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ILR School Ph.D. Dissertations

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ILR School Ph.D. Dissertations

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ILR School Ph.D. Dissertations

ILR School Theses and Dissertations: a listing

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ILR Ph.D. Dissertations

Advisor: R. Batt.

Advisor: L. Dyer.

Advisor: L. Turner.

Advisor: S. Snell.

Advisor: S. Snell.

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

Advisor: H. Katz.

Advisor: M. Wells.

Advisor: C. Collins.

Advisor: H. Katz.

Advisor: P. Tolbert.

Advisor: M. Wells.


ILR School Ph.D. Dissertations


Advisor: R. Ehrenberg.

Advisor: P. Tolbert.

Advisor: R. Hutchens.

Advisor: M. Cavanaugh.

Advisor: J. Boudreau.

Advisor: H. Katz.

Advisor: G. Fields.

Advisor: M. Wells.

Advisor: R. Ehrenberg.

Advisor: G. Fields.

Advisor: G. Milkovich.

Advisor: P. Wright.


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.
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.
Advisor: S. Bacharach.

Advisor: R. Ehrenberg.

Advisor: H. Katz.

Advisor: I. DeVault.

Advisor: D. Lipsky.

Advisor: B. Gerhart.

Advisor: P. Velleman.

Advisor: M. Wells.

Advisor: G. Fields.

Advisor: R. Ehrenberg.

Advisor: R. Bretz.

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

Advisor: R. Smith.


Advisor: L. Gruenfeld.

Advisor: H. Katz.

Advisor: H. Katz.

Advisor: P. Tolbert.

Advisor: J. Gross.

Advisor: J. Abowd (Economics).

Advisor: B. Gerhart.

Advisor: R. Hutchens.

Advisor: J. Burton.

Advisor: G. Milkovich.


Advisor: G. Milkovich.


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.
Advisor: R. Ehrenberg.

Advisor: S. Barley.

Advisor: J. Boudreau.

Advisor: D. Lipsky.

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Advisor: J. Burton.

Advisor: G. Fields.

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Advisor: G. Fields.

Advisor: R. Ehrenberg.

Advisor: L. Williams.

Advisor: J. Gross.

Advisor: D. Lipsky.

ILR School Ph.D. Dissertations


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.

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

1983. Bazzoli, Gloria J. **The early retirement decision: the influence of health, pensions and social security.**
Advisor: G. Fields.

1983. Gangopadhyay, Shubhashis. **Poverty, employment and choice of techniques in a labour surplus economy.**
Advisor: G. Fields.

1983. Hopkins, Diane Elizabeth. **The colonial history of the hacienda system in a southern Peruvian highland district.**
Advisor: W. Whyte.

1983. Jacobs, David Carroll. **The United Auto Workers and the campaign for national health insurance: a case study of labor in politics.**
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.

1983. Landau, Jacqueline Cecile. **Career experiences and expectations of clerical employees.**
Advisor: T. Hammer.

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

1983. Lin, Thung-Rung. **Coworker and supervisor social support: an analysis of its relationship to interpersonal communication and job stress.**
Advisor: L. Gruenfeld.

Advisor: F. Foltman.


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
Advisor: L. Dyer.

Advisor: T. Hammer.

Advisor: L. Williams.

Advisor: H. Aldrich.

Advisor: D. Cullen.

Advisor: N. Rosen.

Advisor: G. Brooks.

Advisor: S. Bacharach.

Advisor: W. Whyte.

Advisor: H. Trice.

Advisor: S. Bacharach.

Advisor: W. Whyte.


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: N. Tolles.

Advisor: L. Williams.

Advisor: G. Brooks.

Advisor: W. Galenson.

Advisor: W. Whyte.

Advisor: M. Neufeld.

Advisor: L. Williams.

Advisor: L. Perl.

Advisor: F. Freilicher.

Advisor: L. Gruenfeld.

Advisor: L. Williams.

1971. Green, Charles Stanley III. *Building the newest nations; a comparative study of social, economic, and political change.*
Advisor: W. Friedland.
<table>
<thead>
<tr>
<th>Year</th>
<th>Author</th>
<th>Title</th>
<th>Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>Hansen, Gary Barker</td>
<td>Britain's Industrial training act: a case study in the development of public manpower policy.</td>
<td>F. Foltman</td>
</tr>
<tr>
<td>1971</td>
<td>Morse, Edward Villiers</td>
<td>Organizational adoption and formal procedures: a comparative study.</td>
<td>G. Gordon</td>
</tr>
<tr>
<td>1971</td>
<td>Spritzer, Allan David</td>
<td>Trade union sponsored occupational training in the U. S. maritime industry: the upgrading and retraining program of the National Maritime Union.</td>
<td>V. Jensen</td>
</tr>
<tr>
<td>1970</td>
<td>Alberti, Giorgio</td>
<td>Inter-village systems and development: a study of social change in highland Peru.</td>
<td>L. Williams</td>
</tr>
<tr>
<td>1970</td>
<td>Chapman, David Welland</td>
<td>Cluster sampling and approximate distribution-free confidence intervals for a median.</td>
<td>P. McCarthy</td>
</tr>
<tr>
<td>1970</td>
<td>Hundert, Alan T.</td>
<td>Psychological differentiation and rating behavior in a large work organization.</td>
<td>L. Gruenfeld</td>
</tr>
<tr>
<td>1970</td>
<td>Nedd, Albert Neville B.</td>
<td>Psychological set and individual response to change (an exploratory study of some psychological and situational determinants of behavioral tendencies toward organizational change).</td>
<td>W. Whyte</td>
</tr>
<tr>
<td>1970</td>
<td>Pohlman, Jerry Edgar</td>
<td>Job creation and welfare: a trade-off analysis.</td>
<td>W. Galenson</td>
</tr>
</tbody>
</table>
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.


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.*


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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.*


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. Absenteeism in a leather tannery; a specific plant situation considered in the framework of absenteeism as a general industrial relations problem.

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


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

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

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.*