline industry.* 1991.
Ph.D.

---  
M.S.
Walsh, John Patrick.  A survey of occupations in the glove manufacturing industry of Fulton County, New York, and a community occupational survey of the city of Gloversville, New York, for the planning of vocational education in the public schools. 1948. M.S. in Ed.


---  Linear models and covariance structures for elliptical distributions. 1993. M.S.

Wartman, David Bruce.  Mediation as negotiation an empirical study. 1982. M.S.


---  The Role-Based Identity Scale : development and field tests involving stock options and skill-based pay applications. 1999. Ph.D.


Watanabe, Shinichiro.  The distinction between latent and manifest person-situation relations : mechanisms of the mode transformation and links to situational satisfaction and attachment. 1994. Ph.D.


Weber, Caroline L.  The effects of organizational characteristics and internal and external equity considerations on the pay-decision process for jobs in firms. 1988. M.S.

Wein, Jeffrey Marc. An investigation of factors influencing the decision to consort under Title I of the Comprehensive employment and training act of 1973. 1975. M.S.

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

Weishaupt, Arenda Jetske Hannie Spieie, 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. 1960. M.S.

--- Patterns of convergence and divergence in social influence processes. 1975. M.S.

Weissenberg, Peter. An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception. 1965. M.S.
--- Psychological differentiation and job satisfaction. 1967. Ph.D.

Weissinger, William Jay. The determinants of grievance rate: a case study. 1976. M.S.

--- The scope of bargaining in public employment and the issue of class size: the study of a concept and its application. 1974. Ph.D.


Wells, Mary Finan. An approximate bivariate confidence region. 1967. M.S.

Wesman, Elizabeth Claire and Brotherhood of Railway Airline and Steamship Clerks Freight Handlers Express and Station Employees. Public policies at loggerheads: the effect of equal employment opportunity legislation of unions. 1982. Ph.D.

Westacott, George Henry. Interpersonal trust in Peru. 1967. M.S.


Weyrauch, Werner. MBO and motivation: system determinants of the components of an expectancy theory model. 1975. M.S.

Whalen, Garry M. Collective bargaining in the State University of New York. 1975. M.S.


Whitmore, Norvin T. A study of the methods for financing project materials in the industrial arts courses on the junior high school level. 1947. M.S. in Ed.

Wickersham, Edward Dean. Opposition to the international officers of the United Mine Workers of America: 1919-1933. 1951. Ph.D.

Williams, Charles Brian. Canadian-American trade union relations; a study of the development of binational unionism. 1964. Ph.D.


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

Alphabetical Listing of ILR School Theses and Dissertations by Authors
Union organization and collective bargaining in manufacturing and public utility industries in Chemung County, New York. 1949.
M.S. in ILR

**Wirtanen, Susan Marie.** Leaders of the pack: innovation in human resources practices of fast growth firms. 1996.
M.S.

**Wiseman, Frederick.** Procedures for ranking n elements when only k (k less than n) can be compared at a single time. 1967.
M.S.

**Wolkinson, Benjamin William.** Promise or illusion: examination of the efficacy of the EEOC’s conciliation process in remedying racially discriminatory union practices under the Civil rights act of 1964. 1972.
Ph.D.

M.S.

**Woelf, Anne Holman.** An analysis of the treatment of the issue of back-pay in arbitration awards. 1955.
M.S.

Ph.D.

**Wu, Yanyan.** Bayesian estimation of optimal portfolio weights. 2001.
M.S.

Ph.D.

**Yager, Paul.** Study of the history of the negotiation for a health and welfare fund...Bituminous Coal Operators and United Mine Workers. 1949.
M.S. in ILR

**Yanadori, Yoshio.** CEO compensation: differences between insiders and outsiders. 1998.
M.S.

Ph.D.
Yasmajian, Emma S. Crocetti.  An examination of some factors causing economic dependency among the aged in Tompkins County, New York. 1954. M.S.


Yeung, Sarah Ka-Wah.  The effects of diversity management messages in recruitment advertisements on organizational attraction. 2003. M.S.

Yi, Hong.  Lateral and vertical pay dispersions, organizational contexts and performance. 2003. M.S.


---  Socialization, social classes and economic development: the case of Peru. 1976. Ph.D.


Zeh, Carl Willard.  Major skills required by technicians in mechanical research and development. 1955. M.S. in Ed.


Alphabetical Listing of ILR School Theses and Dissertations by Authors

---  *Simultaneous equation models with mixed coefficients: identification and estimation.* 2001.  M.S.

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.* 1949; (1950).  M.S. in ILR


---  *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.* 1954.  Ph.D.

ILR School Masters Theses

ILR School Theses and Dissertations: a listing

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


Advisor: L. Turner.

Advisor: H. Katz.

Advisor: M. Lounsbury.

Advisor: M. Cook.

Advisor: L. Dyer.

Advisor: C. Collins.

Advisor: C. Collins.

Advisor: G. Milkovich.

Advisor: G. Milkovich.

Advisor: M. Cavanaugh.

Advisor: H. Katz.

Advisor: M. Lounsbury.

ILR School Masters Theses


Advisor: V. Pucik.

Advisor: M. Wells.

Advisor: G. Milkovich.

Advisor: R. Hutchens.

Advisor: J. Boudreau.

Advisor: V. Pucik.

Advisor: R. Lieberwitz.

Advisor: G. Fields.

Advisor: R. Hebdon.

Advisor: G. Boyer.

Advisor: G. Fields.

Advisor: R. Batt.


Advisor: A. Hadi.

Advisor: T. Welbourne.

Advisor: J. Abowd.

Advisor: J. Bunge.

Advisor: R. Ehrenberg.

Advisor: P. Velleman.

Advisor: I. DeVault.

Advisor: R. Lieberwitz.

Advisor: R. Ehrenberg.

Advisor: S. Kuruvilla.

Advisor: G. Milkovich.

Advisor: R. Hebdon.

Advisor: J. Bunge.


ILR School Masters Theses


Advisor: G. Milkovich.

Advisor: H. Trice.

Advisor: T. Hammer.

Advisor: I. DeVault.

Advisor: L. Gruenfeld.

Advisor: M. Wells.

Advisor: H. Katz.

Advisor: H. Katz.

Advisor: J. Bishop.

Advisor: A. Hadi.

Advisor: S. Rynes.

ILR School Masters Theses


ILR School Masters Theses


ILR School Masters Theses
Predictors of perceived success in five aspects of college recruiting.
Advisor : J. Boudreau.

1987. Stiles, Renee A.  
Validating field stimulation : a methodological study of organizational commitment to a network.
Advisor : R. Stern.

Determinants of Occupational Turnover among Engineers.
Advisor : S. Rynes.

1987. Temescu, Carol Davis.  
An empirical comparison of adjusted models used to analyze pay data for discrimination.
Advisor : G. Milkovich.

Two-tier wage structures in the U.S. airline industry.
Advisor : R. Seeber.

An application of organizational behavior to the managerial exclusion principle : an analysis of the collective bargaining status of professionals.
Advisor : P. Tolbert.

1986. Chan, Elaine K.  
Higher wage floors and employment, unemployment and underemployment.
Advisor : G. Fields.

1986. Fernando, Sandhya K.  
Rural labor markets in Sri Lanka.
Advisor : R. Smith.

1986. Levine, Phillip B.  
Has antidiscrimination policy since 1964 reduced the wage gap?

1986. Loria, Catherine Marie.  
Approximate PRESS residuals and statistics for logistic regression.
Advisor : L. Stefanski.

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

Variance and risk in utility analysis : a case study.
Advisor : J. Boudreau.

1986. Sears, David L.  
Equity in pay increase and bonus decision-making.
Advisor : G. Milkovich.
Advisor: V. Briggs.

Advisor: J. Boudreau.

Advisor: S. Bacharach.

Advisor: R. Smith.

Advisor: R. Seeber.

Advisor: G. Milkovich.

Advisor: D. Lipsky.

Advisor: C. Daniel.

Advisor: S. Bacharach.

Advisor: S. Bacharach.

Advisor: S. Bacharach.

Advisor: L. Williams.

Advisor: F. Foltman.
Advisor: J. Burton.

Advisor: D. Lipsky.

Advisor: D. Lipsky.

Advisor: T. Hammer.

Advisor: S. Bacharach.

1983. Greene, Tom H. *The analysis of near linear dependencies among the explanatory variables in ordinary least squares regression.*
Advisor: P. Velleman.

1983. Labelle, Christiane M. *Human resource strategic decisions as responses to environmental challenges.*
Advisor: L. Dyer.

Advisor: R. Ehrenberg.

Advisor: R. Ehrenberg.

Advisor: D. Lipsky.

Advisor: R. Ehrenberg.

1982. Bechtell, Michele Louise. *A confidence interval for the slope coefficient of the resistant line.*
Advisor: P. Velleman.


1980. Schumann, Paul Louis. **Evidence on the impact of public policy on labor market transitions and unemployment.**
Advisor: R. Ehrenberg.

1980. Tueros-Arias, Mario Fernando. **Education and workers' self-management in the Peruvian social property experience.**
Advisor: W. Whyte.

Advisor: R. Ehrenberg.

1979. Clark, Paul F. **Democratic reform and the UMW: the Arnold Miller administration, 1972-77.**
Advisor: R. Keeran.

1979. 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.

1979. Fairfield-Sonn, James Willed. **Socialization of business, engineering, and industrial graduates in their "critical" first year on the job.**
Advisor: L. Williams.

1979. Kaplan, Bruce Alan. **A comparison of methods and programs for computing variances of estimators from complex sample surveys.**
Advisor: I. Francis.

1979. Marcus, Alan Jay. **The impact of rate of return regulation on input demand in the electric utility industry.**
Advisor: R. Ehrenberg.

1979. McGuire, Jean Bernice. **Dynamics of decision making in a school district: a case study.**
Advisor: S. Bacharach.

1979. Pellegrino, Rosemary Burke. **The control of knowledge in organizations.**
Advisor: L. Williams.

1979. Radle, Janice Ann. **A cry for justice: an examination of formal and informal grievance settlements.**
Advisor: T. Kochan.

1979. Rogers, David E. **Municipal government structure, unions, and wage and non-wage compensation in the public sector.**
Advisor: R. Ehrenberg.


1977. Murphy, Terrence Herrington. *Impasse and the duty to bargain in good faith.* Advisor: A. Smith, Jr.

Advisor: W. Galenson.

Advisor: P. Ross.

Advisor: L. Williams.

Advisor: H. Trice.

Advisor: T. Hammer.

Advisor: J. Farley.

Advisor: W. Whyte.

Advisor: S. Bacharach.

Advisor: W. Wolf.

Advisor: P. Ross.

Advisor: D. Cullen.

Advisor: V. Stoikov.
Advisor : D. Lipsky.

Advisor : J. Gross.

Advisor : F. Miller.

1975. Mackenzie, Susan T.  *Prepaid legal services for middle income groups.*
Advisor : J. Gross.

Advisor : L. Williams.

Advisor : I. Blumen.

1975. Summa, Joseph B.  *The United Transportation Union: its history, causes and effects: a study of union mergers in the railroad industry.*
Advisor : G. Brooks.

Advisor : P. McCarthy.

1975. Wein, Jeffrey Marc.  *An investigation of factors influencing the decision to consort under Title I of the Comprehensive employment and training act of 1973.*
Advisor : W. Frank.

Advisor : H. Trice.

Advisor : L. Dyer.

1975. Whalen, Garry M.  *Collective bargaining in the State University of New York.*
Advisor : D. Lipsky.

Advisor : M. Neufeld.


ILR School Masters Theses


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

Advisor: W. Galenson.

Advisor: V. Jensen.

Advisor: J. McKelvey.

Advisor: N. Rosen.

Advisor: L. Williams.

Advisor: Prof. Nilli.

Advisor: V. Stoikov.

Advisor: J. McKelvey.

Advisor: I. Blumen.

Advisor: L. Williams.

ILR School Masters Theses
Advisor: L. Williams.

Advisor: G. Gordon.

Advisor: J. Gross.

Advisor: P. McCarthy.

Advisor: W. Galenson.

Advisor: W. Galenson.

1970. Miller, Bernard Francis, Jr. *Collective bargaining in the Canadian air transportation industry: the Air Canada experience.*
Advisor: J. Gross.

Advisor: G. Gordon.

Advisor: F. Foltman.

Advisor: G. Brooks.

Advisor: W. Galenson.

1970. Swartz, Donald Gary. *Authority patterns, social differentiation and innovation.*
Advisor: G. Gordon.

Advisor: W. Whyte.


Advisor: V. Jensen.

Advisor: H. Trice.

Advisor: F. Foltman.

Advisor: H. Landsberger.

Advisor: W. Friedland.

Advisor: E. Mesics.

Advisor: H. Trice.

Advisor: A. Korman.

Advisor: G. Brooks.

Advisor: P. McCarthy.

1968. Stewart, Judith Ann Wurster.  *An examination of the social boundaries of the migratory labor system of the Atlantic Coast stream.*
Advisor: J. Schulman.

1968. Sultan-Khan, S. G. A.  *Government intervention in industrial and labor relations in Trinidad and Tobago.*
Advisor: J. Gross.

ILR School Masters Theses
1968. 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.


1967. Wells, Mary Finan. *An approximate bivariate confidence region.*


1967. Wiseman, Frederick. *Procedures for ranking n elements when only k (k less than n) can be compared at a single time.*


ILR School Masters Theses


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

1965. Schwartzbaum, Allan Murray. The motivation of supervisors to interact horizontally and diagonally.


1965. Weissenberg, Peter. An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception.

1964. Balk, Walter L. The perception of and behavior toward ambiguous stimuli by two groups.


1964. Green, Charles Stanley III. Commitment: an approach for the study of social organization and change.


ILR School Masters Theses


1960. Price, Wolfgang S. *Prevailing wage rate determination for municipal laborers in New York City; a case study of the administration of section 220 of the State labor law.*


1959. Garton, Robert Dean. *The development and impact of the wage and salary rate inequities programs on local union administration; a comparative study.*


1958. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations. Evaluating student conference leadership training; a study utilizing Q-technique.


1957. Finder, Joan Kiel. Differences in personnel practices and policies in large union and non-union retail stores in New York City.


1957. Losi, Maria Luciana. The development of manpower management: Italy, a case study.


1957. Saldanha, Ronald A. The application of job evaluation to the oil industry in Bombay.


1957. Swindells, David Whitworth. Labor arbitration and the National Labor Relations Board.

1957. Verma, Bisheshwar Prasad. Works committees and consultative machinery in India.
1956; (1957). Daniel, George Theodore. The role of trade union leaders in the development of the trade union movement in an under-developed area: the British Caribbean.


1956; (1957). Varma, Madhurendra Kishori. Whither industrial relations in India?


1956. Landes, Harold Brian. The evaluation of factors of "cohesiveness" in four laundry work groups.


1956. Rath, Gopal Chandra. The welfare officer in Indian industry.


1955. Patten, Thomas Henry. The development and current status of industrial merit rating.


1955. Zeh, Carl Willard. Major skills required by technicians in mechanical research and development.


1954. Ghent, Donald Frank. Factors determining the status of the shop steward; a case study of a union local.


1954. Reichenbach, Robert Randall. Picketing and employers' statements as free speech.


1954. Senderoff, Geraldine. Using attitude surveys and results for supervisory development programs.


1953. Stuart, Daniel Dean. *Damage suits under Taft-Hartley act; a study of cases in Federal district courts in New York State.*


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


ILR School Masters Theses


1950. Barone, Nancy Carol (Stockdale). *Areas of managerial training needs in small retail stores.*


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


1949. Culley, Jack Frederick. *A consideration of personnel policy and procedure in connection with labor union negotiations; a case study.*


ILR School Masters Theses

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


1949. Raimon, Robert Leonard. Labor-management cooperation through the operation of a labor-management committee; a case study, I. B. Kleinert Rubber Company and the American Federation of Rubber Workers, Local 20499.


1949. Sheppard, Annamay Topkins. A course of study in industrial and labor relations for pupils in the vocational high schools of New York State.


1948; (1949). Bulow, Ernest Roy. The employee-management joint committee in the Machine division of the Todd company, Rochester, New York; a case study ...


1948. Das, Radha Charan. Some basic considerations for the development of industrial education in Orissa (India).

1948. Hanley, Richard Joseph. A study of union-management relationships at the Amsterdam plant of the Bigelow-Sanford carpet company with emphasis on the development of human relations in the grievance procedure ...


1948. Truesdale, John Cushman. The history and present status of legislation concerning the secondary boycott.


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


1947. Whitmore, Norvin T. A study of the methods for financing project materials in the industrial arts courses on the junior high school level.

1946. Strauss, Donald Adler. The impartial-chairman system of arbitration as illustrated principally by the Rochester men’s clothing industry.
ILR Ph.D. Dissertations


Advisor: J. Boudreau.

Advisor: A. Hadi.

Advisor: R. Ehrenberg.

Advisor: T. DiCiccio.

2003. Bayazit, Mahmut.  *Conditioning the eye of the beholder: are leader prototypes context-sensitive?*
Advisor: T. Hammer.

Advisor: A. Hadi.

Advisor: T. Hammer.

Advisor: G. Fields.

Advisor: T. Hammer.

Advisor: L. Turner.

Advisor: J. Bishop.

Advisor: T. Hammer.


1999. Ainspan, Nathan David. *The geek shall inherit or leave the money and run? : role identities and turnover decisions among software programmers and other high technology employees.*
Advisor: T. Welbourne.

Advisor: R. Stern.

Advisor: H. Katz.

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

Advisor: T. Judge.

Advisor: S. Bacharach.

Advisor: R. Ehrenberg.

Advisor: S. Barley.

Advisor: T. Welbourne.

1998. Anderson, Deborah Jane. *If you let me play : the effects of participation in high school athletics on students' behavior and economic success.*
Advisor: F. Blau.

Advisor: J. Abowd.

Advisor: T. Welbourne.

ILR School Ph.D. Dissertations
Advisor: J. Abowd.

Advisor: H. Peters.

Advisor: J. Abowd.

Advisor: L. Kahn.

Advisor: S. Barley.

Advisor: H. Katz.

Advisor: B. Gerhart.

Advisor: M. Wells.

Advisor: G. Milkovich.

Advisor: M. Wells.

Advisor: M. Wells.

Advisor: G. Jakubson.

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.

ILR School Ph.D. Dissertations
1996. Bloom, Matthew C.  
Using the contract metaphor to understand the bundle of returns in the employment relationship.

An inquiry into the labor market consequences of disabling illness.
Advisor: R. Ehrenberg.

The impact of liquidity constraints on the search behavior of unemployed workers.
Advisor: G. Jakubson.

Evaluating the effects of poor health on men's expected retirement, using the HRS.

1996. Lion, Cynthia L.  
Personality and self-selection into various job facets: a longitudinal study.
Advisor: L. Gruenfeld.

1996. Olson, Mark Jerome.  
A study of organizational effectiveness: offices for the aging in New York State.
Advisor: L. Williams.

The role of credentialing in the emergence of employee assistance as a workplace jurisdiction.
Advisor: W. Sonnenstuhl.

Organizational justice in an employee participation program.
Advisor: P. Tolbert.

Meeting the challenge of a new environment: boards of directors as legitimacy signals at initial public offering.
Advisor: P. Tolbert.

1995. Cable, Daniel M.  
The role of person-organization fit in organizational entry.
Advisor: T. Judge.

Dynamic epidemiology and the market for vaccinations.
Advisor: G. Fields.

1995. Graham, Mary E.  
Employee responses to pay policy changes: an organizational justice perspective.
Advisor: B. Gerhart.

Teachers' early career attrition, retirement, and wage determination: evidence from panel data.
Advisor: R. Ehrenberg.

ILR School Ph.D. Dissertations


Advisor: A. Hadi.

Advisor: G. Fields.

Advisor: L. Dyer.

Advisor: H. Katz.

Advisor: R. Ehrenberg.

Advisor: M. Wells.

Advisor: L. Williams.

Advisor: R. Ehrenberg.

Advisor: L. Dyer.

Advisor: S. Barley.

Advisor: J. Burton.

Advisor: H. Trice.

1991. Walsh, David Joseph.  *An injury to one is an injury to some: inter-union relations in the U.S. airline industry.*
Advisor: R. Stern.
Advisor: D. Lipsky.

Advisor: H. Katz.

Advisor: S. Bacharach.

Advisor: R. Ehrenberg.

Advisor: R. Ehrenberg.

Advisor: J. Gross.

Advisor: T. Hammer.

Advisor: R. Ehrenberg.

Advisor: S. Barley.

Advisor: J. Abowd.

Advisor: J. Abowd.

Advisor: R. Stern.

Advisor: R. Ehrenberg.


ILR School Ph.D. Dissertations
Advisor: R. Stern.

Advisor: G. Milkovich.

Advisor: G. Milkovich.

1986. Luzadis, Rebecca Anne.  *Defined benefit, defined contribution, or no pension?*  

Advisor: R. Seeber.

Advisor: G. Fields.

Advisor: L. Williams.

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

Advisor: R. Hutchens.

Advisor: P. Velleman.

Advisor: D. Lipsky.

Advisor: I. Blumen.

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.
Advisor: W. Whyte.

Advisor: L. Williams.

Advisor: R. Ehrenberg.

1982. Borba, Philip Stanley. *Factors that influence the home-to-work dispersion of workers in a local labor market, with an application to the external labor market availability of protected class workers.*
Advisor: R. Smith.

Advisor: W. Whyte.

Advisor: R. Stern.

Advisor: J. Gross.

Advisor: T. DeCotiis.

Advisor: R. Ehrenberg.

Advisor: S. Bacharach.

Advisor: L. Dyer.

1982. Rogers, David E. *The effects of individual and occupational characteristics on the career paths of young males.*
Advisor: R. Ehrenberg.


ILR School Ph.D. Dissertations
Advisor: J. Gross.

Advisor: I. Francis.

Advisor: R. Smith.

Advisor: L. Williams.

Advisor: W. Whyte.

Advisor: L. Williams.

Advisor: D. Lipsky.

Advisor: L. Williams.

Advisor: S. Bacharach.

Advisor: R. Ehrenberg.

Advisor: M. Neufeld.

Advisor: T. Kochan.

ILR School Ph.D. Dissertations


1976. Miller, Robert L.  

"Authoritarianism as a moderator of the relationship between field dependence 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.


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.


ILR School Ph.D. Dissertations
Advisor: G. Gordon.

Advisor: J. McKelvey.

Advisor: V. Jensen.

Advisor: V. Jensen.

Advisor: G. Gordon.

Advisor: W. Galenson.

Advisor: W. Wolf.


Advisor: R. Raimon.

Advisor: L. Perl.

Advisor: G. Gordon.

Advisor: J. Windmuller.


Advisor: L. Williams.

Advisor: R. Aronson.

Advisor: D. Cullen.

Advisor: L. Williams.

Advisor: V. Jensen.

Advisor: M. Neufeld.

Advisor: D. McIntyre.

Advisor: W. Whyte.

1968. Ritzer, George. *Commitment, professionalism, and role conflict resolution: the personnel manager.*
Advisor: H. Trice.

Advisor: H. Trice.

Advisor: L. Gruenfeld.

1968. Thomson, Andrew William J. *The reaction of the American Federation of Labor and the Trades Union Congress to labor law, 1900-1935.*
Advisor: K. Hanslowe.


ILR School Ph.D. Dissertations


1967. Theodore, Eustace Demetrios. Beliefs, values and preferences; a search for the source: a military field experiment.


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


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


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


1954. Richardson, Stephen Alexander. *A study of selected personality characteristics of social science field workers.*


1954. Zollitsch, Herbert George. *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.*


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. *Absence 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.*

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.*

ILR School Theses and Dissertations Categorized by Subject

Alternative Dispute Resolution ................................................................. 159
Careers and Occupations ................................................................. 164
Collective Bargaining and Labor Relations ........................................ 171
Communication ................................................................. 181
Decision Making ................................................................. 183
Disabilities ................................................................. 188
Diversity ................................................................. 189
Economics ................................................................. 194
Employee Benefits ................................................................. 205
Employee Ownership and Cooperatives ........................................ 207
Employee Recruitment and Hiring ................................................ 209
Employment Discrimination ......................................................... 211
Executives and Leaders ................................................................. 213
Groups and Organizations ................................................................. 218
History ................................................................. 235
Human Resource Management ................................................................. 240
Immigration ................................................................. 263
International ................................................................. 264
Job Satisfaction, Employee Morale, and Employee Motivation ........ 282
Labor Markets and Labor Mobility ................................................ 290
Labor Unions ................................................................. 296
Pensions and Retirement ................................................................. 311
Power ................................................................. 312
Psychology and Sociology ................................................................. 315
Public Employment ................................................................. 327
Public Policy ................................................................. 333
Social Insurance and Welfare ................................................................. 339
Specific Companies ................................................................. 342
Specific Industries ................................................................. 346
Statistics, Models, and Measurement ................................................ 358
Strikes and Labor Unrest ................................................................. 368
Supervisors and Managers ................................................................. 371
Teachers and Schools ................................................................. 376
Technology ................................................................. 381
Training ................................................................. 384
Universities and Colleges ................................................................. 391
Volunteer Organizations ................................................................. 397
Wages, Salaries, and Employee Compensation ................................ 398
Working Hours and Time Away from Work ................................ 411
Work and Family ................................................................. 412
Workplace Law ................................................................. 413
Workplace Safety and Health ................................................................. 419
Alternative Dispute Resolution

2000.  M.S.  Pascoe, Joshua L.  Management effectiveness and willingness to
grieve: the search for due process in employment alternative dispute resolution
procedures.  Advisor: D. Lipsky.
Dispute resolution (Law) United States.  Grievance arbitration United States.  Dispute

and the governance of industrial relations.  Advisor: H. Katz.
Dispute resolution (Law) United States.  Industrial relations United States.

1993.  M.S.  Hope, Catherine Pettebone.  The impact of gender and friendship on
the negotiation process: positional and relational information exchange.  Advisor:
J. Halpern.
Negotiation Sex differences.  Sex role United States.  Friendship United States.

resolution: a SYMLOG description of mediator behavior at the triadic
level.  Advisor: L. Williams.
Mediation.  Conflict management.

1990.  Ph.D.  Brookins, Robert.  Labor arbitration and the Merit Systems
Grievance arbitration United States.  Appellate procedure United States.  United

asymmetries in the development and resolution of conflict.  Advisor: S. Barley.

1990.  M.S.  Turner, Debra Elaine.  Perceived effectiveness of management-
Grievance procedures Evaluation.

deferral to arbitration: an empirical case study analysis.  Advisor: J. Gross.

1982.  Ph.D.  Knight, Thomas Rockwell.  The retention of grievance outcomes in
contract administration.  Advisor: J. Gross.
Grievance procedures United States.  Collective bargaining United States.  Arbitration,
Industrial United States.

1982.  M.S.  Wartman, David Bruce.  Mediation as negotiation an empirical
study.  Advisor: D. Lipsky.

Alternative Dispute Resolution


Grievance procedures.


City University of New York Faculty. Collective bargaining College teachers.


Arbitration, Industrial United States Case studies.


Arbitration, Industrial United States.


Arbitration, Industrial Case studies.


Negotiation. Industrial sociology Case studies. Social interaction Case studies.

1966. M.S. Aiges, Stanley Leonard. **The arbitration of loyalty discharge cases.**


1963. M.S. Rochester, Michael Robert. **The labor law of plant relocation.**


United States. National Labor Relations Board. Southern Bell Telephone and Telegraph


1957. M.S. Swindells, David Whitworth. Labor arbitration and the National Labor Relations Board.


Arbitration, Industrial India. Labor laws and legislation India.


1954. Ph.D. Landsberger, Henry Adolph. **A study of mediation through an analysis of the background of disputes and the activities of the mediator.**
   Mediation. Social interaction. Social psychology.


1949. M.S. Field, Edward Lewis, Jr. **The Railway labor act and industrial peace.**

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

1946. M.S. in ILR Strauss, Donald Adler. **The impartial-chairman system of arbitration as illustrated principally by the Rochester men's clothing industry.**
   Arbitration, Industrial Clothing industry. Men's clothing industry New York (State) Rochester.
Careers and Occupations


Call centers--Employees--United States. Call centers--Employees--Rating of--United States.


Women lawyers United States States History. Women in the professions United States History. Feminism United States History.


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


Personality and occupation Longitudinal studies. Occupations Psychological aspects.
Longitudinal studies. Vocational guidance Psychological aspects Longitudinal studies. Work Psychological aspects Longitudinal studies.


Educational programs. Counselors Training of. Professional socialization.


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


Collective bargaining Professions United States. Professional employees United States.


Careers and Occupations

Labor mobility. Employees. Training of.

Industrial accidents. Wages.

Nurses. Vocational guidance.

Occupational mobility. Organization.

Biochemistry. Study and teaching. Doctor of philosophy degree.


Careers and Occupations

Occupations. Income. Decision making.


United States Armed Forces Recruiting, enlistment, etc. United States Armed Forces Pay, allowances, etc.


Job satisfaction Case studies. Professional employees Case studies. Employee attitude surveys.


Careers and Occupations
   *Cornell University. College of Engineering. Engineers. Engineers Salaries, etc.*

1956. M.S. Rath, Gopal Chandra.  The welfare officer in Indian industry.
   *Industrial welfare India. Personnel directors. Industrial laws and legislation India.*

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.


   *Social scientists. Social sciences Study and teaching.*

   *Vocational education Study and teaching Virginia. Portsmouth.*


   *Wages Research. Wages.*

   *Wages.*


Collective Bargaining and Labor Relations

Collective bargaining. Labor unions. Industrial relations.

2001. M.S. Lee, Adam Christopher. **Industrial and labor relations in Tamil Nadu, India and other parts of Asia in an era of globalization.** Advisor: S. Kuruvilla.  
Industrial relations Asia. Industrial relations Brazil. Developing countries Economic conditions.

2000. M.S. Kim, James Je Heon. **Role of regime legitimacy in economic development and industrial relations in Brazil and Argentina.** Advisor: M. Cook.  


Collective bargaining. Industrial relations.


Teachers’ unions Psychological aspects. Collective bargaining Teachers. Teachers Attitudes.


Employee fringe benefits Canada. Collective bargaining Canada Econometric models.


Collective bargaining.  Labor unions.


Collective bargaining--Mathematical models.  Strikes and lockouts.


Community organization.  Industrial relations.


City University of New York Faculty.  Collective bargaining College teachers.


Collective bargaining Government employees United States.


Collective Bargaining and Labor Relations


Collective bargaining Government employees United States.


Collective bargaining. Collective bargaining--Case studies.


Collective Bargaining and Labor Relations
1970. M.S. Miller, Bernard Francis, Jr. **Collective bargaining in the Canadian air transportation industry: the Air Canada experience.** Advisor: J. Gross.


*Collective bargaining Chile. Labor laws and legislation Chile.*


*Negotiation. Industrial sociology Case studies. Social interaction Case studies.*


1967. Ph.D. Coates, Norman. **Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.**

*Industrial relations Canada. Industrial relations. Automobile industry and trade Canada. Automobile industry and trade. Canada Foreign economic relations United States. United States Foreign economic relations Canada.*

1966. Ph.D. Miller, Richard Ulric. **The role of labor organizations in a developing country: the case of Mexico.**


1965. M.S. Mubarak, Khogali Mubarak. **Modernization and labor problems in the Sudan: a study of labor in a developing economy.**


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

Collective Bargaining and Labor Relations
ILR School Theses and Dissertations: a listing


1957. M.S. Finder, Joan Kiel. Differences in personnel practices and policies in large union and non-union retail stores in New York City.

Collective bargaining unit Case studies. Collective labor agreements United States Cases.


Industrial relations Bibliography.


Rochester Transit Corporation. Amalgamated Association of Street, Electric Railway

Collective Bargaining and Labor Relations


1949. M.S. in ILR Culley, Jack Frederick. *A consideration of personnel policy and procedure in connection with labor union negotiations; a case study.*

1949. M.S. in ILR Phillips, Edward L. *Collective bargaining in the textile industry of Fall River, Massachusetts.*


Communication


Labor unions and mass media United States Case studies. Labor unions and mass media Pennsylvania Wilkes-Barre.


Communication in organizations Argentina. Organization.


Communication in personnel management. Employees Rating of.


Communication in management. Leadership.


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

Decision Making


1995. M.S. Sturman, Michael Craig. Predicting decision quality and satisfaction of employee health care selection decisions in a flexible benefits

Cafeteria benefit plans United States.  Decision making.  Choice (Psychology).


Bayesian statistical decision theory.  Mixture distributions (Probability theory).  Exponential families (Statistics).


Compensation management Decision making.  Bonus system.

Decision making.  Utility theory.


Early retirement United States Mathematical models.

Manpower planning.  Personnel management.

Student aid United States.  Social security United States.


Decision making Political aspects.  Organizational behavior Political aspects.  School management and organization New York (State) Decision making Case studies.

Decision Making
   *School management and organization, Decision making.*

   *United States, Federal Service Impasses Panel, Collective bargaining, Government employees United States, Decision making.*

   *Managerial accounting, Decision making, Industrial management.*

   *Cornell University Faculty, Collective bargaining College teachers New York (State) Ithaca.*

   *Power (Social sciences), Decision making.*

1975. M.S. Wein, Jeffrey Marc. **An investigation of factors influencing the decision to consort under Title I of the Comprehensive employment and training act of 1973.** Advisor: W. Frank.
   *Manpower policy--New York (State), Occupational training--New York (State).*

   *Influence (Psychology), Universities and colleges Faculty, Organization, Decision making.*

   *Decision making, Mathematical models, Decision making Case studies.*

   *Decision making, Ability Testing.*

   *Occupations, Income, Decision making.*
1966. Ph.D. Lundberg, Craig Carl. **Patterns of organizational decisioning: a conceptual scheme and its application in a study of comparative cases in industry.**


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

*Works councils Poland Case studies. Cotton textile industry Poland.*

1958. M.S. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations. **Evaluating student conference leadership training; a study utilizing Q-technique.**

*Leadership. Group decision making. Meetings.*

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

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

*United States. Handicapped Employment Law and legislation United States.*


*Workers' Compensation New York (State). Insurance, Disability New York (State).*


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

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

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

1949. M.S. in ILR Risley, Robert Francis. **Social insurance in New York State and its application to the problem of temporary disability.**
Diversity


*Negotiation Sex differences. Sex role United States. Friendship United States.*


Diversity
States. Women’s colleges Economic aspects United States. Single-sex schools Economic aspects Unit.


Labor laws and legislation South Africa. Blacks Employment South Africa.


Wives United States Retirement.


Afro-American women executives. Promotions United States.


Women volunteers in social service United States. Women in community development United States.

Affirmative action programs United States. Markov processes.

Wives--Employment--United States.


Women Employment United States Statistics. Minorities United States.


Women Employment Italy. Women Legal status, laws, etc Italy.


Handicapped Employment.

Old age assistance--New York (State)--Tompkins County. Old age--New York (State).

Diversity

Economics


2000. M.S. Kim, James Je Heon. **Role of regime legitimacy in economic development and industrial relations in Brazil and Argentina.** Advisor: M. Cook.


   Income United States Longitudinal studies. Income distribution United States Longitudinal studies.


   Industrial relations Taiwan.


   Labor market India Econometric models. Unemployment India Econometric models. Wages India Econometric models. Job security Law and legislation India. Labor laws and legislation India.


Economics


Economics


   Incentives in industry.  Executives Salaries, etc.  Performance awards.  Golf Tournaments Economic aspects.

   Foreign trade and employment Econometric models.  Wages Econometric models.

   Employee fringe benefits Canada.  Collective bargaining Canada Econometric models.

   Economic conditions.  Vermillion Range Region (Minn.) Iron mines and mining Minnesota.


   Industries--Size--Korea (South).  Labor supply--Korea (South).  Wages--Korea (South).

   Economic policy--Mathematical models.  Economic development--Mathematical models.

   Haciendas--Peru--History.  Agriculture--Economic aspects--Peru--History.

   Student aid United States.  Social security United States.


Pensions United States.


Collective bargaining.

Social classes Peru. Peru Social conditions. Peru Economic conditions.

Labor mobility Mathematical models.


Entrepreneurship. Industries Malaysia. Malaysia Economic policy.


Economics

   *Industrial relations--India. Wages--India. India--Economic conditions--1947-. India--Economic policy.*


1971. Ph.D. Green, Charles Stanley III.  **Building the newest nations; a comparative study of social, economic, and political change.**  Advisor: W. Friedland.
   *Developing countries. Social change. Political science.*


   *New York State School of Industrial and Labor Relations. Cornell University Alumni and alumnae. College graduates Salaries, pensions, etc. Education Economic aspects.*

   *Automobile industry and trade Peru. Industrial sociology Case studies.*


Economics
Aronson.  
Labor supply Trinidad and Tobago.  Unemployment Trinidad and Tobago.


Copper industry and trade Chile.  Wages Copper industry Chile.  Wages and labor productivity Chile.  Labor economics Mathematical models.

Pricing Chile.  Chile Economic policy.


1967.  Ph.D. Coates, Norman.  **Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.**  
Industrial relations Canada.  Industrial relations.  Automobile industry and trade Canada.  Automobile industry and trade.  Canada Foreign economic relations United States.  United States Foreign economic relations Canada.

1967.  M.S. Farbman, Michael Edward.  **Factors explaining spatial and temporal variations in the concentration of family income by county in the southern United States.**  


1965.  M.S. Mubarak, Khogali Mubarak.  **Modernization and labor problems in the Sudan: a study of labor in a developing economy.**

1964. Ph.D. Jain, Sagar Chand. Social origins and careers of industrial managers in India.
   Executives India. Industrial management India. Occupational mobility India.
   India Economic policy. Industries India.

1963. M.S. Bradley, Michael Edward. Some aspects of the labor supply problem in the underdeveloped countries.
   Labor supply. Developing countries. Economic development.

   Social security Japan. Japan Economic conditions 1945-.

   University of Puerto Rico. Latin American Union Leadership Training Program.

   Consumption (Economics). Full employment policies United States. United States Economic conditions 1945-.

   Farm income--New York (State). Dairying--New York (State).

   Economic planning Japan.


1954. M.S. Yasmajian, Emma S. Crocetti. **An examination of some factors causing economic dependency among the aged in Tompkins County, New York.**
   Old age assistance--New York (State)--Tompkins County. Old age--New York (State).

   Economic conditions.


1949; (1950). Ph.D. Parsons, Edgar Allen. **Some economic aspects of collective bargaining in the rubber industry.**
Employee Benefits


Employee Ownership and Cooperatives


Employee Recruitment and Hiring


*Employees Recruiting United States. College graduates Employment United States.*


*United States Armed Forces Recruiting, enlistment, etc. United States Armed Forces Pay, allowances, etc.*


*Executives--Selection and appointment.*

1954. M.S. Manring, Karl Gustof. **A study of pre-employment tests and their validity for office workers within the Standard Oil Company (N. J.).**


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.**
Employment Discrimination


Discrimination in sports United States. Afro-American basketball players Social conditions.


Discrimination in employment Statistical methods.


Labor laws and legislation South Africa. Blacks Employment South Africa.


Sex discrimination in employment United States. Equal pay for equal work United States.

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

Discrimination in employment Law and legislation United States. Labor unions United States.

Grievance arbitration United States. Sex discrimination in employment Law and legislation United States.


United States. Committee on Fair Employment Practice. Discrimination in employment United States.

Executives and Leaders


Employee stock options--United States. Executives--United States--Attitudes.


Leadership--United States. Leadership--Study and teaching--United States.


Employees Relocation. Service industries. Executives.


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


Executives United States. Middle managers United States.

Compensation management. Executives Salaries, etc. Risk.


Leadership. Small groups.

Incentives in industry. Executives Salaries, etc. Performance awards. Golf Tournaments Economic aspects.

Executives and Leaders

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


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


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


Afro-American women executives. Promotions United States.


Leadership.


Executives. Executives Venezuela.


Communication in management. Leadership.


Employees--Rating of--Case studies. Leadership--Case studies.


Leadership--Case Studies. Social groups--Case studies. Social psychology.

   Leadership Case studies. Supervision of employees Case studies. Difference (Psychology).

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.


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

   Leadership. Social interaction.

1965. M.S. Weissenberg, Peter. **An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception.**

   Leadership. Psychology, Industrial.

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

   Executives India. Industrial management India. Occupational mobility India. India Economic policy. Industries India.

1963. Ph.D. Buck, Vernon E. **Job pressures on managers: sources, subjects, and correlates.**


1961. M.S. Galvin, Miles Eugene and United States International Cooperation Administration. **The Latin American Union Leadership Training Program of the Labor Relations Institute of the University of Puerto Rico.**


   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 Executives and Leaders**
administration.

Executives--Training of. Industrial relations--Study and teaching.

1958. M.S. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations. **Evaluating student conference leadership training; a study utilizing Q-technique.**

Leadership. Group decision making. Meetings.

1956; (1957). M.S. Daniel, George Theodore. **The role of trade union leaders in the development of the trade union movement in an under-developed area: the British Caribbean.**

Labor movement West Indies, British. Labor unions West Indies, British. Working class West Indies, British Political activity.


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

Labor unions--Officials and employees. Shop stewards. Labor union members.

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


1951. Ph.D. Argyris, Chris. **A study of a pattern of managerial leadership.**
Groups and Organizations

2006. M.S. Drellich, Daniel Brian. **Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture.** Advisor: M. Cavanaugh. 


  *Brand name products. Marketing. Personnel management.*

  *Natural foods industry--United States. Natural foods industry--Law and legislation--United States.*

  *Organizational change. Organizational change--Management.*

  *Help-wanted advertising--United States. Marketing--Management--United States.*

  *Help-wanted advertising--United States. Diversity in the workplace--United States.*

  *Wages and labor productivity.*

  *Corporate culture. Personnel management. Organizational effectiveness.*

  *Privatization--Case studies. Organizational change--Case studies.*

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


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


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

  Group identity United States.  Interpersonal relations United States.

Groups and Organizations

*Manufacturing industries Management Employee participation Case studies. Organizational change.*

*Organizational effectiveness. Personnel management Decision making. Personnel management.*


*Employee motivation. Employees Attitudes.*

*Organizational behavior. Role expectation. Employee motivation.*


Groups and Organizations

Employees Recruiting United States.


Small groups Psychological aspects. Personality. Interpersonal relations. Social groups. Social interaction.


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).

International business enterprises Personnel management. Organizational effectiveness.

Groups and Organizations

- Boards of directors--United States
- Going public (Securities)--United States
- Organizational change--United States


- Employee selection
- Personality and occupation
- Prediction of occupational success
- Corporate culture
- Employment interviewing
- Values
- Work ethic


- Compensation management
- Personnel management
- Moral and ethical aspects
- Distributive justice
- Fairness


- Railroads United States
- Organizational change United States


- Organizational commitment Japan
- Computer engineers Japan
- Employee loyalty Japan
- Psychology, Industrial Japan


- Employees Training of
- International business enterprises
- Employees Training of
- Learners, Industrial
- Personnel management
- Joint ventures


- Organizational behavior
- Employees Rating of
- Influence (Psychology)
- Office politics
- Social participation
- Self-presentation
- Interpersonal relations


- National Education Association of the United States
- Teachers' unions United States
- Associations, institutions, etc. United States
- Organizational sociology United States


- Industrial organization United States
- Power (Social sciences) United States
- Industrial management United States
- Organizational sociology United States
- Corporations Sociological aspects

Groups and Organizations


Pay-for-knowledge systems. Organizational effectiveness.


   Personnel departments United States Classification.


   Grievance procedures--United States.


Leadership. Small groups.


1988. M.S. Lion, Cynthia Lee. **The behavior and personality of work group and basic assumption group members.** Advisor: L. Gruenfeld. 
Social groups. Teams in the workplace.


Organizational behavior Simulation methods. Interorganizational relations.


Trade associations United States.


Decision making Political aspects. Organizational behavior Political aspects. School management and organization New York (State) Decision making Case studies.


Industrial management. Alcoholism and employment.


Consumer cooperatives.


Small groups. Interpersonal relations. Personality.


Industrial relations. Property.


Consolidation and merger of corporations.


School management and organization Decision making.


Organizational behavior. Psychology, Applied.


Knowledge, Theory of. Industrial management.


Organizational behavior.


Organization.

*Industrial relations.*


*Occupational mobility. Organization.*


*Hospitals Administration Case studies. Organizational behavior Case studies.*


*Power (Social sciences) Mathematical models. Technological complexity. Organizational behavior. Power (Social sciences).*


*Job satisfaction.*


*Small groups Research.*


*Community development Turkey. Turkey Rural conditions.*


*Industrial organization--Brazil--Case studies. Technological innovations--Brazil.*


*Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.*

**Groups and Organizations**


Groups and Organizations


Consultants.


Nurses United States Job satisfaction Case studies. Supervision of employees.


Education India. Education Children. Schools Administration India.


Organization Case studies.


Groups and Organizations

Community development Research. Social service Research. Community organization.


Scientists United States. Universities and colleges Faculty. Organization.


Employees--Rating of--Case studies. Leadership--Case studies.


Organization. Hospitals United States.


Psychology, Industrial Case studies. Industrial sociology Case studies.


Leadership--Case Studies. Social groups--Case studies. Social psychology.


Automobile industry and trade Peru. Industrial sociology Case studies.


Communication in management Case studies. Supervision of employees Case studies. Social interaction Case studies.
1968. M.S. Turney, John Richard. **Technical competence and other leadership role requirements as perceived by technical-professional subordinates and managers in different organizational functions and levels.** Advisor: N. Rosen. 


1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**


1967. M.S. Kimberly, John Robert. **Comparative organizational analysis: an empirical study of rehabilitation organizations.**

*Organization Case studies.* Handicapped Rehabilitation United States.

1967. M.S. McLaren, Andrew Niel. **Job dissatisfactions as functions of individual and organizational variables.**


1967. M.S. Westacott, George Henry. **Interpersonal trust in Peru.**

*Social interaction.* Social groups. Social psychology. Sociology, Rural. Peru Social conditions.


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


1965. Ph.D. Murray, Victor Vereler Jr. **Some behavioral correlates of felt own power in a simulated work situation.**

*Small groups.* Power (Social sciences). Industrial sociology Case studies. Social groups. Industrial sociology Case studies.

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

*Leadership.* Social interaction.

1965. M.S. Schwartzbaum, Allan Murray. **The motivation of supervisors to interact horizontally and diagonally.**


Groups and Organizations
1964. M.S. Balk, Walter L. The perception of and behavior toward ambiguous stimuli by two groups.

1964. M.S. Green, Charles Stanley III. Commitment: an approach for the study of social organization and change.
Social change. Organization.

Psychology, Industrial Case studies. Industrial relations. Social interaction Case studies.


Engineers. Organization.

1958. M.S. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations. Evaluating student conference leadership training; a study utilizing Q-technique.
Leadership. Group decision making. Meetings.


Collective bargaining unit Case studies. Collective labor agreements United States Cases.

1956. M.S. Landes, Harold Brian. The evaluation of factors of "cohesiveness" in four laundry work groups.
Social interaction. Industrial relations. Industrial relations--Case studies.

Merchant mariners. Industrial relations. Social interaction.
Department stores. Industrial relations.


Employees--Training of--United States.


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

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

History


   Women lawyers United States States History. Women in the professions United States States History. Feminism United States History.

   Income United States Longitudinal studies. Income distribution United States Longitudinal studies.


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

   United States. National Labor Relations Board.

   Collective bargaining Steel industry United States History.
   Haciendas--Peru--History. Agriculture--Economic aspects--Peru--History.


   Knights of Labor. Labor unions United States History.

   United Transportation Union.


   American Labor Education Service. Working class Education History. Working class Education.

   Industrial relations--India. Wages--India. India--Economic conditions--1947-. India--Economic policy.


History

Organization Case studies.


Pricing Chile. Chile Economic policy.


1964. Ph.D. Williams, Charles Brian. **Canadian-American trade union relations; a study of the development of binational unionism.**

1963. M.S. Rotondaro, Ruben Osvaldo J. **The American Federation of Labor policies toward Latin America in the time of Gompers.**

1963. M.S. Schiffer, Charles Jay. **The history and use of the trusteeship device in the building trades unions.**


1960. M.S. Miller, Richard Ulric. **An investigation of the personal, demographic, and attitudinal characteristics of local union officers in Syracuse, New York.**

1956. M.S. Lewis, William Leon. **A study of alien employment programs of United States Government agencies in the Canal Zone from 1939 through 1955.**
   Labor supply Panama Canal. Aliens Panama Canal. Panama Canal (Panama) Officials and employees.

1955. M.S. Miller, Myron Marcus. **Unity in the American labor movement.**
   Labor unions United States History. Labor unions Mergers United States.

   New York Mills Company.

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

   Minimum wage United States.


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.


1948. M.S. in ILR Truesdale, John Cushman. The history and present status of legislation concerning the secondary boycott.
Human Resource Management


2006. M.S. Drellich, Daniel Brian. **Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture.** Advisor: M. Cavanaugh.


ILR School Theses and Dissertations: a listing


   Employment interviewing--Cross-cultural studies.


   Help-wanted advertising--United States. Diversity in the workplace--United States.

   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.


   Corporate culture. Personnel management. Organizational effectiveness.

   Call centers--Personnel management. Customer services--Management.

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


  Civil service OECD countries.  Downsizing of organizations OECD countries.  OECD countries Officials and employees Dismissal of.  Administrative agencies OECD countries Management.

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


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

  Personnel management United States.  Industrial management United States.

  Organizational effectiveness.  Personnel management Decision making.  Personnel management.

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


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


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


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

  Employees Rating of.


   Employee motivation. Employees Attitudes.

   Organizational behavior. Role expectation. Employee motivation.


   Employees Recruiting United States.


Human Resource Management
ILR School Theses and Dissertations: a listing

Wages United States. Employee rights United States.

Wages and labor productivity United States. Compensation management United States.

Compensation management. International business enterprises Employees Salaries, etc.


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).


Human Resource Management
International business enterprises Personnel management. Organizational effectiveness.


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.

Railroads United States. Organizational change United States.


Cafeteria benefit plans United States. Decision making. Choice (Psychology).


Human Resource Management


Human Resource Management
ILR School Theses and Dissertations: a listing


- Pay-for-knowledge systems. Organizational effectiveness.


Executives United States. Middle managers United States.


Personnel departments United States Classification.


Grievance procedures--United States.


Teachers Salaries, etc. United States. Teachers’ unions United States. Pay equity United States.


Alcoholism and employment United States.


Manpower planning. Personnel management. Strategic planning.

Personnel management. Industrial relations.


Research, Industrial. Industrial project management.

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


   Compensation management. Business planning.


   Management--Employee participation. Quality circles.


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


   Employees Recruiting United States. College graduates Employment United States.

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

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

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

   Compensation management Decision making.  Bonus system.

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

   Decision making.  Utility theory.

   Quality circles.


   Quality of work life.


   Goal setting in personnel management. Performance standards.

   Manpower planning. Personnel management.


   Supervision of employees--Study and teaching.

   Absenteeism (Labor).

   Industrial accidents. Wages.

   Nurses Vocational guidance.

   Industrial relations. Property.

   Consolidation and merger of corporations.

Human Resource Management
   Knowledge, Theory of. Industrial management.

   Pensions United States.


   Organization.

   Industrial relations.

   Power (Social sciences) Mathematical models. Technological complexity.
   Organizational behavior. Power (Social sciences).


   Managerial accounting. Decision making. Industrial management.

   Job satisfaction.

   International Business Machines Corporation. Word processing.
*Affirmative action programs United States. Markov processes.*

*Communication in personnel management. Employees Rating of.*

*Industrial organization--Brazil--Case studies. Technological innovations--Brazil.*

*Promotions. Psychology, Industrial.*

*Job satisfaction. Psychology, Industrial.*

*Organization. Customer relations. Questionnaires.*


*Job satisfaction. Labor mobility.*

*Personnel management. Motivation (Psychology).*

*Industrial relations--India. Wages--India. India--Economic conditions--1947-. India--Economic policy.*

*Wage payment systems. Piecework. Job evaluation.*

Human Resource Management

*Human Resource Management, Job satisfaction, Case studies.*


*Organization Case studies.*


*United States Armed Forces Recruiting, enlistment, etc.*


*Job satisfaction, Psychology, Industrial.*


*Job satisfaction, Clerks.*


*Employees--Rating of--Case studies.*


*Engineers United States, Engineers Employment.*


*Power (Social sciences) Case studies.*


*American Society for Personnel Administration.*


*Job satisfaction Case studies.*

Human Resource 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.

1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**

1967. Ph.D. Belasco, James A. **Training as a change agent: a constructive evaluation.**
   Employees Training of. Supervisors, Industrial.

   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 Case studies. Supervision of employees Case studies.

   Wages United States. Wages.

1965. M.S. Schwartzbaum, Allan Murray. **The motivation of supervisors to interact horizontally and diagonally.**

1964. M.S. Green, Charles Stanley III. **Commitment: an approach for the study of social organization and change.**
   Social change. Organization.

Human Resource Management


*Early retirement. Aged Employment. Technological innovations.*

*Job satisfaction.*


*Job satisfaction. Youth Employment.*


*Executives--Training of--United States. Middle managers--United States. Banks and banking--United States.*

*University of Hawaii (Honolulu). Job satisfaction--Case studies. Universities and colleges--Faculty.*

*Hawaiian Village Hotel. Supplementary employment Hawaii Case studies. Hotels*

Human Resource Management
Hawaii Employees Supplementary employment Case studies. Taverns (Inns) Hawaii Employees Supplementary employment Case studies. Restaurants Hawaii Employees Case studies.


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. M.S. Chapman, Idris John. **The relationship between pre-retirement programs and attitudes towards work and retirement.**  

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


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


1955. M.S. in Ed. Zeh, Carl Willard. **Major skills required by technicians in mechanical research and development.**  

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.).**  

Job analysis.

Industrial relations Case studies. Job analysis Case studies. Employees Rating of Case studies.


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.*

Human Resource Management


*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.*
Immigration


   Labor supply Panama Canal. Aliens Panama Canal. Panama Canal (Panama) Officials and employees.

   Migrant labor United States. Agriculture and state United States. Agricultural laborers Mexico.
International


International


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


*Labor market India Econometric models. Unemployment India Econometric models. Wages India Econometric models. Job security Law and legislation India. Labor laws and legislation India.*


*Grievance procedures Korea (South). Employee-management relations in government Korea (South). Grievance procedures United States. Employee-management relations in government United States.*


International

   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).

   International business enterprises Personnel management. Organizational effectiveness.

   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.


- Picketing.  
- Strikes and lockouts.  
- Violence in the workplace.  
- Picketing Ontario.  
**Strikes and lockouts Ontario.**  
**Violence in the workplace Ontario.**

- Industrial relations Bulgaria.  
- Post-communism Bulgaria.  
- Corporate state Bulgaria.  
**Bulgaria Social policy.**

- Automobile industry and trade Personnel management Korea (South).  
- Automobile industry and trade Personnel management Japan.  
- Hyundai Chadongch’a Chusik Hoesa (Korea)—Personnel management.  
- Toyota Jid¯osha K¯ogy¯o Kabushiki Kaisha—Personnel management.  
**Hyundai.**

1994. M.S. Pan, Shih-Wei. **State policy and workplace relations in Taiwan.** Advisor: H. Katz.  
- Labor policy Taiwan.  
- Industrial relations Taiwan.

- Early retirement Sweden.  
- Retirement age Sweden.  
- Old age pensions Sweden.

- 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.

- Collective bargaining--Telecommunication--United States.  
- Collective bargaining--Telecommunication--Great Britain.  
- Collective bargaining unit--United States.  
- Collective bargaining unit--Great Britain.

- Work ethic United States.  
- Work ethic Japan.  
- Work ethic Germany (West).  
- Work ethic Cross-cultural studies.


   Labor supply--Costa Rica--San José. Wages--Costa Rica--San José.

   Labor laws and legislation South Africa. Blacks Employment South Africa.


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


   Industries--Size--Korea (South). Labor supply--Korea (South). Wages--Korea (South).

   Wages Korea (South). Industrial hygiene Korea (South).


   Haciendas--Peru--History. Agriculture--Economic aspects--Peru--History.

   Communication in organizations Argentina. Organization.

International

Picketing Great Britain. Picketing United States.


Cooperative societies Spain Mondragon. Producer cooperatives Spain Mondragon.


International Labour Organisation. Industrial relations South Africa. South Africa Race relations.


Wages--Pakistan.


Wages Korea (South). Labor supply Korea (South).


Wage-price policy Australia Mathematical models. Income distribution Australia Mathematical models.


Educational sociology Peru. Working class Peru.
Management Employee participation Chile.

Fate and fatalism Tradition (Philosophy) Trinidad--Social conditions.

Collective bargaining--Canada. Labor unions--Canada.

Castro, Fidel, 1926-. Labor movement--Cuba. Labor unions--Cuba.


Textile workers Israel. Industrial relations Israel Case studies.

   *Industrial organization--Brazil--Case studies. Technological innovations--Brazil.*


   *Social classes Peru. Peru Social conditions. Peru Economic conditions.*


   *United States. Committee on Fair Employment Practice. Discrimination in employment United States.*


   *Labor unions Guiana. Labor unions United States.*


   *Unemployed Quebec (Province). Occupational training Quebec (Province).*


   *Entrepreneurship. Industries Malaysia. Malaysia Economic policy.*


   *Labor unions Canada Political activity. Working class Canada Political activity. Labor laws and legislation Canada.*

1973. Ph.D. Mwanza, Jacob Mumbi. **Modern sector employment growth in East Africa (with special emphasis on Zambia).**

   Industrial relations--India. Wages--India. India--Economic conditions--1947-.
   India--Economic policy.


   Education India. Education Children. Schools Administration India.


   Developing countries. Social change. Political science.


   Power (Social sciences). Peru Social conditions 1968-. Peru Rural conditions.


   Automobile industry and trade Peru. Industrial sociology Case studies.

Aronson.
Labor supply Trinidad and Tobago. Unemployment Trinidad and Tobago.

Collective bargaining Chile. Labor laws and legislation Chile.


Copper industry and trade Chile. Wages Copper industry Chile. Wages and labor productivity Chile. Labor economics Mathematical models.

Industrial relations Chile. Wages Chile. Labor unions Chile Officials and employees.

Pricing Chile. Chile Economic policy.


India Social conditions. Industries India.


International


Agriculture Soviet Union. Wages Soviet Union. Agricultural laborers Soviet Union.

1967. Ph.D. Coates, Norman. **Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.**
Industrial relations Canada. Industrial relations. Automobile industry and trade Canada. Automobile industry and trade. Canada Foreign economic relations United States. United States Foreign economic relations Canada.

1967. M.S. Cordova Cordoves, Efren. **The Cuban labor movement: survey and interpretation.**
Labor unions Cuba History. Labor movement Cuba.

1967. M.S. Westacott, George Henry. **Interpersonal trust in Peru.**

1966. M.S. Hadary, Sharon G. **Evolution of the woman's role in the Italian labor force.**
Women Employment Italy. Women Legal status, laws, etc Italy.

1966. Ph.D. Miller, Richard Ulric. **The role of labor organizations in a developing country: the case of Mexico.**
277  ILR School Theses and Dissertations: a listing

Electric industry workers Labor unions Mexico.

National Productivity Council (Canada).  Industrial productivity Canada.  Industrial relations Canada.


Labor unions Turkey.  Labor laws and legislation Turkey.  Industrial relations Turkey.

1964.  Ph.D.  Jain, Sagar Chand.  Social origins and careers of industrial managers in India.
Executives India.  Industrial management India.  Occupational mobility India.  India Economic policy.  Industries India.


1963.  M.S.  Bradley, Michael Edward.  Some aspects of the labor supply problem in the underdeveloped countries.
Labor supply.  Developing countries.  Economic development.


Social security Japan.  Japan Economic conditions 1945-.


1961.  M.S.  Galvin, Miles Eugene and United States. International Cooperation Administration.  The Latin American Union Leadership Training Program of the
Labor Relations Institute of the University of Puerto Rico.

University of Puerto Rico. Latin American Union Leadership Training Program.


Works councils Poland Case studies. Cotton textile industry Poland.


Labor unions--Indonesia.
1957.  Ph.D.  James, Ralph C.,Jr.  Labor and technical change: the Bombay cotton textile industry.
        Cotton textile industry--India.  Labor supply--India.  Technological innovations.

1957.  M.S.  Losi, Maria Luciana.  The development of manpower management: Italy, a case study.
        Industrial relations Italy.  Management Employee participation Italy.  Personnel management.  Labor unions Italy.


1957.  M.S.  Saldanha, Ronald A.  The application of job evaluation to the oil industry in Bombay.

1957.  M.S.  Verma, Bisheshwar Prasad.  Works committees and consultative machinery in India.
        Works councils India.

        Labor movement West Indies, British.  Labor unions West Indies, British.  Working class West Indies, British Political activity.

1956; (1957).  M.S.  Varma, Madhurendra Kishori.  Whither industrial relations in India?
        Industrial relations India.  Labor supply India.  Labor laws and legislation India.

        Vocational education.  Egypt.  Education.  Labor supply.


        Labor supply Panama Canal.  Aliens Panama Canal.  Panama Canal (Panama) Officials and employees.
1956. M.S. Narayan, Braj Kishore.  **Compulsory arbitration of labour disputes in India.**

    Arbitration, Industrial India.  Labor laws and legislation India.

1956. M.S. Newman, Ted.  **The development of wage determination criteria in government arbitration and fact finding.**


1956. M.S. Rath, Gopal Chandra.  **The welfare officer in Indian industry.**

    Industrial welfare India.  Personnel directors.  Industrial laws and legislation India.

1956. Ph.D. Sinha, Ganesh Prasad.  **Economics of labor welfare funds in the coal industries of the United States, Great Britain, and India.**


1955. M.S. Haddy, Pamela Mary.  **Changes in British interindustry earnings structure under full employment.**

    Wages Great Britain.  Labor supply Great Britain.


    Migrant labor United States.  Agriculture and state United States.  Agricultural laborers Mexico.

1954. Ph.D. Richardson, Stephen Alexander.  **The social organization of British and United States merchant ships.**

    Merchant mariners.  Industrial relations.  Social interaction.

1953. M.S. Begert, Arline Gertrude.  **Analysis of the Canadian old age security system.**

    Old age insurance Canada.  Social security Canada.

1953. M.S. Nelson, Ulla L.  **A comparison of foremen in an American and a Swedish rubber factory.**

1952. Ph.D. Vadakin, James Charles.  **The family allowances movement.**

    Family allowances.  Family allowances--Canada.


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

1948. M.S. Das, Radha Charan.  *Some basic considerations for the development of industrial education in Orissa (India).*

*Vocational education.*
Job Satisfaction, Employee Morale, and Employee Motivation


   Employee stock options--United States. Executives--United States--Attitudes.

   Job satisfaction--Case studies.


   Call centers--Personnel management. Customer services--Management.


Job Satisfaction, Employee Morale, and Employee Motivation

Employee motivation. Employees Attitudes.


Organizational behavior. Role expectation. Employee motivation.


Industrial relations. Labor contract. Employees--Attitudes.


Wages and labor productivity United States. Compensation management United States.


Cafeteria benefit plans United States. Decision making. Choice (Psychology).


   *Supervision of employees Psychological aspects.  Interpersonal relations.  Personnel management Psychological aspects.  Work Psychological aspects.*


   *Alcoholism and employment United States.*


   *Teachers’ unions Psychological aspects.  Collective bargaining Teachers.  Teachers Attitudes.*


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


Job Satisfaction, Employee Morale, and Employee Motivation
Quality of work life.

Job satisfaction.  Work Psychological aspects.


Job satisfaction.

Job satisfaction.


Layoff systems New York (State).  New York (State) Officials and employees.


Job Satisfaction, Employee Morale, and Employee Motivation
ILR School Theses and Dissertations: a listing


Job satisfaction.


Communication in personnel management. Employees Rating of.


Employees Training of. Motivation (Psychology).


Cornell University Faculty. Collective bargaining College teachers New York (State) Ithaca.


Promotions. Psychology, Industrial.


Job satisfaction. Psychology, Industrial.


Psychology, Industrial. Wage payment systems.


Job satisfaction. Labor mobility.


Personnel management. Motivation (Psychology).

Job Satisfaction, Employee Morale, and Employee Motivation

Nurses United States Job satisfaction Case studies. Supervision of employees.


Job satisfaction. Psychology, Industrial.


Job satisfaction. Clerks.


Job satisfaction Case studies. Professional employees Case studies. Employee attitude surveys.

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.


Job Satisfaction, Employee Morale, and Employee Motivation
1967. Ph.D. Theodore, Eustace Demetrios. **Beliefs, values and preferences; a search for the source: a military field experiment.**

1967. Ph.D. Weissenberg, Peter. **Psychological differentiation and job satisfaction.**
   *Job satisfaction Research. Psychology, Industrial.*

   *Job satisfaction Case studies. Supervision of employees Case studies.*

1965. M.S. Schwartzbaum, Allan Murray. **The motivation of supervisors to interact horizontally and diagonally.**

1965. M.S. Theodore, Eustace Demetrios. **An exploration of attitude change as a result of task experience.**
   *Attitude (Psychology).*

1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**

1964. M.S. Salinas, Raymond Conde. **An exploratory study of job satisfaction attitudes among non-academic university personnel.**

   *Job satisfaction.*


1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research 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.*

1960. Ph.D. Ferguson, John Bodley. **Job satisfaction and job performance within a university faculty.**

Job Satisfaction, Employee Morale, and Employee Motivation
University of Hawaii (Honolulu).  Job satisfaction--Case studies.  Universities and colleges--Faculty.


   United Fund.  Federations, Financial (Social service).  Social group work.

   Handicapped Employment.


   New York Mills Company.

1954.  M.S.  Senderoff, Geraldine.  Using attitude surveys and results for supervisory development programs.
   Employee attitude surveys Case studies.  Supervisors, Industrial Case studies.


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.


Job Satisfaction, Employee Morale, and Employee Motivation
Labor Markets and Labor Mobility


Labor Markets and Labor Mobility
   Alcoholism and employment United States.


   Foreign trade and employment Econometric models. Wages Econometric models.


   Labor supply--Costa Rica--San José. Wages--Costa Rica--San José.


   Afro-American women executives. Promotions United States.


Gruenfeld.  

Job satisfaction. Labor mobility.

Labor mobility Mathematical models.

Labor mobility United States. Labor mobility Case studies.


Labor supply Trinidad and Tobago. Unemployment Trinidad and Tobago.

Migration, Internal United States. Labor supply United States.


1964. Ph.D. Jain, Sagar Chand. Social origins and careers of industrial managers in India.
ILR School Theses and Dissertations: a listing

Executives India. Industrial management India. Occupational mobility India. India Economic policy. Industries India.


Labor Unions


Domestics Labor unions China Hong Kong. Domestics China Hong Kong. Alien labor China Hong Kong. Labor unions Organizing China Hong Kong.


Labor Unions

   Health facilities Employees Labor Unions Organizing United States. Health facilities Employees. Labor unions Organizing United States.

   National Education Association of the United States. Teachers’ unions United States. Associations, institutions, etc. United States. Organizational sociology United States.


   Women labor union members United States Case studies. Labor unions Organizing Case studies.

   Teachers’ unions New York (State). Grievance procedures New York (State).

   Grievance procedures--United States.


   Airlines--Employees--Labor unions--United States.


Labor Unions
Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.


Teachers' unions Psychological aspects. Collective bargaining Teachers. Teachers Attitudes.


Teacher participation in administration United States. Teachers' unions United States.


Labor unions and mass media United States Case studies. Labor unions and mass media Pennsylvania Wilkes-Barre.


Multihospital systems United States Employees. Hospitals Staff Labor unions United States.


Income maintenance programs United States. Wages United States Mathematical models.


Labor Unions

*White collar workers Labor unions Organizing United States. White collar workers United States.*


*Discrimination in employment Law and legislation United States. Labor unions United States Minority membership.*


*Labor unions United States Statistics.*


*Collective bargaining. Labor unions.*

representation in public sector labor relations. Advisor: J. Gross.


Government employee unions United States.

Miller, Arnold, 1923-. United Mine Workers of America.

Employee fringe benefits United States. Municipal officials and employees Salaries, etc. United States.


Collective bargaining--Canada. Labor unions--Canada.


Castro, Fidel, 1926-. Labor movement--Cuba. Labor unions--Cuba.

Labor Unions


Labor Unions
1970. M.S. Miller, Bernard Francis, Jr. **Collective bargaining in the Canadian air transportation industry: the Air Canada experience.** Advisor: J. Gross.


Universities and colleges New York (State). Universities and colleges New Jersey. Universities and colleges Faculty. Teachers' unions New York (State). Teachers' unions New Jersey. Education Societies, etc New York (State). Education Societies, etc New Jersey.


1968. M.S. Fuchs Baransky, Claudio Jacky. **The correlates and determinants of wage aspirations and local union-management relations in Chile.** Advisor: H. Landsberger.

Industrial relations Chile. Wages Chile. Labor unions Chile. Officials and employees.


Confédération des syndicats nationaux. Labor unions--Canada--History.


Association of Western pulp and paper workers. Paper industry workers Labor unions United States.


Agriculture Soviet Union. Wages Soviet Union. Agricultural laborers Soviet Union.


Labor unions Cuba History. Labor movement Cuba.


Labor unions Trinidad and Tobago. Working class Trinidad and Tobago. Labor movement Trinidad and Tobago.


Electric industry workers Labor unions Mexico.


   Labor unions Turkey. Labor laws and legislation Turkey. Industrial relations Turkey.

   Textile workers Labor unions Organizing Southern States.


   Agricultural Workers Organizing Committee. Agricultural laborers Labor unions California. Agriculture California.


   Amalgamated Clothing Workers of America. Wages Clothing workers. Men's clothing industry.


Labor Unions
University of Puerto Rico. Latin American Union Leadership Training Program.


1959. M.S. Beach, Muriel Leola. The problems of the skilled worker in an industrial union; the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) AFL-CIO case.

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.


Labor Unions
Labor unions--United States. Labor union members.

Labor unions--Indonesia.

1957. M.S. Finder, Joan Kiel. Differences in personnel practices and policies in large union and non-union retail stores in New York City.


1957. M.S. Losi, Maria Luciana. The development of manpower management: Italy, a case study.
Industrial relations Italy. Management Employee participation Italy. Personnel management. Labor unions Italy.

Labor movement West Indies, British. Labor unions West Indies, British. Working class West Indies, British Political activity.

Labor unions United States History. Labor unions Mergers United States.


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

1954. M.S. Ghent, Donald Frank. **Factors determining the status of the shop steward; a case study of a union local.**

1954. M.S. Richards, Paul Bunting. **The effect of the Taft-Hartley act on traditional union security practices in the building and construction industry.**
Construction workers Labor unions Law and legislation United States. Open and closed shop Law and legislation United States.

1953. Ph.D. Beal, Edwin Fletcher. **Origins of codetermination (Mitbestimmung) in Western Germany.**
Works councils Germany (West). Works councils Germany. Working class Germany. Labor unions Germany.

1953. Ph.D. Sparks, Lois Remmers (Dean). **Front office leadership: the decline of militancy in two union locals.**
Labor unions--Officials and employees. Shop stewards. Labor union members.

1952; (1953). Ph.D. 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. Ph.D. McFarland, Dalton E. **Leadership in a local labor union undergoing organizational stress.**

1952. M.S. Owen, Homer Leroy. **The role of the CIO-PAC in the 1944 elections.**

1951. M.S. Elias, Robert and Amalgamated Clothing Workers of America. **The wage policies of the Amalgamated Clothing Workers of America, 1914-50.**

1951. Ph.D. Wickersham, Edward Dean. **Opposition to the international officers of the United Mine Workers of America: 1919-1933.**
United Mine Workers of America.
Four analytical approaches toward an understanding of the decision-making process in three retail unions.
Clerks (Retail trade) Labor unions United States.  
Decision making.

1949. M.S. in ILR Culley, Jack Frederick.  
A consideration of personnel policy and procedure in connection with labor union negotiations; a case study.

1949. M.S. in ILR Mims, Henry N.  
Impact of union-management relations on management's industrial relations policy: a study of the Erwin Cotton Mills Company and the Textile Workers Union of America.

Labor-management cooperation through the operation of a labor-management committee; a case study, I. B. Kleinert Rubber Company and the American Federation of Rubber Workers, Local 20499.

The application of the union security features of the Taft-Hartley act in the Buffalo area.
United States.  
Union security.

1949. M.S. in ILR Windmuller, John P.  
Union organization and collective bargaining in manufacturing and public utility industries in Chemung County, New York.

1948; (1946). M.S. in ILR Bourke, Norman Francis.  
A study of unionism in the textile industry of Utica, New York.

A study of union-management relationships at the Amsterdam plant of the Bigelow-Sanford carpet company with emphasis on the development of human relations in the grievance procedure.

A case study of labor relations in a small farm-equipment manufacturing company.

The background of organized labor and an analysis of union agreements in the primary pulp and paper industry.
United Paperworkers of America.  
Paper industry workers Labor unions United States.
Paper industry United States.  
Collective labor agreements Paper industry United States.

Teacher strikes in the United States.
Norwalk, Conn. 1946.  
Strikes and lockouts Teachers United States.  
Buffalo Teachers' Strike, 1947.  
Teachers' unions.

An investigation into the operation of the health and welfare fund of the Joint board dress and waistmakers union of greater New York, International ladies' garment workers' union, A.F.L.
## Pensions and Retirement


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


- State governments United States
- Officials and employees
- Pensions
- Finance
- State governments United States
- Officials and employees
- Pensions
- United States
- Finance
- Local officials and employees
- Pensions
- United States


- Early retirement Sweden
- Retirement age Sweden
- Old age pensions Sweden


- Old age pensions Sweden
- Retirement age Sweden
- Early retirement Sweden


- Old age pensions United States
- Pension trusts United States


- United States
- Congress
- House
- Committee on Ways and Means
- Employee retirement income security act of 1974
- Retirement income--United States
- Arbitration, Industrial--United States


- Aged Employment United States
- Retirement income United States
- Early retirement United States


- Early retirement
- Aged Employment
- Technological innovations


- Old age assistance--New York (State)--Tompkins County
- Old age--New York (State)

---

Pensions and Retirement
Power


- Industrial organization United States.
- Power (Social sciences) United States.
- Industrial management United States.
- Organizational sociology United States.
- Corporations Sociological aspects.


- Employee empowerment United States.
- Industrial management Employee participation United States.
- Employees United States.
- Organizational change United States.


- Corporate culture.
- Power (Social sciences).
- Courtesy.
- Interpersonal communication.
- Sociolinguistics.


- Management Employee participation.
- Industrial management Employee participation.
- Hierarchies.
- Cooperative societies United States.


- Teacher participation in administration United States.
- Teachers' unions United States.


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


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


- Power (Social sciences).
- Mathematical models.
- Technological complexity.
- Organizational behavior.
- Power (Social sciences).


Power


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


       Nonparametric statistics.
Psychology and Sociology


Retail trade--Public relations. Retail trade--Social aspects. Demography--Economic aspects.


1999. M.S. Sanna, Filip Leon. **Conflicts between bureaucratic, medical-technical, and caregiving approaches to EMS work: using logics of action as an analytic tool.** Advisor: S. Bacharach.


National Education Association of the United States. Teachers' unions United States. Associations, institutions, etc. United States. Organizational sociology United States.


Supervision of employees Psychological aspects. Interpersonal relations. Personnel management Psychological aspects. Work Psychological aspects.


1992. M.S. Edlefsen, Paul J. **An investigation into the relationship between benefits satisfaction and benefits knowledge and how computerized decision aids

Psychology and Sociology
influence this relationship. Advisor: G. Milkovich.


Mediation. Conflict management.


Trust Social aspects. Industrial sociology. Interpersonal relations.


Teachers' unions Psychological aspects. Collective bargaining Teachers. Teachers Attitudes.


Personnel management. Industrial relations.


   *Research, Industrial. Industrial project management.*

   *Personality assessment. Interpersonal relations.*

   *Utility theory. Risk.*


   *Decision making. Utility theory.*

   *Job satisfaction. Work Psychological aspects.*


   *Educational sociology Peru. Working class Peru.*

   *Psychology, Industrial. Employees Dismissal of.*

   *Organizational behavior. Psychology, Applied.*


---

Psychology and Sociology
*Industrial relations.*

*Fate and fatalism Tradition (Philosophy) Trinidad--Social conditions.*

*Negotiation. Mediation and conciliation, Industrial. Motivation (Psychology).*

*Unemployed Virginia. Psychology, Industrial.*

*Psychology, Industrial. Justice.*

*Psychology, Industrial.*

*Employees Training of. Motivation (Psychology).*


*Social classes Peru. Peru Social conditions. Peru Economic conditions.*

*Wages. Labor supply. Psychology, Industrial.*
*Psychology, Industrial. Small groups.*

*Job satisfaction. Psychology, Industrial.*

*Power (Social sciences). Decision making.*

*Psychology, Industrial. Wage payment systems.*

*Social psychology.*

*Personnel management. Motivation (Psychology).*

*Arbitration, Industrial Case studies.*

*Clerks Puerto Rico. Psychology, Industrial.*


*Social sciences Research. Sociology Methodology.*


*Decision making. Ability Testing.*

Psychology and Sociology


Psychology and Sociology


Psychology, Industrial.

Migrant labor--New York (State). Agricultural laborers--New York (State).


Job satisfaction Research. Psychology, Industrial.

Social interaction. Social groups. Social psychology. Sociology, Rural. Peru
Social conditions.

Dreams. Schizophrenics. Youth.


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

1965. M.S. Theodore, Eustace Demetrios. **An exploration of attitude change as a result of task experience.**
   Attitude (Psychology).

1965. M.S. Weissenberg, Peter. **An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception.**
   Leadership. Psychology, Industrial.

1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**

1964. M.S. McPartland, James Michael. **On the multivariate analysis of interaction for nominal variables.**
   Psychometrics. Scale analysis (Psychology). Social sciences Methodology.

1964. M.S. Sales, Stephen Mark. **A laboratory investigation of the effectiveness of two industrial supervisory patterns.**

1963. Ph.D. Buck, Vernon E. **Job pressures on managers: sources, subjects, and correlates.**

1963. Ph.D. Klein, Stuart Marc. **Work pressure and group cohesion.**
   Psychology, Industrial Case studies. Industrial relations. Social interaction Case studies.

1963. M.S. Nord, Walter Robert. **A field experiment on Hawthorne effect and psychological demand characteristics.**
   Psychology, Industrial. Personnel management.

1963. Ph.D. Paolucci, Thomas D. **A comparative study of factors relating to lack of school persistence at the high school level.**
   School attendance--New York (State)--Utica. Motivation (Psychology).

1961. M.S. Herron, Robert Wallace. **Returns from space allocation of national and private brands for six product groups in a single chain.**
   Display of merchandise. Trademarks--United States.
1960. M.S. Buck, Vernon E. **The impact of technology on the social system: a case study of tool and die makers.**

1954. Ph.D. Landsberger, Henry Adolph. **A study of mediation through an analysis of the background of disputes and the activities of the mediator.**
*Meditation. Social interaction. Social psychology.*

1954. Ph.D. Richardson, Stephen Alexander. **A study of selected personality characteristics of social science field workers.**
*Social scientists. Social sciences Study and teaching.*

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

*Civil service OECD countries. Downsizing of organizations OECD countries. OECD countries Officials and employees Dismissal of. Administrative agencies OECD countries Management.*

*Teachers' unions New York (State). Teachers' contracts New York (State). Academic achievement New York (State).*

*Grievance procedures Korea (South). Employee-management relations in government Korea (South). Grievance procedures United States. Employee-management relations in government United States.*


*Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.*

Public Employment


Teacher participation in administration United States. Teachers' unions United States.


Teachers--Malpractice--New York (State). Teachers--Tenure--New York (State). Teachers--Legal status, laws, etc.--New York (State).


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


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


Strikes and lockouts Civil service United States.

Public Employment
  Municipal officials and employees Salaries, etc. United States. Fire fighters Salaries, etc. United States. Police Salaries, etc. United States.


  Government employee unions United States.

  Employee fringe benefits United States. Municipal officials and employees Salaries, etc. United States.

  City University of New York Faculty. Collective bargaining College teachers.

  Collective bargaining Government employees United States.


Collective bargaining Government employees Quebec (Province).

1975. M.S. Whalen, Garry M. **Collective bargaining in the State University of New York.** Advisor: D. Lipsky.  
School management and organization--United States. Teachers--Pensions--United States.


Collective bargaining Government employees United States.


Public Employment

1972; (1973). M.S. Weitzman, Joan Parker. **The scope of bargaining in public employment.**  


Public Employment


*University of the State of New York. Vocational education--Study and teaching. Teachers--New York (State).*

1956. M.S. Newman, Ted. **The development of wage determination criteria in government arbitration and fact finding.**


1951. M.S. Ross, Harold Gilbert. **State procedures for the compulsory settlement of labor disputes in public utilities.**

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.*

1947; (1948). M.S. in ILR Eddison, John Corbin. **Teacher strikes in the United States.**

Public Policy

Child labor--Brazil. Brazil--Economic conditions.


2000. M.S. Kim, James Je Heon. **Role of regime legitimacy in economic development and industrial relations in Brazil and Argentina.** Advisor: M. Cook.  


1994. M.S. Pan, Shih-Wei. **State policy and workplace relations in Taiwan.** Advisor: H. Katz.  
Labor policy Taiwan. Industrial relations Taiwan.


Workers' compensation United States. Medical care United States Cost control.


United States. National Labor Relations Board.


Sex discrimination in employment United States. Equal pay for equal work United States.


   Economic policy--Mathematical models. Economic development--Mathematical models.


   Municipal officials and employees Salaries, etc. United States. Fire fighters Salaries, etc. United States. Police Salaries, etc. United States.


   Local finance. Fiscal policy.


   Wage-price policy Australia Mathematical models. Income distribution Australia Mathematical models.


   Unemployed United States.


   Management--Employee participation. Employee ownership.


1975. M.S. Wein, Jeffrey Marc. **An investigation of factors influencing the decision to consort under Title I of the Comprehensive employment and training act of 1973.** Advisor: W. Frank.


Entrepreneurship. Industries Malaysia. Malaysia Economic policy.


Manpower policy New York (State). Organization.


Industrial relations--India. Wages--India. India--Economic conditions--1947-. India--Economic policy.


Developing countries. Social change. Political science.


Pricing Chile. Chile Economic policy.


Public Policy
China Economic policy.


Labor policy Trinidad and Tobago.  Labor laws and legislation Trinidad and Tobago.  Industrial relations Trinidad and Tobago.  Labor courts Trinidad and Tobago.  Labor disputes Trinidad and Tobago.

Wages--Netherlands.  Wage-price policy--Netherlands.


1964.  Ph.D.  Jain, Sagar Chand.  Social origins and careers of industrial managers in India.
Executives India.  Industrial management India.  Occupational mobility India.  India Economic policy.  Industries India.

Unfair labor practices Employer.  Labor laws and legislation United States.

Amalgamated Clothing Workers of America.  Wages Clothing workers.  Men's clothing industry.


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

1956. M.S. Lewis, William Leon.  **A study of alien employment programs of United States Government agencies in the Canal Zone from 1939 through 1955.**  
Labor supply Panama Canal.  Aliens Panama Canal.  Panama Canal (Panama) Officials and employees.

Migrant labor United States.  Agriculture and state United States.  Agricultural laborers Mexico.
Social Insurance and Welfare


Labor market India Econometric models. Unemployment India Econometric models. Wages India Econometric models. Job security Law and legislation India. Labor laws and legislation India.


1996. Ratcliffe, Caroline Elizabeth. Intergenerational transmission of welfare participation:

Workers' compensation--United States. Insurance, Health--United States--Cost control.


Social Insurance and Welfare

   Student aid United States. Social security United States.


   Prepaid legal services United States.


   Social security Japan. Japan Economic conditions 1945-.


1956. M.S. Rath, Gopal Chandra. The welfare officer in Indian industry.
   Industrial welfare India. Personnel directors. Industrial laws and legislation India.

Social Insurance and Welfare


Specific Companies


   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.


Specific Companies


- Lima Light and Power Company. Supervision of employees Case studies.


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.

1957. Ph.D. Tarneja, Ramnarain Sukhraj. **Profit sharing and the problems of technological change: a case study of workload change in a textile mill.**


Specific Companies

---

**ILR School Theses and Dissertations: a listing**

   New York Mills Company.


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


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. Raimon, Robert Leonard. **Labor-management cooperation through the operation of a labor-management committee; a case study, I. B. Kleinert Rubber Company and the American Federation of Rubber Workers, Local 20499.**

1948; (1949). M.S. in ILR Bulow, Ernest Roy. **The employee-management joint committee in the Machine division of the Todd company, Rochester, New York; a case study.**

1948. M.S. Hosking, William George. **A case study of labor relations in a small farm-equipment manufacturing company.**

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.**
Specific Industries


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


  Strategic alliances (Business) United States Case studies. Biotechnology industries United States.


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

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


1999. Ph.D. Ainspan, Nathan David. **The geek shall inherit or leave the money and run?: role identities and turnover decisions among software programmers and other high technology employees.** Advisor: T. Welbourne.


  Employees Relocation. Service industries. Executives.
   *Wages United States.* *Wages Effect of education on United States.* *Rent (Economic theory).*

   *Manufacturing industries Management Employee participation Case studies.*
   *Organizational change.*

   *Automobile mechanics Effect of technological innovations on United States.* *Service industries workers Effect of technological innovations on United States.* *Service industries Social aspects United States.*


   *Total quality management.* *Service industries workers--Training of.* *Problem solving.*
   *Organizational commitment.* *Service industries--Management.*

   *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.*

   *Railroads United States.* *Organizational change United States.*

   *Biotechnology industries United States.* *Journalism, Commercial United States.*

   *Automobile industry and trade Personnel management Korea (South).* *Automobile industry and trade Personnel management Japan.* *Hyundai Chadongch`a Chusik Hoesa (Korea)--Personnel management.* *Toyota Jid`osha K`ogy`o Kabushiki Kaisha--Personnel management.*

Specific Industries


Airlines--Employees--Labor unions--United States.


<table>
<thead>
<tr>
<th>Year</th>
<th>Degree</th>
<th>Author</th>
<th>Title</th>
<th>Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Shipbuilding industry United States Management Employee participation.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mesabi Range Region (Minn.) Economic conditions. Vermillion Range Region (Minn.) Economic conditions. Iron mines and mining Minnesota.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Airlines--Employees--Salaries, etc.--United States.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Industries--Size--Korea (South). Labor supply--Korea (South). Wages--Korea (South).</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Collective bargaining Steel industry United States History.</td>
<td></td>
</tr>
<tr>
<td>1985</td>
<td>M.S.</td>
<td>Lehman, Mary.</td>
<td>Investor-owned multihospital systems: workers and unions in the new industry.</td>
<td>R. Seeber.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Multihospital systems United States Employees. Hospitals Staff Labor unions United States.</td>
<td></td>
</tr>
</tbody>
</table>

Specific Industries
   Human capital United States.


   Nursing homes New York (State). Collective bargaining Nursing homes New York (State).

   Textile workers Israel. Industrial relations Israel Case studies.

   United Transportation Union.


   Entrepreneurship. Industries Malaysia. Malaysia Economic policy.


Specific Industries


Automobile industry and trade Peru. Industrial sociology Case studies.


Copper industry and trade Chile. Wages Copper industry Chile. Wages and labor productivity Chile. Labor economics Mathematical models.


India Social conditions. Industries India.


Association of Western pulp and paper workers. Paper industry workers Labor unions United States.

Specific Industries
1967. Ph.D. Coates, Norman.  Industrial relations implications of Canadian-
United States economic integration: the automobile industry as a case study.
Industrial relations Canada. Industrial relations. Automobile industry and trade
Canada. Automobile industry and trade. Canada Foreign economic relations United States.
United States Foreign economic relations Canada.

1967. M.S. Kuwahara, Yasuo.  The impact of technology and market
competition on the employment of women workers in the United States cotton
textile industry 1900-1965.

1966. M.S. Aiges, Stanley Leonard.  The arbitration of loyalty discharge
cases.
Arbitration, Industrial United States Cases. Industries Security measures United
States.

1966. M.S. Azevedo, Ross Eames.  Market concentration and the behavior of the
wage share in ten durable goods industries, 1950-1962.
Labor economics. Income United States. Monopolies United States. Industries
United States.

1966. M.S. Disini, Domingo Purisima,Jr.  The permanent impartial arbitration
system of the B. F. Goodrich Company and the United Rubber, Cork, Linoleum, and
Plastic Workers of America, AFL-CIO.
B.F. Goodrich Company. International Union of United Rubber, Cork, Linoleum, and

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.

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

1966. Ph.D. Thompson, Mark Elliott.  The development of unionism among
Mexican electrical workers.
Electric industry workers Labor unions Mexico.

1964. Ph.D. Craig, Alton Westwood.  The consequences of provincial jurisdiction
for the process of company-wide collective bargaining in Canada; a study of the
packinghouse industry.
Labor laws and legislation Canada. Collective bargaining unit Canada. Packing-
   Textile workers Labor unions Organizing Southern States.


   Amalgamated Clothing Workers of America. Wages Clothing workers. Men's clothing industry.

   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.

   Farm income--New York (State). Dairying--New York (State).

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.

   United Hatters, Cap, and Millinery Workers International Union. United Hatters, Cap, and Millinery Workers International Union. Joint Board of Millinery Workers Unions, New

   Works councils Poland Case studies. Cotton textile industry Poland.

1957. Ph.D. James, Ralph C., Jr. Labor and technical change: the Bombay cotton textile industry.
   Cotton textile industry--India. Labor supply--India. Technological innovations.

1957. M.S. Saldanha, Ronald A. The application of job evaluation to the oil industry in Bombay.


1955; (1956). Ph.D. Lentz, Edith Margaret (Hamilton). The American voluntary hospital as an example of institutional change.
   Hospitals--United States. Hospitals--Administration.

   Wages Great Britain. Labor supply Great Britain.


*Job analysis.*

1954. M.S. Richards, Paul Bunting. **The effect of the Taft-Hartley act on traditional union security practices in the building and construction industry.**
*Construction workers Labor unions Law and legislation United States. Open and closed shop Law and legislation United States.*

1954. Ph.D. Zollitsch, Herbert George. **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.**
*Technological innovations. Repairing trades. Electronic industries Job descriptions. Electronic industries Handbooks, manuals, etc.*

1953. Ph.D. Cullen, Donald E. **Factors affecting the interindustry wage structure, 1899-1950.**
*Wages United States. Wages and labor productivity United States.*

1953. M.S. Nelson, Ulla L. **A comparison of foremen in an American and a Swedish rubber factory.**

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

1952; (1953). Ph.D. 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. M.S. Meyer, Charles Hillard. **Age and industrial effectiveness; a case study at Alexander Smith and Sons Carpet Company.**

1951. M.S. in Ed. Zollitsch, Herbert George. **Initial employment of youth in the manufacturing industries of Tompkins County, New York.**

1950. M.S. in ILR Barone, Nancy Carol (Stockdale). **Areas of managerial training needs in small retail stores.**
*Stores, Retail Management. Executives Training of.*

Specific Industries
1950. M.S. in ILR Puchek, Michael. **A survey of the personnel policies of a small general hospital in New York State.**

1949; (1950). Ph.D. Parsons, Edgar Allen. **Some economic aspects of collective bargaining in the rubber industry.**

1949. M.S. Machaver, Harvey. **The utilization of the older worker in industry; a case study of the older worker at the Ithaca Gun Company.**

1949. M.S. in ILR Phillips, Edward L. **Collective bargaining in the textile industry of Fall River, Massachusetts.**


1949. M.S. in ILR Windmuller, John P. **Union organization and collective bargaining in manufacturing and public utility industries in Chemung County, New York.**

1948; (1946). M.S. in ILR Bourke, Norman Francis. **A study of unionism in the textile industry of Utica, New York.**

1948. M.S. in ILR Rogers, Henry Neil. **The background of organized labor and an analysis of union agreements in the primary pulp and paper industry.**

1948. M.S. in Ed. Walsh, John Patrick. **A survey of occupations in the glove manufacturing industry of Fulton County, New York, and a community occupational survey of the city of Gloversville, New York, for the planning of vocational education in the public schools.**

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

1946. M.S. in ILR Strauss, Donald Adler. **The impartial-chairman system of arbitration as illustrated principally by the Rochester men's clothing industry.**
*Arbitration, Industrial Clothing industry. Men's clothing industry New York (State) Rochester.*
Statistics, Models, and Measurement

2006. M.S. Barger, Katherine. *Mixtures of exponential distributions to describe the distribution of Poisson means in estimating the number of unobserved classes.* Advisor: J. Bunge.


Statistics, Models, and Measurement


   Survival analysis (Biometry).  Multivariate analysis.  Estimation theory.


   Educational tests and measurements United States.  Motivation in education.


   Outliers (Statistics).  Multivariate analysis.


   Regression analysis.  Multivariate analysis.


1992. M.S. Fitzpatrick, Mary Francis.  **Estimation of parameters from incomplete data for nonlinear models with applications to compartmental models.**  Advisor: M.

Statistics, Models, and Measurement
Wells.
Compartmental analysis (Biology).


  Bayesian statistical decision theory.  Mixture distributions (Probability theory).  Exponential families (Statistics).


  Incentives in industry  Mathematical models.  Merit pay  Mathematical models.  Employee competitive behavior  Mathematical models.  Wages and labor productivity Mathematical models.

  Discrimination in employment Statistical methods.


Foreign trade and employment Econometric models. Wages Econometric models.

Employee fringe benefits Canada. Collective bargaining Canada Econometric models.

1987. M.S. Temescu, Carol Davis.  **An empirical comparison of adjusted models used to analyze pay data for discrimination.**  Advisor: G. Milkovich.  

Regression analysis.

Matroids. Multivariate analysis.


Income maintenance programs United States. Wages United States Mathematical models.

College choice United States. College choice Mathematical models.

Early retirement United States Mathematical models.

Economic policy--Mathematical models. Economic development--Mathematical models.
1983. M.S. Greene, Tom H.  **The analysis of near linear dependencies among the explanatory variables in ordinary least squares regression.**  Advisor: P. Velleman.

  *Regression analysis.*


  *Goal setting in personnel management. Performance standards.*


1982. M.S. Bechtell, Michele Louise.  **A confidence interval for the slope coefficient of the resistant line.**  Advisor: P. Velleman.


  *Nonparametric statistics. Distribution (Probability theory).*


Blumen.


*Regression analysis.*


*Collective bargaining--Mathematical models. Strikes and lockouts.*


*Unemployment--Mathematical models. Labor turnover--Mathematical models.*


*Employees Reinstatement Law and legislation United States. Employees Dismissal of Law and legislation United States. Regression analysis.*


*Wage-price policy Australia Mathematical models. Income distribution Australia Mathematical models.*


*Contingency tables. Analysis of variance.*


*Analysis of variance. Sampling (Statistics).*


*Power (Social sciences) Mathematical models. Technological complexity. Organizational behavior. Power (Social sciences).*

Statistics, Models, and Measurement


   Mathematical statistics. Error analysis (Mathematics).

   Copper industry and trade Chile. Wages Copper industry Chile. Wages and labor productivity Chile. Labor economics Mathematical models.


1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**

1967. M.S. Wells, Mary Finan. **An approximate bivariate confidence region.**

1967. M.S. Wiseman, Frederick. **Procedures for ranking n elements when only k (k less than n) can be compared at a single time.**
   Mathematical statistics.

1966. M.S. Chapman, David Welland. **An approximate test of independence based on replications of a complex sample survey design.**


   Wages United States. Wages.

1964. M.S. McPartland, James Michael. **On the multivariate analysis of interaction for nominal variables.**
   Psychometrics. Scale analysis (Psychology). Social sciences Methodology.

   Job satisfaction.
*Mathematical statistics.*


1958. M.S. El-Agizy, Mostafa N.  *Nonparametric tests for trend: an experimental investigation of power.*  
*Nonparametric statistics.*
Strikes and Labor Unrest


   Strikes and lockouts Civil service United States.

   Collective bargaining--Mathematical models. Strikes and lockouts.


Strikes and Labor Unrest


Strikes and Labor Unrest

Supervisors and Managers


Supervisors and Managers


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.
ILR School Theses and Dissertations: a listing


Employees Training of. Supervisors, Industrial.

Job satisfaction Case studies. Supervision of employees Case studies.


1965. M.S. Schwartzbaum, Allan Murray. The motivation of supervisors to interact horizontally and diagonally.

1964. Ph.D. Jain, Sagar Chand. Social origins and careers of industrial managers in India.
Executives India. Industrial management India. Occupational mobility India. India Economic policy. Industries India.


Supervisors and Managers
Supervisors and Managers


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.


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

Teachers and Schools


National Education Association of the United States. Teachers' unions United States. Associations, institutions, etc. United States. Organizational sociology United States.


*Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.*


*Teachers' unions Psychological aspects. Collective bargaining Teachers. Teachers Attitudes.*


*Teacher participation in administration United States. Teachers' unions United States.*


*Teachers--Malpractice--New York (State). Teachers--Tenure--New York (State). Teachers--Legal status, laws, etc.--New York (State).*


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

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


High schools Administration. High school principals.


School management and organization--United States. Teachers--Pensions--United States.


Decision making. Ability Testing.


Education India. Education Children. Schools Administration India.


Universities and colleges New York (State). Universities and colleges New Jersey. Universities and colleges Faculty. Teachers' unions New York (State). Teachers' unions New Jersey. Education Societies, etc New York (State). Education Societies, etc New Jersey.


Industrial arts--Study and teaching. School supervision, Secondary.


School principals--Job descriptions. Vocational education. Schools--Administration.


Vocational education Study and teaching Virginia. Portsmouth.


1949. M.S. Sheppard, Annamay Topkins. A course of study in industrial and labor relations for pupils in the vocational high schools of New York State.


Teachers and Schools
Technology


   - Strategic alliances (Business) United States Case studies. Biotechnology industries United States.

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

1999. Ph.D. Ainspan, Nathan David. **The geek shall inherit or leave the money and run?: role identities and turnover decisions among software programmers and other high technology employees.** Advisor: T. Welbourne.


1996. M.S. Lentini, Marc Allan. **Do you trust me?: the role of video in the development of trust in computer-mediated groups.** Advisor: L. Williams.


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.**  

1960. M.S. Buck, Vernon E. **The impact of technology on the social system: a case study of tool and die makers.**
Training


Employee assistance programs. Counselors Training of. Professional socialization.


Supervision of employees--Study and teaching.


Labor supply United States. United States.


Layoff systems New York (State). New York (State) Officials and employees.


1967. Ph.D. Belasco, James A.  **Training as a change agent: a constructive evaluation.**  
   Employees Training of.  Supervisors, Industrial.

1967. Ph.D. Clarey, Richard Joseph.  **A study of values in a training experience.**  
   Values.  Occupational training.

1961. M.S. Galvin, Miles Eugene and United States. International Cooperation Administration.  **The Latin American Union Leadership Training Program of the Labor Relations Institute of the University of Puerto Rico.**  

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.**  

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.

   University of the State of New York.  Vocational education--Study and teaching.  Teachers--New York (State).

1958. M.S. Rushforth, Norman Burleigh and New York State School of Industrial and Labor Relations.  **Evaluating student conference leadership training; a study utilizing Q-technique.**  
   Leadership.  Group decision making.  Meetings.

1957. M.S. Nell, Antonia Hawley, Cooperative Grange League Federation Exchange. and New York State School of Industrial and Labor Relations.  **An evaluation of a retail management seminar: a case study within the Cooperative Grange League Federation Exchange, Incorporated.**  
   Employees Training of.  Retail trade Employees.

Postal service United States. Employees Training of United States.


Vocational education. Egypt. Education. Labor supply.

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.*


Employees--Training of.


School principals--Job descriptions. Vocational education. Schools--Administration.


1954. Ph.D. Zollitsch, Herbert George. *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.*

Technological innovations. Repairing trades. Electronic industries Job descriptions. Electronic industries Handbooks, manuals, etc.


Employees--Training of--United States.


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.

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.


plant training programs.

Universities and Colleges


1988. M.S. Package, Evelyn C. Criteria for the admission of undergraduate candidates to the New York State School of Industrial and Labor Relations: a

New York State School of Industrial and Labor Relations Admission.


Employees Recruiting United States. College graduates Employment United States.


College choice United States. College choice Mathematical models.


College graduates Employment. Wages College graduates. College students Employment.


Student aid United States. Social security United States.


Human capital United States.


College graduates Employment. Socialization.


City University of New York Faculty. Collective bargaining College teachers.


Biochemistry Study and teaching. Doctor of philosophy degree.


Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.

  Cornell University Faculty. Collective bargaining College teachers New York (State) Ithaca.


1972. M.S. Scully, Marie-Celeste. **Kosmic vibrations: A study of a collegiate drug behavior system and its impact on work expectations.**

  Drug abuse. Students United States.


  Scientists United States. Universities and colleges Faculty. Organization.


  New York State School of Industrial and Labor Relations. Cornell University Alumni and alumnae. College graduates Salaries, pensions, etc. Education Economic aspects.


  Universities and colleges New York (State). Universities and colleges New Jersey. Universities and colleges Faculty. Teachers' unions New York (State). Teachers' unions New Jersey. Education Societies, etc New York (State). Education Societies, etc New Jersey.

Universities and Colleges
1965. Ed.D. Kushner, John. **A study of the position, subject needs, and level of work of the technology graduates of Broome Technical Community College.**
   *Broome Technical Community College, Binghamton, N.Y.* Vocational guidance.

1964. M.S. Salinas, Raymond Conde. **An exploratory study of job satisfaction attitudes among non-academic university personnel.**

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.

   *University of the State of New York.* Vocational education--Study and teaching.

   *Cornell University.* College of Engineering. Engineers. Engineers Salaries, etc.

1955. M.Ed. Kushner, John. **A course outline and accompanying audiovisual aids for general chemistry for students at the Broome County Technical Institute, Binghamton, New York.**
   Chemistry--Outlines, syllabi, etc. Visual education.

1953. Ph.D. Risley, Robert Francis. **The development of faculty personnel administration and faculty personnel policies for a model decentralized state university.**
   *University of the State of New York.* Universities and colleges New York (State) Administration.

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

1950. Ph.D. Das, Radha Charan. **An analytical study of electrical curricula in selected technical institutes of northeastern United States.**

1950. Ph.D. Slocum, John Howard. **A study of the labor relations of selected colleges and universities and their maintenance employees.**

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.**

Volunteer Organizations


   Voluntarism. Volunteers. Associations, institutions, etc. Members. Work Social aspects.

   Women volunteers in social service United States. Women in community development United States.

   Community development Research. Social service Research. Community organization.


   United Fund. Federations, Financial (Social service). Social group work.

Volunteer Organizations
Wages, Salaries, and Employee Compensation

   Employees--Training of.  Success in business.

   Wages and labor productivity.


   Labor demand--Korea--Econometric models.


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


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


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

   Labor market India Econometric models.  Unemployment India Econometric models.
   Wages India Econometric models.  Job security Law and legislation India.  Labor laws and legislation India.

   Sex discrimination against women--Japan.  Labor laws and legislation--Japan.


   Wages United States.  Employee rights United States.

   Layoff systems--Washington (State).


Pay-for-knowledge systems. Organizational effectiveness.


   Teachers' unions New York (State). Grievance procedures New York (State).
   Teachers Resignation New York (State). College teachers' unions United States.
   College teachers Salaries, etc. United States. College teachers Resignation United States.

   Compensation management. Executives Salaries, etc. Risk.


   Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.

   Collective bargaining Transportation United States. Wages Truck drivers United States.
   Trucking United States Deregulation.

   Incentives in industry Mathematical models. Merit pay Mathematical models.
   Employee competitive behavior Mathematical models. Wages and labor productivity Mathematical models.


   Wages United States. Wages Service industries United States.


Wages, Salaries, and Employee Compensation
Incentives in industry. Executives Salaries, etc. Performance awards. Golf Tournaments Economic aspects.

Foreign trade and employment Econometric models. Wages Econometric models.

Labor supply--Costa Rica--San José. Wages--Costa Rica--San José.

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


Compensation management. Business planning.


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


Airlines--Employees--Salaries, etc.--United States.

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

   Sex discrimination in employment United States. Equal pay for equal work United States.

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

   Industries--Size--Korea (South). Labor supply--Korea (South). Wages--Korea (South).

   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.

   Wages Korea (South). Industrial hygiene Korea (South).

   Income maintenance programs United States. Wages United States Mathematical models.

   College graduates Employment. Wages College graduates. College students Employment.

Municipal officials and employees Salaries, etc. United States. Fire fighters Salaries, etc. United States. Police Salaries, etc. United States.


Wages--Pakistan.

Wages Korea (South). Labor supply Korea (South).

Wage-price policy Australia Mathematical models. Income distribution Australia Mathematical models.

Youth Employment United States. Minimum wage United States.

Industrial accidents. Wages.

Employee fringe benefits United States. Municipal officials and employees Salaries, etc. United States.

Pensions United States.


Psychology, Industrial.  Wage payment systems.


Industrial relations--India.  Wages--India.  India--Economic conditions--1947-.  India--Economic policy.


Wage payment systems.  Piecework.  Job evaluation.


United States Armed Forces Recruiting, enlistment, etc.  United States Armed Forces Pay, allowances, etc.


New York State School of Industrial and Labor Relations.  Cornell University Alumni and alumnae.  College graduates Salaries, pensions, etc.  Education Economic aspects.


Wages, Salaries, and Employee Compensation
1969. M.S. Butelmann, Aurelio. **Productivity and wage determination: a microeconomic model for the Gran Mineria of copper in Chile.** Advisor: R. Raimon. Copper industry and trade Chile. Wages Copper industry Chile. Wages and labor productivity Chile. Labor economics Mathematical models.

1968. M.S. Fuchs Baransky, Claudio Jacky. **The correlates and determinants of wage aspirations and local union-management relations in Chile.** Advisor: H. Landsberger. Industrial relations Chile. Wages Chile. Labor unions Chile. Officials and employees.


1960. M.S. Price, Wolfgang S.  
**Prevailing wage rate determination for municipal laborers in New York City; a case study of the administration of section 220 of the State labor law.**  
*New York (N.Y.) Officials and employees Salaries, etc.*

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.**  

1957. M.S. Saldanha, Ronald A.  
**The application of job evaluation to the oil industry in Bombay.**  

1957. M.S. Singer, David.  
**The mobility patterns of Cornell mechanical engineers, 1946-1954.**  
*Cornell University. College of Engineering. Engineers. Engineers Salaries, etc.*

**Profit sharing and the problems of technological change: a case study of workload change in a textile mill.**  

**The development of wage determination criteria in government arbitration and fact finding.**  

1955. M.S. Haddy, Pamela Mary.  
**Changes in British interindustry earnings structure under full employment.**  
*Wages Great Britain. Labor supply Great Britain.*

**An analysis of the treatment of the issue of back-pay in arbitration awards.**  

**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).*

Wages, Salaries, and Employee Compensation


1950. M.S. in ILR  Oster, John Frederick.  **The Panama Canal Wage Board.**  
*Panama Canal Wage Board.  Wages--Panama--Canal Zone.*

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

Wages, Salaries, and Employee Compensation
Working Hours and Time Away from Work

Temporary employment--United States. Hours of labor, Flexible--United States.
Temporary employees--Job satisfaction--United States.


Part-time employment.


Wives United States Retirement.

Work and Family


   *Voluntarism. Volunteers. Associations, institutions, etc. Members. Work Social aspects.*

Work and Family
Workplace Law


   Natural foods industry--United States. Natural foods industry--Law and legislation--United States.


   Privatization India. Downsizing of organizations India. Joint ventures India Law and legislation.


   Handicapped Employment Law and legislation United States.


   Labor market India Econometric models. Unemployment India Econometric models. Wages India Econometric models. Job security Law and legislation India. Labor laws and legislation India.


Minimum wage Law and legislation Venezuela.


Labor laws and legislation South Africa. Blacks Employment South Africa.


Personnel management United States. Labor laws and legislation United States.


Employees Reinstatement Law and legislation United States. Employees Dismissal of Law and legislation United States. Regression analysis.


Workplace Law
ILR School Theses and Dissertations: a listing


Labor unions Canada Political activity. Working class Canada Political activity. Labor laws and legislation Canada.


Collective bargaining Chile. Labor laws and legislation Chile.

Labor policy Trinidad and Tobago. Labor laws and legislation Trinidad and Tobago. Industrial relations Trinidad and Tobago. Labor courts Trinidad and Tobago. Labor disputes Trinidad and Tobago.


Workplace Law


   Labor unions Turkey. Labor laws and legislation Turkey. Industrial relations Turkey.


   Unfair labor practices Employer. Labor laws and legislation United States.


1960. M.S. Price, Wolfgang S. Prevailing wage rate determination for municipal laborers in New York City; a case study of the administration of section 220 of the State labor law.
   New York (N.Y.) Officials and employees Salaries, etc.

1959. Ph.D. Patten, Thomas Henry. **Public policy towards the employment, retirement, and rehabilitation of the "Old Soldier".**
- United States. Veterans Administration. Soldiers' and Sailors' Home (Bath, N.Y.).
- Handicapped Rehabilitation. Soldiers' homes United States. Veterans Law and legislation United States. Veterans Legal status, laws, etc.

1957. M.S. Lehrer, Seymour Harry. **The CIO jurisdictional dispute settlement experience: applicability in the new Federation.**

1957. M.S. Swindells, David Whitworth. **Labor arbitration and the National Labor Relations Board.**

1956; (1957). M.S. Varma, Madhurendra Kishori. **Whither industrial relations in India?**
- Industrial relations India. Labor supply India. Labor laws and legislation India.

1956. M.S. Krishnaswami, Chithathoor Srinivasan. **Industrial discipline under arbitral review in the U. S. A. and India.**

1956. M.S. Narayan, Braj Kishore. **Compulsory arbitration of labour disputes in India.**
- Arbitration, Industrial India. Labor laws and legislation India.

1956. M.S. Rath, Gopal Chandra. **The welfare officer in Indian industry.**
- Industrial welfare India. Personnel directors. Industrial laws and legislation India.

- Migrant labor United States. Agriculture and state United States. Agricultural laborers Mexico.

1954. M.S. Reichenbach, Robert Randall. **Picketing and employers' statements as free speech.**

1954. M.S. Richards, Paul Bunting. **The effect of the Taft-Hartley act on traditional union security practices in the building and construction industry.**
- Construction workers Labor unions Law and legislation United States. Open and closed shop Law and legislation United States.

Workplace Law
1953. M.S. Stuart, Daniel Dean. **Damage suits under Taft-Hartley act; a study of cases in Federal district courts in New York State.**


1948. M.S. in ILR Truesdale, John Cushman. **The history and present status of legislation concerning the secondary boycott.**
Workplace Safety and Health


Alcoholism and employment United States.

Wages Korea (South). Industrial hygiene Korea (South).

Industrial accidents. Wages.