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October 2006

## \* ILR School Theses and Dissertations: A Listing

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## \* ILR School Theses and Dissertations: A Listing

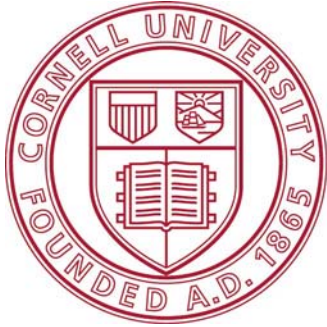
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Cornell University  
ILR School

# ILR School Theses and Dissertations: a listing

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

<i>Introductory Materials</i> .....	iii
About this publication.....	iii
How the list was compiled.....	iv
References.....	vi
<i>Alphabetical Listing of ILR School Theses and Dissertations by Authors</i> .....	1
<i>ILR School Masters Theses</i> .....	81
<i>ILR School Ph.D. Dissertations</i> .....	123
<i>ILR School Theses and Dissertations Categorized by Subject</i> .....	157
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

## ***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 60<sup>th</sup> 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

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.

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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 these 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.

Houkes, J. M., & Committee of University Industrial Relations Librarians. (1973). *Industrial relations theses and dissertations, 1949-1969; a cumulative bibliography*. Ann Arbor, Mich: Xerox University Microfilms.

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.

New York State School of Industrial and Labor Relations. Office of the Dean.  
*New York State School of Industrial and Labor Relations Office of the Dean, Annual report. 1945-1989*

Ithaca, N.Y: New York State School of Industrial and Labor Relations, Cornell University.

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>

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.*

[http://www.proquest.com/products\\_umi/dissertations/](http://www.proquest.com/products_umi/dissertations/)

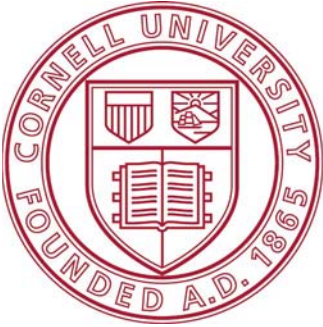
ProQuest provides fee-based access to dissertations through this web site. (Cornell researchers should check *ProQuest Dissertations and Thesis* for availability before purchasing a dissertation from this source.)

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.



Cornell University  
ILR School

***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

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M.S.

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M.S. in Ed.

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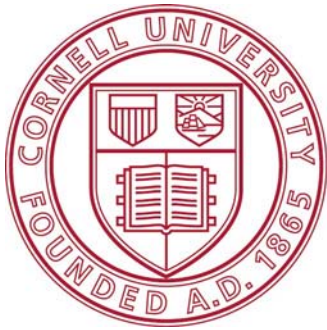
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- 1968; (1969).** Sharnoff, Joseph Martin. *A study and evaluation of the New York City scheme for dealing with public employee labor relations.*  
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Advisor : H. Landsberger.



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Advisor : V. Jensen.

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- 1960.** Sagrista Freixas, A. *Economic unemployment in Japan : the problem and related government measures.*
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- 1955.** Zeh, Carl Willard. *Major skills required by technicians in mechanical research and development.*
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- 1954.** Marning, Karl Gustof. *A study of pre-employment tests and their validity for office workers within the Standard Oil Company (N. J.).*
- 1954.** Reichenbach, Robert Randall. *Picketing and employers' statements as free speech.*
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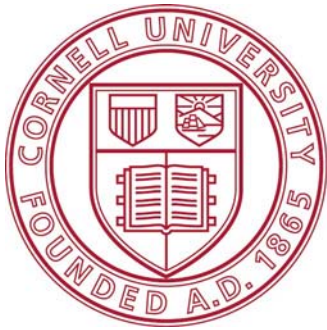
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- 1951.** Ross, Harold Gilbert. *State procedures for the compulsory settlement of labor disputes in public utilities.*
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- 1988.** Chaykowski, Richard Paul. *The determination of nonwage collective bargaining outcomes : an application to Canadian data.*  
Advisor : J. Burton.
- 1988.** Gindling, Thomas Henry. *An investigation of labor market segmentation in San José,*  
Advisor : G. Fields.
- 1987; (1988).** Gaston, Noel George. *The variability of hours as a job characteristic.*  
Advisor : R. Ehrenberg.
- 1987.** Gash, Debra Carol. *The effects of microcomputers on organizational roles and the distribution of power.*  
Advisor : L. Williams.
- 1987.** Greenfield, Patricia Ann. *The National Labor Relations Board's deferral to arbitration : an empirical case study analysis.*  
Advisor : J. Gross.
- 1987.** Keefe, Jeffrey Harold. *Numerical control and labor : adoption and consequences.*  
Advisor : D. Lipsky.

- 1987.** McCarthy, Sharon Ann. *Theoretical and empirical perspectives on nonparticipation at work : levels of nonparticipation in a company quality circle program.*  
Advisor : R. Stern.
- 1987.** Rabin, Bonnie R. *Executive compensation and firm performance : an empirical analysis.*  
Advisor : G. Milkovich.
- 1986.** Broderick, Renae Frances. *Pay policy and business strategy : toward a measure of "fit".*  
Advisor : G. Milkovich.
- 1986.** Luzadis, Rebecca Anne. *Defined benefit, defined contribution, or no pension?*  
Advisor : O. Mitchell.
- 1986.** Miller, Jane Kathleen Giacobbe. *An examination of the relationship between perceived justice of state impasse procedures and perceived equity of teacher pay.*  
Advisor : R. Seeber.
- 1986.** Park, Young-Bum. *Economic effects of size of employer in South Korea.*  
Advisor : G. Fields.
- 1986.** Tucker, Brian. *Components of stress : anxiety, depression, and alienation.*  
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.
- 1985.** Chang, Hyun-Joon. *Age and the length of unemployment spells : a structural hazard analysis.*  
Advisor : R. Hutchens.
- 1985.** Greene, Tom H. *Simplicity and structure in underlying systems of linear relationships.*  
Advisor : P. Velleman.
- 1985.** Kalwa, Richard Walter. *Collective bargaining in basic steel, 1946-83.*  
Advisor : D. Lipsky.
- 1985.** Phelan, Michael. *Nonparametric inference from Poisson-type counting processes.*  
Advisor : I. Blumen.
- 1985.** Schwarz, Joshua Lee. *The role of public income security programs in union wage determination.*  
Advisor : D. Lipsky.

- 1985.** Sherman, Daniel Ronald. *Determinants of the individual demand for higher education by sectoral control of institution.*  
Advisor : R. Ehrenberg.
- 1984.** Lucas, Robert Gillmor. *The negotiation of distance : a case study in public bureaucracy.*  
Advisor : S. Bacharach.
- 1984.** San, Gee. *The early labor force experience of college students and their post-college success.*  
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.
- 1983.** Maher, Ahmed Moustafa. *The impact of federal laws on personnel management.*  
Advisor : F. Foltman.

**1983.** Meek, Christopher. *Labor-management cooperation and economic revitalization : the story of the growth and development of the Jamestown Area Labor-Management Committee.*

Advisor : W. Whyte.

**1983.** Nelson, Reed Elliot. *Social networks and organizational intervention : the case of the Jamestown Area Labor-Management Committee.*

Advisor : L. Williams.

**1983.** Schumann, Paul Louis. *Investment in human capital : work, military service, and college.*

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.

**1982.** Gutiérrez-Johnson, Anna. *Industrial democracy in action : the cooperative complex of Mondragon.*

Advisor : W. Whyte.

**1982.** Hardin, Richard Casey. *An organizational critique of evaluation research.*

Advisor : R. Stern.

**1982.** Knight, Thomas Rockwell. *The retention of grievance outcomes in contract administration.*

Advisor : J. Gross.

**1982.** Le Louarn, Jean-Yves. *The effect of dual career couples on several personnel decisions using an in-basket technique.*

Advisor : T. DeCotiis.

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

Advisor : R. Ehrenberg.

**1982.** McGuire, Jean Bernice. *Strategies of organizational conflict and cooperation : a comparative case study of school districts.*

Advisor : S. Bacharach.

**1982.** Petit, Andre. *Dimensions of the received role and facets of job satisfaction among school administrators.*

Advisor : L. Dyer.

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

Advisor : R. Ehrenberg.

**1982.** Sockell, Donna. *The union's role under employee ownership : stability or change?*  
Advisor : D. Lipsky.

**1982.** Staber, Udo Hermann. *The organizational properties of trade associations.*  
Advisor : H. Aldrich.

**1982.** 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.*  
Advisor : L. Dyer.

**1981.** Dumas, Agelia Ypelaar. *A generalization of univariate Lehmann populations to the bivariate case with an application to Kendall's tau.*  
Advisor : I. Blumen.

**1981.** Mauro, Martin John. *Strikes as a result of imperfect information.*  
Advisor : R. Ehrenberg.

**1981.** Reader, Jonathan Whittier. *The social, economic and political determinants of town fiscal policies.*  
Advisor : S. Bacharach.

**1981.** Weiss, Richard Mark. *Managerial ideology and the social control of deviance in organizations.*  
Advisor : R. Stern.

**1980.** Ashby, Jacqueline Anne. *Small farms in transition : changes in agriculture, schooling and employment in the hills of Nepal.*  
Advisor : W. Whyte.

**1980.** Irfan, Mohammad. *Wage structure in Pakistan.*  
Advisor : W. Galenson.

**1980.** Lockett, James Pearson. *Estimating unemployment duration and unemployment flows from cross-section data.*  
Advisor : R. Ehrenberg.

**1980.** Park, Se-II. *Wages in Korea : determination of the wage levels and the wage structure in a dualistic labor market.*  
Advisor : G. Fields.

**1980.** Scherer, Peter Andrew. *Wage policies and income distribution in an open economy with special reference to the Australian context.*  
Advisor : R. Ehrenberg.

**1980.** Schwartz, Howard Samuel. *From Protestant ethic to obsession-compulsion job involvement as a moderator of the effects of job scope on job satisfaction.*  
Advisor : L. Gruenfeld.

- 1980.** Stallworth, Lamont Edward. *The arbitration of discrimination grievances : an examination into the treatment of sex- and race-based discrimination grievances by arbitrators since World War II.*  
Advisor : J. Gross.
- 1979.** Allen, Isabel Elaine. *Some properties of estimated asymptotic variances and covariances for loglinear models in multidimensional contingency tables.*  
Advisor : I. Francis.
- 1979.** Dillingham, Alan Edward. *The injury risk structure of occupations and wages.*  
Advisor : R. Smith.
- 1979.** Greenhalgh, Leonard. *Job insecurity and the disinvolvement syndrome : an exploration of patterns of worker behavior under conditions of anticipatory grieving over job loss.*  
Advisor : L. Williams.
- 1979.** Gurdon, Michael Antony. *The structure of ownership : implications for employee influence and organizational design.*  
Advisor : W. Whyte.
- 1979.** Jick, Todd D. *Process and impacts of a merger : individual and organizational perspectives.*  
Advisor : L. Williams.
- 1979.** Korn, Richard Henry. *Municipal collective bargaining : a longitudinal study of the determinants of bargaining outcomes and the impact on local government in Syracuse, New York.*  
Advisor : D. Lipsky.
- 1979.** Mitchell, Stephen Mark. *Cognition and organization : an example from therapy.*  
Advisor : L. Williams.
- 1979.** Stewart, Judith Anne Wurster. *Social constructions of work and workers and the process of stratification.*  
Advisor : S. Bacharach.
- 1979.** Whiting, Jack Ellsworth. *Compensating wage differentials and pension coverage : the implicit market for pensions.*  
Advisor : R. Ehrenberg.
- 1979.** Wilson, James W. *Freedom and control : workers' participation in management in Chile, 1967-1975.*  
Advisor : M. Neufeld.
- 1978.** Baderschneider, Jean Ann. *The impact of collective bargaining laws covering police and firefighters on municipal expenditures and fiscal strain.*  
Advisor : T. Kochan.



- 1978.** Bergeron, Jean Louis. *An examination of the relationship between participation and the expectancy model of work motivation.*  
Advisor : L. Dyer.
- 1978.** Vardi, Yoav. *Individual level and organizational level determinants of career mobility patterns, an integrative model.*  
Advisor : T. Hammer.
- 1977.** Anderson, John C. *Union effectiveness : an industrial relations systems approach.*  
Advisor : L. Williams.
- 1977.** Barhyte, Diana Young. *Ph. D. production and deployment in biochemistry : roles of departments and mentors.*  
Advisor : H. Aldrich.
- 1977.** Block, Richard Norman. *The impact of union-negotiated job security provisions on labor turnover and labor mobility.*  
Advisor : D. Cullen.
- 1977.** Conklyn, Elizabeth Deborah. *Determinants and consequences of differing job definitions by the high school principal.*  
Advisor : N. Rosen.
- 1977.** Córdova Cordovés, Efrén. *Fidel Castro and the Cuban labor movement, 1959-1961.*  
Advisor : G. Brooks.
- 1977.** Freedman, Stuart Charles. *The effects of motive attribution and perceived tactical alternatives on compliance to threats and promises in a negotiation task.*  
Advisor : S. Bacharach.
- 1977.** French, John Lawrence. *Socio-economic development and political participation : a multi-dimensional, multi-level, empirical analysis.*  
Advisor : W. Whyte.
- 1977.** Hunt, Richard Earl. *The impact of federal sector unions upon supervisory implementation of the federal alcoholism and equal employment opportunity policies.*  
Advisor : H. Trice.
- 1977.** Kane, William Duncan Jr. *Technology and the perception of power.*  
Advisor : S. Bacharach.
- 1977.** Long, Richard Joseph. *The effects of employee ownership on job attitudes and organizational performance : an exploratory study.*  
Advisor : W. Whyte.

- 1977.** McCabe, Douglas M. *Railroad manpower adjustments to technological change through collective bargaining : crew consist on the Illinois Central Railroad.*  
Advisor : D. Cullen.
- 1977.** Mironi, Mordechai. *Compulsory arbitration of public safety interest disputes in New York : an analysis and performance evaluation.*  
Advisor : T. Kochan.
- 1977.** Schwerert, Arnaldo Jose. *The management of executive succession : issues and strategies in the Venezuelan culture.*  
Advisor : W. Wolf.
- 1977.** Strange, Walter G. *Job loss : a psychosocial study of worker reactions to a plant-closing in a company town in southern Appalachia.*  
Advisor : F. Foltman.
- 1977.** Sweeney, Janet Ann Lawson. *Setting materiality guidelines : a multi-method approach.*  
Advisor : L. Gruenfeld.
- 1977.** Theriault, Roland Donald. *Equity theory : an examination of the inputs and outcomes in an organizational setting.*  
Advisor : L. Dyer.
- 1976.** Bare, Alan C. *Model of work group performance.*  
Advisor : N. Rosen.
- 1976.** Bobko, Philip. *On two new measures of multiple rank correlation.*  
Advisor : I. Blumen.
- 1976.** Copur, Halil. *Organizational dimensions of rural development : a Turkish case.*  
Advisor : W. Whyte.
- 1976.** Fraundorf, Martha Norby. *The labor force participation of married women at the turn of the century.*  
Advisor : W. Galenson.
- 1976.** Herman, Robert Dean. *The participation of the poor in social action organizations : a contingency approach.*  
Advisor : L. Williams.
- 1976.** Lobos, Julio Alejandro. *Technology and organization structure : a comparative case-study of automotive and processing firms in Brazil.*  
Advisor : W. Frank.
- 1976.** McLean, Robert Alexander. *An economic analysis of coalition bargaining.*  
Advisor : J. Stoikov.

**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.

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

Advisor : L. Gruenfeld.

**1976.** Neumann, Yoram. *Structural constraints, power perception, research performance and rewards : an organizational perspective of university graduate departments.*

Advisor : G. Gordon.

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

Advisor : W. Whyte.

**1976.** Zappert, Laraine Testa. *Socialization, social classes and economic development : the case of Peru.*

Advisor : W. Whyte.

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

Advisor : N. Rosen.

**1975.** Boivin, Jean. *The evolution of bargaining power in the Province of Quebec public sector (1964-1972).*

Advisor : B. Jaffe.

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

Advisor : L. Gruenfeld.

**1975.** MacEachron, Ann Elizabeth. *Job level, individual differences and job satisfaction : an interactive approach.*

Advisor : L. Gruenfeld.

**1975.** McManus, Michael Louis. *The organizational image technique : an approach to diagnosing and developing interface relationships.*

Advisor : W. Wolf.

**1975.** Mena, Manuel Alfred. *Paraprofessionals : perceptions of opportunities for advancement and their relationship to job satisfaction.*

Advisor : J. Wright.

**1975.** Pellissier-Tanon, Christian. *Coordination and visibility in professional productive organizations.*

Advisor : G. Gordon.

**1975.** Pinder, Walter Charles Craig. *The moderating effect of worker orientation on the relationship between contingent versus noncontingent reward systems and intrinsic motivation and performance.*

Advisor : L. Williams.

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

Advisor : F. Foltman.

**1975.** Seybolt, John Winfield. *Job satisfaction and turnover in work organizations as a function of the person - environment interaction.*

Advisor : L. Gruenfeld.

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

Advisor : B. Yaffe.

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

Advisor : J. Windmuller.

**1974.** Chirayath, Verghese John. *Voluntary organizations in action : the development and administration of United Way budgets.*

Advisor : W. Whyte.

**1974.** Landis, Brook Irvin. *The role of personal values in arbitration.*

Advisor : F. Freilicher.

**1974.** McCall, Morgan Woodrow, Jr. *The perceived informational environment of formal leaders.*

Advisor : N. Rosen.

**1974.** Mullan, Brian Francis. *Work group phenomena in cross cultural perspective: the case of Puerto Rico.*

Advisor : L. Williams.

**1974.** Parker, Donald Fred. *The design and analysis of an expectancy theory model for predicting early retirement.*

Advisor : L. Dyer.

**1974.** Weitzman, Joan Parker. *The scope of bargaining in public employment and the issue of class size : the study of a concept and its application.*

Advisor : J. McKelvey.

**1974.** Whetten, David Allred. *Predicting organization-set dimensions : an interorganizational study of the effectiveness of manpower programs in New York State.*

Advisor : H. Aldrich.

- 1973.** Beyer, Janice M. Lodahl. *Power dependencies and the structure of university departments.*  
Advisor : G. Gordon.
- 1973.** Brody, Doris Cohen. *American Labor Education Service, 1927-1962: an organization in workers' education.*  
Advisor : J. McKelvey.
- 1973.** Coates, Daniel and Trades and Labor Congress of Canada. *Organized labor and politics in Canada: the development of a national labor code.*  
Advisor : V. Jensen.
- 1973.** Cohen, Abraham. *Coordinated bargaining at General Electric: an analysis.*  
Advisor : V. Jensen.
- 1973.** Dekervasdoue, Jean de Kerguiziau. *Power, efficiency and adoption of innovations in formal organizations.*  
Advisor : G. Gordon.
- 1973.** Farbman, Michael Edward. *An econometric analysis of variations in the size distribution of family incomes in U. S. cities, 1960.*  
Advisor : W. Galenson.
- 1973.** McManus, Michael Louis. *Who is the organization's doctor? an explanatory study of activities and self-perceptions of professor-consultants.*  
Advisor : W. Wolf.
- 1973.** Moch, Michael Kent. *Structure of Organizational Resource Allocation Discretion.*
- 1973.** Mwanza, Jacob Mumbi. *Modern sector employment growth in East Africa (with special emphasis on Zambia).*
- 1973.** Sedlmeier, Edward John. *American immigration: an inflow of human capital.*  
Advisor : R. Raimon.
- 1973.** Solnick, Loren Michael. *The supply of graduate students.*  
Advisor : L. Perl.
- 1973.** Swartz, Donald. *Comparative Analysis of the adoption of technological innovations by formal organizations.*  
Advisor : G. Gordon.
- 1972; (1973).** Dayal, Sahab. *Wage planning and industrial relations in a developing economy; the Indian case.*  
Advisor : J. Windmuller.

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

Advisor : N. Tolles.

**1972.** Garland, Howard. *The effects of piece-rate underpayment and overpayment on job performance; a text of equity theory with a new induction procedure.*

Advisor : L. Williams.

**1972.** Kilgour, John Graham. *The failure of the United States Merchant Marine; a study of national maritime policy and industrial relations.*

Advisor : G. Brooks.

**1972.** King, Allan Geoffry. *Occupational choice, risk aversion, and wealth.*

Advisor : W. Galenson.

**1972.** Newman, Robert Samuel. *Environment and organizational effectiveness; a study of three Indian primary schools.*

Advisor : W. Whyte.

**1972.** Schramm, Leroy Henry. *Organized labor and the muckrakers, 1900-1912.*

Advisor : M. Neufeld.

**1972.** Shively, Robert Warren. *The development of a new role; a study of the building of full-time faculties for university and graduate-level programs in administration in Chile.*

Advisor : L. Williams.

**1972.** Swimmer, Eugene Roy. *Measurement of the effectiveness of urban law enforcement; a simultaneous equations approach.*

Advisor : L. Perl.

**1972.** 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.*

Advisor : F. Freilicher.

**1971.** Arbuthnot, Jack Braeden. *Field independence and maturity of moral judgement, critical distinctive feature analysis, and perceived locus of control.*

Advisor : L. Gruenfeld.

**1971.** Brown, John Lewis. *The effects of the interaction of individual differences and situational variables on job satisfaction.*

Advisor : L. Williams.

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

Advisor : W. Friedland.

- 1971.** Hansen, Gary Barker. *Britain's Industrial training act: a case study in the development of public manpower policy.*  
Advisor : F. Foltman.
- 1971.** Morse, Edward Villiers. *Organizational adoption and formal procedures: a comparative study.*  
Advisor : G. Gordon.
- 1971.** Pegnetter, Richard Charles, Jr. *Collective bargaining and relative dispersion among teacher salaries: the pattern in upstate New York from 1964 to 1971.*  
Advisor : J. McKelvey.
- 1971.** Spritzer, Allan David. *Trade union sponsored occupational training in the U. S. maritime industry: the upgrading and retraining program of the National Maritime Union.*  
Advisor : V. Jensen.
- 1970.** Alberti, Giorgio. *Inter-village systems and development: a study of social change in highland Peru.*  
Advisor : L. Williams.
- 1970.** Button, William Henry III. *Development and analysis of an empirical taxonomy of rehabilitation organizations.*  
Advisor : W. Whyte.
- 1970.** Chapman, David Welland. *Cluster sampling and approximate distribution-free confidence intervals for a median.*  
Advisor : P. McCarthy.
- 1970.** Higgins, John Edward, Jr. *The status and unit placement of supervisors in public and private sector collective bargaining.*  
Advisor : J. McKelvey.
- 1970.** Hundert, Alan T. *Psychological differentiation and rating behavior in a large work organization.*  
Advisor : L. Gruenfeld.
- 1970.** Kimberly, John Robert. *The organization and its informational environment : a comparative analysis of organizational adoption of new elements.*  
Advisor : L. Williams.
- 1970.** Nedd, Albert Neville B. *Psychological set and individual response to change (an exploratory study of some psychological and situational determinants of behavioral tendencies toward organizational change).*  
Advisor : W. Whyte.
- 1970.** Pohlman, Jerry Edgar. *Job creation and welfare: a trade-off analysis.*  
Advisor : W. Galenson.

**1970.** Westacott, George Henry. *The Peruvian automobile industry: a socio-economic and organizational inquiry.*

Advisor : L. Williams.

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

Advisor : R. Aronson.

**1969.** Foster, Howard George. *Labor supply in the construction industry: a case study of Upstate New York.*

Advisor : D. Cullen.

**1968.** Alutto, Joseph Anthony. *Role theory in propositional form.*

Advisor : L. Williams.

**1968.** Everett, Woodrow Wilson Jr. *A study in organizational power: individual power within an organization of professional scientists and engineers.*

Advisor : V. Jensen.

**1968.** Isbester, Alexander Fraser. *A history of the national, Catholic unions in Canada: 1901-1965.*

Advisor : M. Neufeld.

**1968.** Mesa-Lago, Carmelo. *Unemployment in socialist countries: Soviet Union, East Europe, China and Cuba.*

Advisor : D. McIntyre.

**1968.** Oestreich, Herbert Herman. *Industrial supervision: Peruvian style.*

Advisor : W. Whyte.

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

Advisor : H. Trice.

**1968.** Roman, Paul Michael. *Occupational role change and psychiatric impairment.*

Advisor : H. Trice.

**1968.** Schwartzbaum, Allan Murray. *Lateral interaction and effectiveness in vertical organizations.*

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



- 1967.** Belasco, James A. *Training as a change agent: a constructive evaluation.*
- 1967.** Bradley, Michael Edward. *Wage determination and incentive problems in Soviet agriculture.*
- 1967.** Clarey, Richard Joseph. *A study of values in a training experience.*
- 1967.** Coates, Norman. *Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.*
- 1967.** Energin, Dogan Dervis. *Remuneration of the international civil servant: a study of the salary, allowance and benefits system in the United Nations Secretariat.*
- 1967.** Hawryluk, Alexander. *Friends of FIGHT: a study of a militant civil rights organization.*
- 1967.** Richardson, Robert Brooks and United States. Office of Manpower Policy, Evaluation, and Research. *An examination of the transferability of certain military skills and experience to civilian occupations.*
- 1967.** Theodore, Eustace Demetrios. *Beliefs, values and preferences; a search for the source: a military field experiment.*
- 1967.** Weissenberg, Peter. *Psychological differentiation and job satisfaction.*
- 1966.** Edgecomb, Theodore Stephen. *The motivational consequences of task attributes and supervision.*
- 1966.** Goodman, Paul Samuel. *A study of time perspective: measurement and correlates.*
- 1966.** Howard, William Anthony. *Money wage determination in United States manufacturing industry: a statistical model derived from an analysis of the variables involved in the Eckstein and Wilson model of wage determination.*
- 1966.** Lundberg, Craig Carl. *Patterns of organizational decisioning: a conceptual scheme and its application in a study of comparative cases in industry.*
- 1966.** Miller, Richard Ulric. *The role of labor organizations in a developing country: the case of Mexico.*
- 1966.** Penfield, Robert Verdon. *The psychological characteristics of effective first-line managers.*
- 1966.** Thompson, Mark Elliott. *The development of unionism among Mexican electrical workers.*

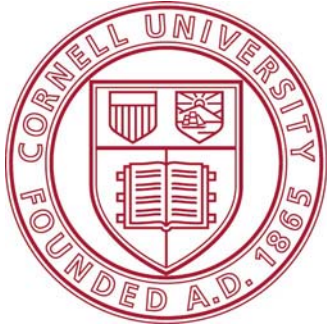
- 1965.** Kushner, John. *A study of the position, subject needs, and level of work of the technology graduates of Broome Technical Community College.*
- 1965.** Murray, Victor Vereler Jr. *Some behavioral correlates of felt own power in a simulated work situation.*
- 1964.** Craig, Alton Westwood. *The consequences of provincial jurisdiction for the process of company-wide collective bargaining in Canada; a study of the packinghouse industry.*
- 1964.** Jain, Sagar Chand. *Social origins and careers of industrial managers in India.*
- 1964.** Williams, Charles Brian. *Canadian-American trade union relations; a study of the development of binational unionism.*
- 1963.** Buck, Vernon E. *Job pressures on managers: sources, subjects, and correlates.*
- 1963.** 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.** Hulin, Charles Lee. *A linear model of job satisfaction.*
- 1963.** Klein, Stuart Marc. *Work pressure and group cohesion.*
- 1963.** Paolucci, Thomas D. *A comparative study of factors relating to lack of school persistence at the high school level.*
- 1963.** Sagrista Freixas, A. *Social security in Japan: its evolution, present status and economic implications.*
- 1962.** Bella, Salvatore Joseph. *Boulwarism and collective bargaining at General Electric; a study in union-management relations.*
- 1962.** Hinrichs, John Ryland. *The impact of industrial organization on the attitudes of research chemists.*
- 1961.** Rushforth, Norman Burleigh. *A comparison of sample correlation matrices and a multivariate analysis of job concepts of selected industrial executive groups.*
- 1961.** Tedjasukmana, Iskandar. *The development of labor policy and legislation in the Republic of Indonesia.*
- 1960.** 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.** Ferguson, John Bodley. *Job satisfaction and job performance within a university faculty.*

- 1960.** Holmsen, Andreas August. *Variability in income and in factors affecting income on commercial dairy farms in the north country and central plain regions of New York State.*
- 1960.** Ritti, Raymond Richard. *Engineers and managers: a study of engineering organization.*
- 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".*
- 1958.** El-Sherbini, Ibrahim Abdul-Aziz. *A study of staffing problems in community colleges and technical institutes of the State University of New York, with particular reference to problems of in-service professional development.*
- 1958.** Leonard, John Wallace. *Industrial, regional, and county patterns of union organization in the post World War II period: a test of generalizations.*
- 1958.** Turner, Arthur Nicholson. *Impersonality and group membership; a case study of an automobile assembly line.*
- 1958.** Walker, Roger Williams. *An evaluation of a preretirement planning program: the TVA experience.*
- 1957.** James, Ralph C., Jr. *Labor and technical change: the Bombay cotton textile industry.*
- 1957.** Marsak, Leonard Mendes 1924-. *Bernard de Fontenelle: the idea of science in eighteenth century France.*
- 1957.** Tarneja, Ramnarain Sukhraj. *Profit sharing and the problems of technological change: a case study of workload change in a textile mill.*
- 1956.** Carney, Robert William. *A case analysis of suitable work disqualifications in unemployment insurance laws.*
- 1956.** Sinha, Ganesh Prasad. *Economics of labor welfare funds in the coal industries of the United States, Great Britain, and India.*
- 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.*
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Categorized by Subject***

ILR School Theses and Dissertations: a listing

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*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



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1999. M.S. Tichy, Jan. **Making decisions about investment in human resource management practices : examining the mechanism of HR practices' effect on organizational performance.** Advisor: J. Boudreau.  
*Organizational effectiveness. Personnel management Decision making. Personnel management.*
1997. Ph.D. Sturman, Michael Craig. **Individual performance and the effectiveness of selection strategies over time.** Advisor: J. Boudreau.  
*Performance standards. Employee selection. Personnel management.*
1996. M.S. Olsen, Cara Hendricks. **Hierarchical Bayes models for small area estimation.** Advisor: M. Wells.  
*Estimation theory. Bayesian statistical decision theory.*
1995. M.S. Olsen, Robert Buckner. **The effect of price on the decision to attend Cornell.** Advisor: R. Ehrenberg.  
*College choice. College costs New York (State). Cornell University.*
1995. M.S. Sturman, Michael Craig. **Predicting decision quality and satisfaction of employee health care selection decisions in a flexible benefits**

- environment.** Advisor: G. Milkovich.  
*Cafeteria benefit plans United States. Decision making. Choice (Psychology).*
1994. Ph.D. Marron, George F. **Work and family issues : the impact of eldercare on work force policies and job choice decisions.** Advisor: V. Briggs.  
*Caregivers Employment United States. Aged Care United States. Employee fringe benefits United States. Work and family United States.*
1994. M.S. Schultheis, Michael Jerome. **Racial integration effects on the decision to attend a historically black institution and on subsequent labor market outcomes.** Advisor: R. Ehrenberg.  
*African Americans--Education (Higher)--Economic aspects. African American college graduates--Employment. African American universities and colleges--Economic aspects. School integration--United States. Segregation in education--United States. Wages--United States.*
1993. M.S. Cable, Daniel M. **Effects of compensation systems on job search decisions : an application of person-organization fit.** Advisor: T. Judge.  
*Job hunting United States. Job offers United States. Wage payment systems United States. Employee fringe benefits United States.*
1992. Ph.D. Barringer, Melissa Woodard. **The antecedents and consequences of flexible benefits plans.** Advisor: G. Milkovich.  
*Cafeteria benefit plans United States Decision making. Insurance, Health United States Decision making.*
1992. M.S. Edlefsen, Paul J. **An investigation into the relationship between benefits satisfaction and benefits knowledge and how computerized decision aids influence this relationship.** Advisor: G. Milkovich.  
*Employee fringe benefits United States Psychological aspects. Employee fringe benefits United States Decision making Data processing. Job satisfaction United States.*
1991. M.S. Wasserman, Paula Gail. **A Bayesian analysis of a mixture of exponentials.** Advisor: M. Wells.  
*Bayesian statistical decision theory. Mixture distributions (Probability theory). Exponential families (Statistics).*
1989. M.S. Buckley, Timothy. **Confidence as social influence: a study of the advisor-judge relationship.** Advisor: J. Sniezek.  
*Confidence. Decision making. Judgment.*
1989. Ph.D. Rudin, Joel Peter. **Judgment and choice in personnel selection.** Advisor: J. Boudreau.  
*Employee selection. Decision making. Judgment. Choice (Psychology).*

1988. M.S. Weber, Caroline L. **The effects of organizational characteristics and internal and external equity considerations on the pay-decision process for jobs in firms.** Advisor: S. Rynes.  
*Compensation management--Decision making. Organizational behavior. Pay equity.*
1986. M.S. Sears, David L. **Equity in pay increase and bonus decision-making.** Advisor: G. Milkovich.  
*Compensation management Decision making. Bonus system.*
1985. M.S. Florin, Beth Colleen. **Utility analysis : some new applications.** Advisor: J. Boudreau.  
*Decision making. Utility theory.*
1984. Ph.D. Lucas, Robert Gillmor. **The negotiation of distance : a case study in public bureaucracy.** Advisor: S. Bacharach.  
*School districts New York (State) Management Case studies. School management and organization New York (State) Decision making Case studies.*
1983. Ph.D. Bazzoli, Gloria J. **The early retirement decision : the influence of health, pensions and social security.** Advisor: G. Fields.  
*Early retirement United States Mathematical models.*
1983. M.S. Labelle, Christiane M. **Human resource strategic decisions as responses to environmental challenges.** Advisor: L. Dyer.  
*Manpower planning. Personnel management.*
1983. M.S. Luzadis, Rebecca Anne. **The effect of the Social Security Student Benefit Program on college-going decisions.** Advisor: R. Ehrenberg.  
*Student aid United States. Social security United States.*
1982. Ph.D. Le Louarn, Jean-Yves. **The effect of dual career couples on several personnel decisions using an in-basket technique.** Advisor: T. DeCotiis.  
*Married people Employment United States. Personnel management United States.*
1981. M.S. Bazzoli, Gloria J. **The decision to migrate : a theory of the joint choice of migration and job training investments.** Advisor: R. Hutchens.  
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1981. M.S. Scannell, Raymond Francis. **The politics of role change in complex, public educational organizations.** Advisor: S. Bacharach.  
*Decision making Political aspects. Organizational behavior Political aspects. School management and organization New York (State) Decision making Case studies.*

1979. M.S. McGuire, Jean Bernice. **Dynamics of decision making in a school district : a case study.** Advisor: S. Bacharach.  
*School management and organization Decision making.*
1978. M.S. Graham, Joseph Charles. **Decision making in dispute resolution : a study of the Federal Service Impasses Panel.** Advisor: T. Kochan.  
*United States. Federal Service Impasses Panel. Collective bargaining Government employees United States. Decision making.*
1977. Ph.D. Sweeney, Janet Ann Lawson. **Setting materiality guidelines : a multi-method approach.** Advisor: L. Gruenfeld.  
*Managerial accounting. Decision making. Industrial management.*
1975. Ph.D. 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.  
*Cornell University Faculty. Collective bargaining College teachers New York (State) Ithaca.*
1975. M.S. Mitchell, Stephen Mark. **Ordering effects in power base use : you can't fight City Hall.** Advisor: L. Williams.  
*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).*
1973. Ph.D. Beyer, Janice M. Lodahl. **Power dependencies and the structure of university departments.** Advisor: G. Gordon.  
*Influence (Psychology). Universities and colleges Faculty. Organization. Decision making.*
1973. M.S. Conklyn, Elizabeth Deborah. **A test of the four-factor model of decision-making.** Advisor: N. Rosen.  
*Decision making Mathematical models. Decision making Case studies.*
1972. M.S. Goold, David Warren. **Ability grouping of students; the role of teacher perceptions.** Advisor: V. Jensen.  
*Decision making. Ability Testing.*
1972. Ph.D. King, Allan Geoffrey. **Occupational choice, risk aversion, and wealth.** Advisor: W. Galenson.  
*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.**

*Decision making. Decision making--Case studies. Organization--Case studies. Industrial sociology--Case studies. Supervision of employees--Case studies.*

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

1999. Ph.D. Balsler, Deborah B. **Implementing new employment law : a contested terrain.** Advisor: R. Stern.  
*United States. Handicapped Employment Law and legislation United States.*
1996. Ph.D. Charles, Kerwin Kofi. **An inquiry into the labor market consequences of disabling illness.** Advisor: R. Ehrenberg.  
*Handicapped Employment United States. Disability retirement United States. Sick leave United States. United States.*
1989. Ph.D. Thomason, Terry Lee. **The compensation of permanent partial disability in New York State : an examination of wage loss and ex ante workers' compensation benefits.** Advisor: J. Burton.  
*Workers' Compensation New York (State). Insurance, Disability New York (State).*
1970. Ph.D. Button, William Henry III. **Development and analysis of an empirical taxonomy of rehabilitation organizations.** Advisor: W. Whyte.  
*Organization Case studies. Industrial sociology. Social sciences Research Methodology. Rehabilitation United States.*
1970. M.S. Moch, Michael Kent. **Stochastic analysis of work and interaction behavior.** Advisor: G. Gordon.  
*Social interaction--Case studies. Social psychology. Mental health. Handicapped--Rehabilitation--United States.*
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".**  
*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.*
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

2006. M.S. Duguid, Michelle Maria. **Board Diversity and Corporate Financial Performance.** Advisor: P. Tolbert.
2003. M.S. Schoberova, Michaela. **Cross-cultural employment interviewing : the perspective of applicants.** Advisor: L. Dyer.  
*Employment interviewing--Cross-cultural studies.*
2003. M.S. Yeung, Sarah Ka-Wah. **The effects of diversity management messages in recruitment advertisements on organizational attraction.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Diversity in the workplace--United States.*
2001. M.S. Geraci, Heather M. **Breaking and entering : state-level recognition of women as lawyers.** Advisor: P. Tolbert.  
*Women lawyers United States States History. Women in the professions United States States History. Feminism United States History.*
1999. Ph.D. Balsler, Deborah B. **Implementing new employment law : a contested terrain.** Advisor: R. Stern.  
*United States. Handicapped Employment Law and legislation United States.*
1996. Ph.D. Charles, Kerwin Kofi. **An inquiry into the labor market consequences of disabling illness.** Advisor: R. Ehrenberg.  
*Handicapped Employment United States. Disability retirement United States. Sick leave United States. United States.*
1996. Ph.D. Dwyer, Debra Sabatini. **Evaluating the effects of poor health on men's expected retirement, using the HRS.** Advisor: O. Mitchell.  
*Aged men Retirement United States. Retirement age United States. Aged men Health and hygiene United States. Aged men Employment United States.*
1995. M.S. Kang, Hye-Young. **New work system and women workers : a case study of a Korean footwear manufacturing company.** Advisor: I. DeVault.  
*Footwear industry Management Employee participation Korea (South) Case studies. Women shoe industry workers Korea (South) Case studies. Industrial management Employee participation Korea (South) Case studies. Work design Korea (South) Case studies. Industry.*
1995. Ph.D. Rothstein, Donna Suzann. **Gender, race, and ethnicity in early career matches between employees and supervisors, and the labor market outcomes of young employees.** Advisor: R. Ehrenberg.  
*Supervisors United States. Women supervisors United States. Afro-American supervisors United States. Women employees United States. Minorities Employment United States. Wages United States. Promotion of employees United States. Career development United States.*

1995. Ph.D. Silberstein, Dara Joy. **A legal-historical analysis of the United States Women's Bureau and women workers as mothers, 1900-1964.** Advisor: I. DeVault.

*United States. Women's Bureau History. Mothers Employment Law and legislation United States History 20th century. Women Employment Law and legislation United States History 20th century. Mothers Employment United States History 20th century. Women Employment.*

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

*African Americans--Education (Higher)--Economic aspects. African American college graduates--Employment. African American universities and colleges--Economic aspects. School integration--United States. Segregation in education--United States. Wages--United States.*

1994. Ph.D. Zhang, Xiao-yan (Currall, Cheyenne). **A comparative study of the perception of managerial role behavior : cultural-common and cultural-specific perspectives.** Advisor: L. Gruenfeld.

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

1993. Ph.D. Connelley, Debra L. **Toward an intergroup theory of diversity management : the role of social identity and relational models on intergroup conflict in a heterogeneous workforce.** Advisor: P. Tolbert.

*Minorities Employment United States. Multiculturalism United States. Pluralism (Social sciences) United States. Group identity United States. Intergroup relations United States. Corporate culture United States.*

1993. M.S. 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.*

1993. M.S. McKinney-Dhalenne, Valerie Marie. **Social identity and women's upward mobility strategies in organizations : a Franco-American comparison.** Advisor: L. Gruenfeld.

*Gender identity United States. Gender identity France. Group identity United States. Group identity France. Social mobility United States. Social mobility France. Women Employment Social aspects United States. Women Employment Social aspects France.*

1993. M.S. Rothstein, Donna Suzann. **Generating equality? : an economic analysis of labor market and educational outcomes of single-sex versus coed college education.** Advisor: R. Ehrenberg.

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*States. Women's colleges Economic aspects United States. Single-sex schools Economic aspects Unit.*

1992. Ph.D. Datta Gupta, Nabanita. **The role of preferences and constraints as determinants of male-female occupational difference.**

1992. M.S. Rattelman, Cori Rochelle. **Disentangling the effects of maternal employment and child care on the cognitive development of young children.** Advisor: O. Mitchell.

*Children of working mothers United States. Child care United States. Child development United States. Cognition in children United States.*

1991. M.S. Silberstein, Dara Joy. **Hours and theirs : a legal-historical analysis of the eight-hour and protective labor legislation movements, 1870-1920.** Advisor: I. DeVault.

*Women Employment United States. Sex role United States. Hours of labor Law and legislation United States. Labor movement United States.*

1989. M.S. Mikalauskas, Angela Mary. **The determinants of female shift work.** Advisor: Prof. Bryant.

*Shift systems. Hours of labor. Women--Employment.*

1987. M.S. Morgan, Nicholas Ismail. **A contextual analysis of evolving labor relations in South Africa : a critical study of the post-Wiehahn industrial legislation and its impact on the conditions of the black worker.** Advisor: J. Gross.

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

1987. M.S. Pozzebon, Silvana. **Retirement among married women.** Advisor: O. Mitchell.

*Wives United States Retirement.*

1985. Ph.D. Chang, Hyun-Joon. **Age and the length of unemployment spells : a structural hazard analysis.** Advisor: R. Hutchens.

*Aged Employment United States. Age and employment United States. Unemployed United States.*

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

*Afro-American women executives. Promotions United States.*

1982. Ph.D. 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.

*Commuting United States. Labor mobility United States. Wages United States. Urban transportation United States.*

1976. M.S. Coppock, Marjorie Louise. **The woman volunteer worker : a survey.** Advisor: H. Trice.

- Women volunteers in social service United States. Women in community development United States.*
1976. M.S. Forst, Robin Ilene. **An application of Markov chains for affirmative action planning.** Advisor: J. Farley.  
*Affirmative action programs United States. Markov processes.*
1976. Ph.D. Fraundorf, Martha Norby. **The labor force participation of married women at the turn of the century.** Advisor: W. Galenson.  
*Wives--Employment--United States.*
1973. M.S. Wesley, Jeffrey Edgar (Jacobs, Jeffrey Ellis). **Obreros Unidos - United Workers v. Libby, McNeill and Libby: case analysis and discussion of future implications.**
1970. M.S. Friend, Bruce Ivan. **The literature of the Negro worker, 1877-1968: a critical analysis.** Advisor: J. Gross.  
*Afro-Americans Employment Bibliography. Afro-Americans Bibliography.*
1970. M.S. Karol, Leon. **Labor force participation rate of married women.** Advisor: W. Galenson.  
*Women Employment United States Statistics. Minorities United States.*
1970. M.S. Moch, Michael Kent. **Stochastic analysis of work and interaction behavior.** Advisor: G. Gordon.  
*Social interaction--Case studies. Social psychology. Mental health. Handicapped--Rehabilitation--United States.*
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. Hadary, Sharon G. **Evolution of the woman's role in the Italian labor force.**  
*Women Employment Italy. Women Legal status, laws, etc Italy.*
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.**  
*Early retirement. Aged Employment. Technological innovations.*
1956. M.S. Suttell, Elizabeth Jane. **The employment of the handicapped in industry: present attitudes and future possibilities.**  
*Handicapped Employment.*
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).*

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

*Alexander Smith and sons Carpet Co. Rug and carpet industry. Aged Employment.*

## Economics

2006. Ph.D. Greer, Ian Collin. **Workers of the World, Compete! Unions and Economic Development in the United States and Germany.** Advisor: L. Turner.
2005. M.S. Beachler, Brigid K. **Mind the gap : economic & social polarization & the prospects for labor revitalization in London.** Advisor: L. Turner.  
*Labor unions--England--London--Sociological aspects. Industrial relations--Social aspects--England--London.*
2005. Ph.D. Van Jaarsveld, Danielle Dorice. **Boom & bust : an analysis of information technology work patterns.** Advisor: H. Katz.  
*Information technology--United States--Employees. Personnel management--United States. Labor supply--United States. Mass media--Economic aspects.*
2003. Ph.D. Goldschmidt, Nadav. **The influence of customers' personality and demographic characteristics on their expectations from a service.** Advisor: T. Hammer.  
*Retail trade--Public relations. Retail trade--Social aspects. Demography--Economic aspects.*
2003. M.S. Nirody, Roshni Mona. **Targeted incentive partnerships : examining an alternative micro-level policy approach to child labor in Brazil.** Advisor: M. Cook.  
*Child labor--Brazil. Brazil--Economic conditions.*
2001. Ph.D. Freije, Samuel. **Household income dynamics in Venezuela.** Advisor: G. Fields.  
*Income Venezuela Statistics. Venezuela Economic conditions Statistics. Social mobility Venezuela Statistics.*
2001. Ph.D. Kang, Changhui. **Essays on economic duration analysis in labor economics.** Advisor: J. Abowd.
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.*
2001. Ph.D. Yoon, Yoon-Gyu. **Adjustment of labor inputs and wages of different age groups in response to product demand shocks : large manufacturing firms in Korea, 1986-1992.** Advisor: R. Hutchens.  
*Labor demand--Korea--Econometric models.*
2000. Ph.D. Hussain, Samid. **Human capital accumulation, social distance, and financial markets : implications for child labor in developing countries.** Advisor: R. Ehrenberg.

2000. M.S. Kim, James Je Heon. **Role of regime legitimacy in economic development and industrial relations in Brazil and Argentina.** Advisor: M. Cook.  
*Industrial policy Brazil. Industrial policy Argentina. Industrial relations Brazil. Industrial relations Argentina. Economic development Brazil. Economic development Argentina.*
2000. Ph.D. Leary, Jesse Boden. **Evaluating longitudinal income changes : the United States 1969-1995.** Advisor: G. Fields.  
*Income United States Longitudinal studies. Income distribution United States Longitudinal studies.*
1999. Ph.D. Olsen, Robert Buckner. **Essays on wage variation across industries and education groups.** Advisor: R. Ehrenberg.  
*Wages United States. Wages Effect of education on United States. Rent (Economic theory).*
1998. Ph.D. 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.  
*Academic achievement United States. Success in business United States. School sports Psychological aspects United States. Achievement motivation United States.*
1998. Ph.D. Nelsen, Bonalyn J. **The nature and implications of technological change and the rise of a service economy : observations from the field of automotive repair.** Advisor: S. Barley.  
*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.*
1998. Ph.D. Pan, Shih-Wei. **Employment relations in a changing global economy : the case of Taiwan.** Advisor: H. Katz.  
*Industrial relations Taiwan.*
1997. M.S. Debgupta, Shub. **The effects of Indian anti-retrenchment laws on a multi-sector economy.** Advisor: G. Fields.  
*Labor market India Econometric models. Unemployment India Econometric models. Wages India Econometric models. Job security Law and legislation India. Labor laws and legislation India.*
1997. Ph.D. Iankova, Elena Atanassova. **Social partnership after the Cold War : the transformative corporatism of Eastern Europe.** Advisor: L. Turner; P. Katzenstein.  
*Corporate state--Bulgaria. Corporate state--Poland. Capitalism--Bulgaria. Capitalism--Poland. Bulgaria--Economic conditions--1989-. Poland--Economic conditions--1990-. Bulgaria--Politics and government--1990-. Poland--Politics and government--1989-.*
1997. M.S. Leary, Jesse Boden. **Earnings mobility in the 1970's and 1980's : the role of the age-earnings profile.** Advisor: G. Fields.

*Wage differentials United States. Age and employment United States. Income distribution United States. Labor mobility United States.*

1996. Ph.D. Charles, Kerwin Kofi. **An inquiry into the labor market consequences of disabling illness.** Advisor: R. Ehrenberg.  
*Handicapped Employment United States. Disability retirement United States. Sick leave United States. United States.*

1996. Ph.D. Cooper, Michael Gordon. **The impact of liquidity constraints on the search behavior of unemployed workers.** Advisor: G. Jakubson.  
*Job hunting Finance Econometric models. Employment re-entry Econometric models. Unemployment Econometric models. Liquidity (Economics).*

1995. M.S. Finer, Hampton Sequoia Carlos. **Firm investment behavior and collective bargaining with unionized workers.** Advisor: J. Abowd.  
*Collective bargaining Economic aspects. Capital investments. Labor unions Economic aspects.*

1995. Ph.D. Francis, Peter Jonathan. **Dynamic epidemiology and the market for vaccinations.** Advisor: G. Fields.

1995. M.S. Hosken, Eric Peter. **The economic determinants of college dropouts.** Advisor: R. Ehrenberg.  
*College dropouts--United States--Economic conditions. College dropouts--United States. Wages--United States.*

1995. Ph.D. Yoo, Gyeongjoon. **An analysis and decomposition of changing labor income distribution in Korea.** Advisor: G. Fields.  
*Income distribution Korea. Poverty Korea. Korea Economic conditions 1971-.*

1994. M.S. Cooper, Michael Gordon. **The impact of liquidity constraints on an unemployed worker's search behavior.** Advisor: G. Jakubson.  
*Job hunting--Finance--Econometric models. Job offers--Econometric models. Unemployment--Econometric models. Employment re-entry--Econometric models. Liquidity (Economics).*

1994. Ph.D. Hsin, Ping-Lung. **Funding and administrative efficiency of state and local government pension plans.** Advisor: R. Smith.  
*State governments United States Officials and employees Pensions Finance. State governments United States Officials and employees Pensions. Local officials and employees Pensions United States Finance. Local officials and employees Pensions United States.*

1994. Ph.D. Lando, David. **Three essays on contingent claims pricing.** Advisor: M. Wells and Professor Jarrow.

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

*African Americans--Education (Higher)--Economic aspects. African American college graduates--Employment. African American universities and colleges--Economic aspects. School integration--United States. Segregation in education--United States. Wages--United States.*

1993. Ph.D. Belzer, Michael Hugh. **Collective bargaining in the trucking industry : the effects of institutional and economic restructuring.** Advisor: H. Katz.

*Collective bargaining Transportation United States. Wages Truck drivers United States. Trucking United States Deregulation.*

1993. M.S. Goldhaber, Dan D. **Drug use, school quality and wages.** Advisor: R. Hutchens.

*Drugs and employment United States Longitudinal studies. Drug abuse Economic aspects United States Longitudinal studies. Education, Secondary Economic aspects United States Longitudinal studies. Wages United States Effect of education on Longitudinal studies.*

1993. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.

*Retirement, Mandatory Japan Econometric models. Retirement age Japan Econometric models. Promotions Japan Econometric models. Executives Salaries, etc. Japan Econometric models.*

1993. M.S. Rothstein, Donna Suzann. **Generating equality? : an economic analysis of labor market and educational outcomes of single-sex versus coed college education.** Advisor: R. Ehrenberg.

*Women college graduates Employment United States. Women Education (Higher) Economic aspects United States. Women Education (Graduate) Economic aspects United States. Women's colleges Economic aspects United States. Single-sex schools.*

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

*Unemployment Effect of unemployment insurance on Econometric models. Unemployment Canada Econometric models. Insurance, Unemployment Canada Econometric models. Labor turnover Canada Econometric models.*

1989. M.S. Chang, Ling-Juan Joann. **Objective measures of alternative job opportunities and voluntary turnover.** Advisor: B. Gerhart.

*Labor turnover United States Econometric models. Labor mobility United States Econometric models. Unemployment United States Econometric models. Job vacancies United States Econometric models. Job satisfaction United States Measurement.*

1989. Ph.D. Hotchkiss, Julie Louise. **Econometric issues and analyses of the part-time employed.** Advisor: R. Ehrenberg.

*Part-time employment.*

1989. Ph.D. Sung, Jaewhan. **Determinants and efficiency aspects of voluntary labor mobility : a study of the Korean labor markets.** Advisor: R. Ehrenberg.

*Labor mobility--Korea--Case studies. Labor market--Korea--Case studies. Labor market--Government policy--Korea. Korea--Economic conditions--1945-.*

1988. M.S. Bognanno, Michael Leonard. **Performance incentives in tournaments : an empirical test.** Advisor: R. Ehrenberg.

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

1988. Ph.D. Chan, Elaine K. **Labor market consequences of export-led growth with sector-specific wage floors.** Advisor: G. Fields.

*Foreign trade and employment Econometric models. Wages Econometric models.*

1988. Ph.D. Chaykowski, Richard Paul. **The determination of nonwage collective bargaining outcomes : an application to Canadian data.** Advisor: J. Burton.

*Employee fringe benefits Canada. Collective bargaining Canada Econometric models.*

1988. M.S. Lund, Margaret Ann. **Industrial decline and readjustment : the experience of Minnesota's iron range.** Advisor: H. Katz.

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

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

*Minimum wage. Labor supply. Employment (Economic theory).*

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

*Labor supply Sri Lanka. Agricultural laborers Sri Lanka. Sri Lanka Rural conditions.*

1986. Ph.D. Park, Young-Bum. **Economic effects of size of employer in South Korea.** Advisor: G. Fields.

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

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

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

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

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

1983. M.S. Luzadis, Rebecca Anne. **The effect of the Social Security Student Benefit Program on college-going decisions.** Advisor: R. Ehrenberg.

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1983. Ph.D. Meek, Christopher. **Labor-management cooperation and economic revitalization : the story of the growth and development of the Jamestown Area Labor-Management Committee.** Advisor: W. Whyte.  
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1983. Ph.D. Schumann, Paul Louis. **Investment in human capital : work, military service, and college.** Advisor: R. Ehrenberg.  
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1982. Ph.D. Li, Elizabeth Hon-ming. **A theoretical and empirical analysis of the compensating differentials for cyclical employment variations.** Advisor: R. Ehrenberg.  
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1982. Ph.D. Rogers, David E. **The effects of individual and occupational characteristics on the career paths of young males.** Advisor: R. Ehrenberg.  
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1981. M.S. Dodt, Harold Renold. **A fixed cost explanation for unionists' hours of work.** Advisor: R. Butler.  
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1981. Ph.D. Reader, Jonathan Whittier. **The social, economic and political determinants of town fiscal policies.** Advisor: S. Bacharach.  
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1980. Ph.D. Ashby, Jacqueline Anne. **Small farms in transition : changes in agriculture, schooling and employment in the hills of Nepal.** Advisor: W. Whyte.  
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1980. Ph.D. Scherer, Peter Andrew. **Wage policies and income distribution in an open economy with special reference to the Australian context.** Advisor: R. Ehrenberg.  
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1980. M.S. Schumann, Paul Louis. **Evidence on the impact of public policy on labor market transitions and unemployment.** Advisor: R. Ehrenberg.  
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1979. M.S. Borba, Philip Stanley. **Employment effects of a youth differential in the minimum wage.** Advisor: R. Ehrenberg.  
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1979. M.S. Marcus, Alan Jay. **The impact of rate of return regulation on input demand in the electric utility industry.** Advisor: R. Ehrenberg.  
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1979. Ph.D. Whiting, Jack Ellsworth. **Compensating wage differentials and pension coverage : the implicit market for pensions.** Advisor: R. Ehrenberg.  
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1977. Ph.D. French, John Lawrence. **Socio-economic development and political participation : a multi-dimensional, multi-level, empirical analysis.** Advisor: W. Whyte.  
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1977. M.S. Park, Se-II. **The impact of economic development on employment, wages, and living standards: the case of Korea in the 1960s and 1970s.** Advisor: W. Galenson.
1976. Ph.D. McLean, Robert Alexander. **An economic analysis of coalition bargaining.** Advisor: J. Stoikov.  
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1976. Ph.D. Zappert, Laraine Testa. **Socialization, social classes and economic development : the case of Peru.** Advisor: W. Whyte.  
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1975. M.S. Valliant, Richard L. **A comparison of three mobility models.** Advisor: P. McCarthy.  
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1974. M.S. Newberry, Lawrence Stewart. **Techniques, policies, and problems of wage and price controls; a comparison of two experiences in the United States.** Advisor: F. Freilicher.  
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1974. M.S. Said, Abdul Rahim Md. **Developing indigenous entrepreneurship in West Malaysia.** Advisor: W. Whyte.  
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1973. Ph.D. Farbman, Michael Edward. **An econometric analysis of variations in the size distribution of family incomes in U. S. cities, 1960.** Advisor: W. Galenson.  
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1973. Ph.D. Mwanza, Jacob Mumbi. **Modern sector employment growth in East Africa (with special emphasis on Zambia).**  
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1972. Ph.D. Azevedo, Ross Eames. **The labor market for scientific personnel; the problem of allocation and efficiency.** Advisor: N. Tolles.  
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1972. Ph.D. Kilgour, John Graham. **The failure of the United States Merchant Marine; a study of national maritime policy and industrial relations.** Advisor: G. Brooks.  
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1971. Ph.D. Green, Charles Stanley III. **Building the newest nations; a comparative study of social, economic, and political change.** Advisor: W. Friedland.  
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1971. M.S. Houston, William Thomas. **Macroeconomic effects of early retirement plans in the United States; a human capital approach.** Advisor: V. Stoikov.  
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1970. Ph.D. Pohlman, Jerry Edgar. **Job creation and welfare: a trade-off analysis.** Advisor: W. Galenson.  
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1970. M.S. Solnick, Loren Michael. **The determinants of earnings of college graduates and the private returns to higher education.** Advisor: W. Galenson.  
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1970. Ph.D. Westacott, George Henry. **The Peruvian automobile industry: a socio-economic and organizational inquiry.** Advisor: L. Williams.  
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1969. M.S. Brooks, Gilbert Allen. **Disemployment effects of minimum wage laws in the Puerto Rican economy: 1958-1963.** Advisor: R. Raimon.

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

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1968. M.S. Gilligan, Thomas Joseph, Jr. **Price stabilization program of the Chilean government during the first two years of the Frei administration, 1965 and 1966.** Advisor: V. Jensen.

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1968. M.S. Grushka, Donna Gellis. **A case study of manpower development under a revolutionary elite: productive labor in education programs in the People's Republic of China.** Advisor: F. Foltman.

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1968. Ph.D. Mesa-Lago, Carmelo. **Unemployment in socialist countries: Soviet Union, East Europe, China and Cuba.** Advisor: D. McIntyre.

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

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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.**

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

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

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

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

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1963. Ph.D. Sagrista Freixas, A. **Social security in Japan: its evolution, present status and economic implications.**

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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.**

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1960. M.S. Fulton, Roger Howard. **Consumption maintenance and full employment.**

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1960. Ph.D. Holmsen, Andreas August. **Variability in income and in factors affecting income on commercial dairy farms in the north country and central plain regions of New York State.**

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1960. M.S. Sagrista Freixas, A. **Economic unemployment in Japan : the problem and related government measures.**

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

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

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1955. Ph.D. Mann, Karl Otto Eberhard. **Minimum wages in the Puerto Rican economy.**  
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1954. M.S. Yasmajian, Emma S. Crocetti. **An examination of some factors causing economic dependency among the aged in Tompkins County, New York.**  
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1952. M.S. in Ed. Aldrich, Alton Parker. **Industrial transition in a New England community, Danbury, Connecticut.**  
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1950. M.S. Haskell, Mark Ansel. **Some economic implications of wage criteria: arbitration cases in New Jersey, 1947-1950.**
- 1949; (1950). Ph.D. Parsons, Edgar Allen. **Some economic aspects of collective bargaining in the rubber industry.**

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1996. Ph.D. Osagie, Sylvester Osaze. **The role of credentialing in the emergence of employee assistance as a workplace jurisdiction.** Advisor: W. Sonnenstuhl.  
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1995. M.S. Sturman, Michael Craig. **Predicting decision quality and satisfaction of employee health care selection decisions in a flexible benefits environment.** Advisor: G. Milkovich.  
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1994. Ph.D. Marron, George F. **Work and family issues : the impact of eldercare on work force policies and job choice decisions.** Advisor: V. Briggs.  
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1993. M.S. Cable, Daniel M. **Effects of compensation systems on job search decisions : an application of person-organization fit.** Advisor: T. Judge.  
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1992. Ph.D. Barringer, Melissa Woodard. **The antecedents and consequences of flexible benefits plans.** Advisor: G. Milkovich.  
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1992. M.S. Edlefsen, Paul J. **An investigation into the relationship between benefits satisfaction and benefits knowledge and how computerized decision aids influence this relationship.** Advisor: G. Milkovich.  
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1991. M.S. Osagie, Sylvester Osaze. **Employee assistance programs : a thematic analysis of four periodicals.** Advisor: H. Trice.  
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1988. Ph.D. Chaykowski, Richard Paul. **The determination of nonwage collective bargaining outcomes : an application to Canadian data.** Advisor: J. Burton.  
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1983. Ph.D. Jacobs, David Carroll. **The United Auto Workers and the campaign for national health insurance : a case study of labor in politics.** Advisor: D. Lipsky.  
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1979. M.S. Rogers, David E. **Municipal government structure, unions, and wage and non-wage compensation in the public sector.** Advisor: R. Ehrenberg.  
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1967. Ph.D. Energin, Dogan Dervis. **Remuneration of the international civil servant: a study of the salary, allowance and benefits system in the United Nations Secretariat.**  
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1949. M.S. in ILR Yager, Paul. **Study of the history of the negotiation for a health and welfare fund. .Bituminous Coal Operators and United Mine Workers.**

1947. M.S. in ILR Sackman, Morris. **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.**



## Employee Ownership and Cooperatives

2002. M.S. Hammond, Ryan Alan. **The relationship of broad-based stock options and firm performance in high technology companies.** Advisor: G. Milkovich.  
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1999. M.S. Klingel, Sally. **From revolution to evolution : democracy and participation in the social councils of Mondragon.** Advisor: R. Stern.  
*Cooperative societies--Spain--Mondragon. Industrial management--Employee participation--Spain --Mondragon.*

1989. M.S. Squire, Catherine Alison. **Transforming people and an organization : transition to employee ownership and democratic management at the Rath Packing Company, 1979-1982.** Advisor: W. Whyte.  
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1982. Ph.D. Gutiérrez-Johnson, Anna. **Industrial democracy in action : the cooperative complex of Mondragon.** Advisor: W. Whyte.  
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1982. Ph.D. Sockell, Donna. **The union's role under employee ownership : stability or change?** Advisor: D. Lipsky.  
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1981. M.S. Wood, Kenneth Haydn. **An evaluation of community-employee ownership as an alternative to plant closures.** Advisor: R. Stern.  
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1980. M.S. Korpi, Kerry Josephine. **Retention of collectivist-democracy as an organizational form : a case study.** Advisor: H. Aldrich.  
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1979. M.S. Salkin, Samuel Joseph. **Getting down to work : an introduction to worker ownership and control.** Advisor: W. Whyte.  
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1977. Ph.D. Long, Richard Joseph. **The effects of employee ownership on job attitudes and organizational performance : an exploratory study.** Advisor: W. Whyte.  
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1976. M.S. Gutiérrez-Johnson, Ana. **Cooperativism and justice : a study and cross-cultural comparison of preferences for forms of equity among Basque students of a cooperative school-factory.** Advisor: W. Whyte.  
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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.**  
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1952. M.S. Felker, John J. **An analysis of an attitude survey of a cooperative organization in upstate New York.**

## Employee Recruitment and Hiring

2006. M.S. Kanar, Adam Michael. **Positive and negative information early in the recruitment process.** Advisor: C. Collins.

2003. M.S. Schoberova, Michaela. **Cross-cultural employment interviewing : the perspective of applicants.** Advisor: L. Dyer.  
*Employment interviewing--Cross-cultural studies.*

2003. M.S. Sovina, Jakub. **The effects of organizational brand equity on employment brand equity and recruitment outcomes.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Marketing--Management--United States.*

2003. M.S. Yeung, Sarah Ka-Wah. **The effects of diversity management messages in recruitment advertisements on organizational attraction.** Advisor: C. Collins.  
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2002. M.S. Han, Jian. **Recruitment image : construct, dimensionalities and sources.** Advisor: M. Cavanaugh.  
*Corporate culture. Personnel management. Organizational effectiveness.*

1997. Ph.D. Smith, Catherine Lynne. **The effects of recruitment practices and organizational reputation on applicant attraction : a multi-employer perspective.** Advisor: B. Gerhart.  
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1997. Ph.D. Sturman, Michael Craig. **Individual performance and the effectiveness of selection strategies over time.** Advisor: J. Boudreau.  
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1995. Ph.D. Cable, Daniel M. **The role of person-organization fit in organizational entry.** Advisor: T. Judge.  
*Employee selection. Personality and occupation. Prediction of occupational success. Corporate culture. Employment interviewing. Values. Work ethic.*

1990. M.S. Laitamaki, Sinikka Eeva. **Relationships between organizational characteristics, college recruitment policies and practices, and recruitment outcomes.** Advisor: S. Rynes.  
*College graduates Recruiting. Organizational behavior. Job vacancies. Labor turnover.*

1990. M.S. Smith, Catherine Lynne. **Job search strategies : their effects on job placement success.** Advisor: B. Gerhart.  
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1989. Ph.D. Rudin, Joel Peter. **Judgment and choice in personnel selection.** Advisor: J. Boudreau.  
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1987. M.S. Rudin, Joel Peter. **Predictors of perceived success in five aspects of college recruiting.** Advisor: J. Boudreau.  
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1971. M.S. Ayers, Wayne Matthew. **Military manpower utilization: lateral hire as a source of career manpower for the United States Army.** Advisor: W. Galenson.  
*United States Armed Forces Recruiting, enlistment, etc. United States Armed Forces Pay, allowances, etc.*
1970. M.S. Lampkin, Linda Wentzel. **The technical service company: an alternative to direct hire.** Advisor: W. Galenson.  
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1960. M.S. Hulin, Charles Lee. **The postdiction of executive success.**  
*Executives--Selection and appointment.*
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.).**  
*Standard Oil Company. Clerks Selection and appointment. Ability Testing.*
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

1997. M.S. Kim, Gina Soon. **The impact of the 1985 Japanese equal employment opportunity law on female workers : time-series evidence.** Advisor: G. Boyer.

*Women--Employment--Japan. Sex discrimination in employment--Law and legislation--Japan. Women--Employment--Law and legislation--Japan. Wages--Women--Japan. Sex discrimination against women--Japan. Labor laws and legislation--Japan.*

1994. M.S. Washington, Sandra Kay. **The effect of racial stereotypes on attributions and related employment outcomes.** Advisor: T. Judge.

*Discrimination in employment United States. Race discrimination United States. Stereotype (Psychology) United States. Attribution (Social psychology) United States. Employees Rating of United States.*

1993. M.S. Charles, Kerwin Kofi. **Retention discrimination in the National Basketball Association.** Advisor: O. Mitchell.

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

1993. M.S. Graham, Mary E. **Starting salary differences between women and men : organization-level findings and an analysis of current policy options.** Advisor: B. Gerhart.

*Wages Women United States. Sex discrimination in employment United States. Equal pay for equal work United States. Pay equity United States. Wages College graduates United States. Women college graduates Employment United States.*

1993. M.S. Rothstein, Donna Suzann. **Generating equality? : an economic analysis of labor market and educational outcomes of single-sex versus coed college education.** Advisor: R. Ehrenberg.

*Women college graduates Employment United States. Women Education (Higher) Economic aspects United States. Women Education (Graduate) Economic aspects United States. Women's colleges Economic aspects United States. Single-sex schools Economic aspects Unit.*

1990. M.S. Jersky, Brian. **Statistical analysis of employment discrimination data.** Advisor: A. Hadi.

*Discrimination in employment Statistical methods.*

1987. M.S. Morgan, Nicholas Ismail. **A contextual analysis of evolving labor relations in South Africa : a critical study of the post-Wiehahn industrial legislation and its impact on the conditions of the black worker.** Advisor: J. Gross.

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

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

*Pay equity. Wages Mathematical models. Discrimination in employment.*

1986. M.S. Levine, Phillip B. **Has antidiscrimination policy since 1964 reduced the wage gap?** Advisor: O. Mitchell.  
*Sex discrimination in employment United States. Equal pay for equal work United States.*
1986. Ph.D. Miller, Jane Kathleen Giacobbe. **An examination of the relationship between perceived justice of state impasse procedures and perceived equity of teacher pay.** Advisor: R. Seeber.  
*Collective bargaining--Teachers--United States. Teachers--Salaries, etc.--United States. Equal pay for equal work--United States.*
1982. Ph.D. 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.** Advisor: L. Dyer.  
*Discrimination in employment Law and legislation United States. Labor unions United States. Labor unions United States Minority membership.*
1980. Ph.D. Stallworth, Lamont Edward. **The arbitration of discrimination grievances : an examination into the treatment of sex- and race-based discrimination grievances by arbitrators since World War II.** Advisor: J. Gross.  
*Grievance arbitration United States. Sex discrimination in employment Law and legislation United States. Discrimination in employment Law and legislation United States.*
1977. M.S. Bordoni, Ralph Daniel. **The role of the labor arbitrator : post-Gardner-Denver influences.** Advisor: J. Gross.  
*Arbitration, Industrial--United States. Discrimination in employment--Law and legislation--United States.*
1977. Ph.D. Hunt, Richard Earl. **The impact of federal sector unions upon supervisory implementation of the federal alcoholism and equal employment opportunity policies.** Advisor: H. Trice.  
*Government employee unions United States. Supervision of employees. Alcoholism and employment United States. Discrimination in employment United States.*
1975. M.S. Hardin, Frances Anne. **The role of presidential advisors : Roosevelt aides and the FEPC, 1941-1943.** Advisor: J. Gross.  
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1972. Ph.D. 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.** Advisor: F. Freilicher.  
*Discrimination in employment United States Cases. Labor unions United States. Afro-Americans Discrimination. Apprentices United States.*

## Executives and Leaders

2006. M.S. Drellich, Daniel Brian. **Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture.** Advisor: M. Cavanaugh.  
*Executives--Job stress--United States. Job stress--United States.*
2004. Ph.D. Dunford, Benjamin B. **Executives out-of-the-money : the impact of underwater stock options on voluntary turnover.** Advisor: J. Boudreau.  
*Employee stock options--United States. Executives--United States--Attitudes.*
2004. M.S. Tyler, Charles Kingsley. **The effects of rotational leadership development programs on employee retention.** Advisor: B. Bell.  
*Employment stabilization. Job rotation. Employees--Training of.*
2003. Ph.D. Bayazit, Mahmut. **Conditioning the eye of the beholder : are leader prototypes context-sensitive?** Advisor: T. Hammer.  
*Leadership--United States. Leadership--Study and teaching--United States.*
2003. M.S. Cui, Yijing. **Executive stock option valuation : an augmented model based on the Black-Scholes formula.** Advisor: M. Wells.
2001. M.S. Fowler, Joshua Mark. **The relationship among subordinate personality characteristics, preferred behavior in leaders, satisfaction, and satisfactoriness : a person-organization fit approach.** Advisor: T. Hammer.  
*Supervision of employees Psychological aspects. Executives Psychology. Executives Selection and appointment United States. Personality and occupation United States.*
1999. Ph.D. Kennedy, David J. **On the road again : an investigation of the situational and intentional antecedents of job relocation decisions in the service sector.** Advisor: T. Judge.  
*Employees Relocation. Service industries. Executives.*
1998. Ph.D. Cyr, Linda Ann. **Vulture capitalists or virtue capitalists? : examining the effects of venture capitalist involvement on the use of equity incentives and firm performance in initial public offering firms.** Advisor: T. Welbourne.  
*Incentives in industry United States. Venture capital United States. Personnel management United States.*
1998. M.S. Yanadori, Yoshio. **CEO compensation : differences between insiders and outsiders.** Advisor: G. Milkovich.  
*Chief executive officers--Salaries, etc.--United States.*
1996. M.S. Wirtanen, Susan Marie. **Leaders of the pack : innovation in human resources practices of fast growth firms.** Advisor: T. Welbourne.  
*Personnel management United States. Employees Valuation United States. Business enterprises United States.*

1994. Ph.D. Zhang, Xiao-yan (Currall, Cheyenne). **A comparative study of the perception of managerial role behavior : cultural-common and cultural-specific perspectives.** Advisor: L. Gruenfeld.  
*Supervision of employees Cross-cultural studies. Leadership Cross-cultural studies. Executives Psychology Cross-cultural studies. Role expectation Cross-cultural studies. Authoritarianism (Personality trait) Cross-cultural studies. Control (Psychology) Cross-cultural studies.*
1993. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.  
*Retirement, Mandatory Japan Econometric models. Retirement age Japan Econometric models. Promotions Japan Econometric models. Executives Salaries, etc. Japan Econometric models.*
1993. M.S. Rentroia Bonito, Maria Alexandra. **Exploring the human resource management practices, leaders' behaviors and group innovation relationship in a Venezuelan corporation.** Advisor: L. Dyer.  
*Teams in the workplace. Personnel management. Leadership. Small groups. Organizational behavior.*
1992. M.S. Booth, Bryan A. **Gender and IQ effects on status in group development.** Advisor: L. Gruenfeld.  
*Intergroup relations. Leadership. Dominance (Psychology). Expectation (Psychology). Sex differences Social aspects. Intelligence levels Social aspects.*
1992. M.S. Carter, Shani D. **Causes of growth of managerial employment.** Advisor: J. Bishop.  
*Executives United States. Middle managers United States.*
1992. M.S. Taira, Paul J. **Business risk and top managerial compensation strategy.** Advisor: G. Milkovich.  
*Compensation management. Executives Salaries, etc. Risk.*
1991. M.S. Scarselletta, Mario and Von Karman Institute for Fluid Dynamics. **Determinants and consequences of externally-oriented leader behavior.** Advisor: T. Hammer.  
*Leadership. Management. Teachers' unions Officials and employees. Labor leaders.*
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1976. Ph.D. Bare, Alan C. **Model of work group performance.** Advisor: N. Rosen.  
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1974. Ph.D. Chirayath, Verghese John. **Voluntary organizations in action : the development and administration of United Way budgets.** Advisor: W. Whyte.  
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1974. Ph.D. Mullan, Brian Francis. **Work group phenomena in cross cultural perspective: the case of Puerto Rico.** Advisor: L. Williams.  
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1974. Ph.D. Whetten, David Allred. **Predicting organization-set dimensions : an interorganizational study of the effectiveness of manpower programs in New York State.** Advisor: H. Aldrich.  
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1973. Ph.D. Beyer, Janice M. Lodahl. **Power dependencies and the structure of university departments.** Advisor: G. Gordon.  
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1973. M.S. Copur, Halil. **A study of professorial roles in universities.** Advisor: W. Whyte.  
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1973. Ph.D. McManus, Michael Louis. **Who is the organization's doctor? an explanatory study of activities and self-perceptions of professor-consultants.** Advisor: W. Wolf.  
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1973. Ph.D. Moch, Michael Kent. **Structure of Organizational Resource Allocation Discretion.**

1973. M.S. Seibert, Kirk Hampton. **Role and power perceptions of line and staff managers as a function of a promotional subsystem in a technical organization.** Advisor: N. Rosen.  
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1973. Ph.D. Swartz, Donald. **Comparative Analysis of the adoption of technological innovations by formal organizations.** Advisor: G. Gordon.

1972. 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.** Advisor: J. McKelvey.  
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1972. Ph.D. Newman, Robert Samuel. **Environment and organizational effectiveness; a study of three Indian primary schools.** Advisor: W. Whyte.  
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1972. Ph.D. Shively, Robert Warren. **The development of a new role; a study of the building of full-time faculties for university and graduate-level programs in administration in Chile.** Advisor: L. Williams.  
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1971. M.S. Herman, Robert Dean. **An exploratory study of participation in community action organizations, an open systems-technological perspective.** Advisor: Prof. Nilli.  
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1971. Ph.D. Morse, Edward Villiers. **Organizational adoption and formal procedures: a comparative study.** Advisor: G. Gordon.  
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1970. M.S. Beyer, Janice M. Lodahl. **Paradigm development as a source of consensus in scientific fields.** Advisor: G. Gordon.  
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1970. Ph.D. Hundert, Alan T. **Psychological differentiation and rating behavior in a large work organization.** Advisor: L. Gruenfeld.  
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1970. Ph.D. Kimberly, John Robert. **The organization and its informational environment : a comparative analysis of organizational adoption of new elements.** Advisor: L. Williams.  
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1970. Ph.D. Nedd, Albert Neville B. **Psychological set and individual response to change (an exploratory study of some psychological and situational determinants of behavioral tendencies toward organizational change).** Advisor: W. Whyte.  
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1970. Ph.D. Westacott, George Henry. **The Peruvian automobile industry: a socio-economic and organizational inquiry.** Advisor: L. Williams.  
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1968. Ph.D. Everett, Woodrow Wilson Jr. **A study in organizational power: individual power within an organization of professional scientists and engineers.** Advisor: V. Jensen.  
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1968. Ph.D. Schwartzbaum, Allan Murray. **Lateral interaction and effectiveness in vertical organizations.** Advisor: L. Gruenfeld.  
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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.

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

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

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1966. Ph.D. Goodman, Paul Samuel. **A study of time perspective: measurement and correlates.**

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

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

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1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**  
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1964. M.S. Green, Charles Stanley III. **Commitment: an approach for the study of social organization and change.**  
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1961. Ph.D. Rushforth, Norman Burleigh. **A comparison of sample correlation matrices and a multivariate analysis of job concepts of selected industrial executive groups.**  
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1960. Ph.D. Ritti, Raymond Richard. **Engineers and managers: a study of engineering organization.**  
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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.**  
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1958. Ph.D. Turner, Arthur Nicholson. **Impersonality and group membership; a case study of an automobile assembly line.**
1956. M.S. Hodgson, Francis Xavier and United Gas Coke and Chemical Workers of America. Local No.504. **The birth, life and death of a labor organization in a small industrial plant.**  
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1954. Ph.D. Richardson, Stephen Alexander. **The social organization of British and United States merchant ships.**  
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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.**

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1952. M.S. Felker, John J. **An analysis of an attitude survey of a cooperative organization in upstate New York.**

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

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

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

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2001. M.S. Geraci, Heather M. **Breaking and entering : state-level recognition of women as lawyers.** Advisor: P. Tolbert.

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2000. Ph.D. Leary, Jesse Boden. **Evaluating longitudinal income changes : the United States 1969-1995.** Advisor: G. Fields.

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1995. Ph.D. Silberstein, Dara Joy. **A legal-historical analysis of the United States Women's Bureau and women workers as mothers, 1900-1964.** Advisor: I. DeVault.

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1988. M.S. Orr, Marsha J. **Teacher compensation : lessons from our past : professional standing and the basis for teacher remuneration 1840-1900.** Advisor: R. Doherty.

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1987. M.S. Coppock, Shelley Ann. **Management opposition to the NLRB during the 1960s.** Advisor: J. Gross.

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1985. Ph.D. Kalwa, Richard Walter. **Collective bargaining in basic steel, 1946-83.** Advisor: D. Lipsky.

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1983. Ph.D. Hopkins, Diane Elizabeth. **The colonial history of the hacienda system in a southern Peruvian highland district.** Advisor: W. Whyte.  
*Haciendas--Peru--History. Agriculture--Economic aspects--Peru--History.*
1980. Ph.D. Stallworth, Lamont Edward. **The arbitration of discrimination grievances : an examination into the treatment of sex- and race-based discrimination grievances by arbitrators since World War II.** Advisor: J. Gross.  
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1977. M.S. Buchheit, Scott Edward. **Unionizing among graduate student employees in American universities, 1965-1975 : its causes, legal status, and history.** Advisor: R. Keeran.  
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1977. M.S. Delello, Richard John. **The growth of the Knights of Labor in 1885-1886 : reconsidered.** Advisor: C. Daniel.  
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1975. M.S. Summa, Joseph B. **The United Transportation Union : its history, causes and effects : a study of union mergers in the railroad industry.** Advisor: G. Brooks.  
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1974. Ph.D. Aboud, Antone. **An idea whose time had come: a legislative history of Pennsylvania's public employee bargaining law.** Advisor: B. Yaffe.  
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1974. M.S. Newberry, Lawrence Stewart. **Techniques, policies, and problems of wage and price controls; a comparison of two experiences in the United States.** Advisor: F. Freilicher.  
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1968. M.S. Gilligan, Thomas Joseph, Jr. **Price stabilization program of the Chilean government during the first two years of the Frei administration, 1965 and 1966.** Advisor: V. Jensen.  
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1968. Ph.D. Isbester, Alexander Fraser. **A history of the national, Catholic unions in Canada: 1901-1965.** Advisor: M. Neufeld.  
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1968. M.S. Oshinsky, David Matthew. **Senator Joseph McCarthy and American labor.** Advisor: A. Korman.  
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1963. M.S. Rotondaro, Ruben Osvaldo J. **The American Federation of Labor policies toward Latin America in the time of Gompers.**

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

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1962. M.S. Tontz, Jay Logan. **The American political elite, 1901-1961.**

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

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

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1955. M.S. Savoie, Ernest Joseph. **The New York Mills Company, 1807-1914; a study of managerial attitudes and practices in industrial relations.**

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

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1953. M.S. Wells, Jean Alice. **Effects of minimum wage laws in the United States : a review of statistical surveys, 1912-1952.**

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1952. M.S. Lyon, Richard Martin. **The American Association for Labor Legislation and the fight for workmen's compensation laws, 1906-1942.**  
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1951. M.S. Elias, Robert and Amalgamated Clothing Workers of America. **The wage policies of the Amalgamated Clothing Workers of America, 1914-50.**  
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1951. Ph.D. Seidenberg, Jacob. **A study of the extent and effects of the use of the labor injunction in New York City, 1935-1950.**  
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1951. Ph.D. Wickersham, Edward Dean. **Opposition to the international officers of the United Mine Workers of America: 1919-1933.**  
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1951. Ph.D. Windmuller, John P. **American labor's role in the international labor movement, 1945 to 1950.**
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.**
1949. M.S. in ILR Yager, Paul. **Study of the history of the negotiation for a health and welfare fund. .Bituminous Coal Operators and United Mine Workers.**
1948. M.S. in ILR Truesdale, John Cushman. **The history and present status of legislation concerning the secondary boycott.**

## Human Resource Management

2006. Ph.D. Doellgast, Virginia Lee. **Negotiating Flexibility: The Politics of Call Center Restructuring in the U. S. and Germany.** Advisor: R. Batt.
2006. M.S. Drellich, Daniel Brian. **Challenge and Hindrance Stress at the Organizational Level: The Role of Organizational Culture.** Advisor: M. Cavanaugh.  
*Executives--Job stress--United States. Job stress--United States.*
2006. Ph.D. Ericksen, Gerald Arthur. **Workforce Alignment, Human Resource Scalability and Small Business Sales Growth.** Advisor: L. Dyer.
2006. M.S. Kanar, Adam Michael. **Positive and negative information early in the recruitment process.** Advisor: C. Collins.
2006. Ph.D. Kang, Sung-Choon. **Managing the Intellectual Capital Architecture: An Examination of the Influence of HRM on Bilateral Learning in Law Firms.** Advisor: S. Snell.
2006. Ph.D. Morris, Shad S. **Intellectual Capital Investments in Learning Capabilities: Toward a Framework for Managing Human Resource Practices in the MNC.** Advisor: S. Snell.
2005. Ph.D. Han, Jian. **Building employment brand equity effect of firm practices, employee outcomes and organizational outcomes.** Advisor: C. Collins.  
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2005. M.S. Liu, Xiangmin. **Do employer investments in on-the-job training pay off?** Advisor: R. Batt.  
*Employees--Training of. Success in business.*
2005. Ph.D. Van Jaarsveld, Danielle Dorice. **Boom & bust : an analysis of information technology work patterns.** Advisor: H. Katz.  
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2004. Ph.D. Dunford, Benjamin B. **Executives out-of-the-money : the impact of underwater stock options on voluntary turnover.** Advisor: J. Boudreau.  
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2004. M.S. Tyler, Charles Kingsley. **The effects of rotational leadership development programs on employee retention.** Advisor: B. Bell.  
*Employment stabilization. Job rotation. Employees--Training of.*
2003. Ph.D. Lu, Chien-Chung. **Organizational downsizing, high commitment human resource practices, and the attitudes of army officers.** Advisor: J. Bishop.

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2003. M.S. Schoberova, Michaela. **Cross-cultural employment interviewing : the perspective of applicants.** Advisor: L. Dyer.  
*Employment interviewing--Cross-cultural studies.*
2003. M.S. Sovina, Jakub. **The effects of organizational brand equity on employment brand equity and recruitment outcomes.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Marketing--Management--United States.*
2003. M.S. Yeung, Sarah Ka-Wah. **The effects of diversity management messages in recruitment advertisements on organizational attraction.** Advisor: C. Collins.  
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2003. M.S. Yi, Hong. **Lateral and vertical pay dispersions, organizational contexts and performance.** Advisor: G. Milkovich.  
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2002. Ph.D. Gardner, Timothy M. **In the trenches at the talent wars : an examination of competitive interaction for human resource advantage via the study of target firms' responses to being the victim of a multi-employee talent raid.** Advisor: P. Wright.  
*Personnel management--Case studies. Employee competitive behavior--Case studies.*
2002. M.S. Hammond, Ryan Alan. **The relationship of broad-based stock options and firm performance in high technology companies.** Advisor: G. Milkovich.  
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2002. M.S. Han, Jian. **Recruitment image : construct, dimensionalities and sources.** Advisor: M. Cavanaugh.  
*Corporate culture. Personnel management. Organizational effectiveness.*
2002. Ph.D. Moynihan, Lisa M. **Service work in the information age : an investigation of the role of human resource management practices, knowledge transfer, and customer satisfaction in call centers.** Advisor: P. Wright.  
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2001. Ph.D. Booth, Bryan Arthur. **Assuming the strategic business partner role : the transformation of human resources.** Advisor: W. Sonnenstuhl.  
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2001. M.S. Ericksen, Gerald Arthur. **Toward a model of spontaneously formed team development and performance : extending the punctuated equilibrium model.** Advisor: L. Dyer.

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2001. Ph.D. Lee, Chang Kil. **The institutionalization of growth and decline in government employment : economics, politics, and imitation.** Advisor: P. Tolbert.  
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2000. Ph.D. Boswell, Wendy Robyn. **Aligning employees with the organization's strategic objectives : out of "line of sight," out of mind.** Advisor: J. Boudreau.  
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2000. Ph.D. Clifton, Jean Marie. **Restructuring the employment relationship : implications for firms, unions, and employees.** Advisor: H. Katz.  
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1999. M.S. Chase, William David. **The relationship between role behaviors and performance of the line-HR department, within the broader context of the general managerial function.** Advisor: T. Welbourne.  
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1999. M.S. Tichy, Jan. **Making decisions about investment in human resource management practices : examining the mechanism of HR practices' effect on organizational performance.** Advisor: J. Boudreau.  
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1999. Ph.D. Washington, Sandra Kay. **The Role-Based Identity Scale : development and field tests involving stock options and skill-based pay applications.** Advisor: T. Welbourne.  
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1998. Ph.D. Balmaceda, Felipe. **Essays in compensation contracts : theory and evidence.** Advisor: J. Abowd.  
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1998. Ph.D. Cyr, Linda Ann. **Vulture capitalists or virtue capitalists? : examining the effects of venture capitalist involvement on the use of equity incentives and firm performance in initial public offering firms.** Advisor: T. Welbourne.  
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1998. Ph.D. Finer, Hampton Sequoia Carlos. **Wage determination and firm performance in the presence of individual and firm heterogeneity.** Advisor: J. Abowd.  
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1998. M.S. Hrubá, Lada. **An investigation into global stock options : substance and symbolism in adoption explanations.** Advisor: G. Milkovich.  
*Employee stock options. International business enterprises Employees Salaries, etc.*
1998. Ph.D. Kaplan, David Scott. **Essays on incentives and compensation : theory and evidence.** Advisor: J. Abowd.
1998. M.S. Park, Hyeon Jeong. **The changing career expectations of white-collar employees of Korean chaebols.** Advisor: V. Pucik.  
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1998. Ph.D. Yanadori, Yoshio. **Recipe for Success? Performance Consequences of Incentive Intensity in Information Technology.** Advisor: G. Milkovich.
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1997. M.S. Boswell, Wendy Robyn. **The multiple purposes of performance appraisal : clarity out of confusion?** Advisor: J. Boudreau.  
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1997. M.S. Chua, Rodney Seow Kang. **U.S. expatriate management development in the Asia-Pacific region and U.S. repatriate management development.** Advisor: V. Pucik.  
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1997. Ph.D. Darr, Asaf. **You want to do what with our boards? : on the technization of exchange in non-standard markets.** Advisor: S. Barley.  
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1997. Ph.D. Erez, Amir. **Core self-evaluations as a source of work-motivation and performance.** Advisor: T. Judge.  
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2006. Ph.D. Morris, Shad S. **Intellectual Capital Investments in Learning Capabilities: Toward a Framework for Managing Human Resource Practices in the MNC.** Advisor: S. Snell.
2005. M.S. Beachler, Brigid K. **Mind the gap : economic & social polarization & the prospects for labor revitalization in London.** Advisor: L. Turner.  
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1980. Ph.D. Ashby, Jacqueline Anne. **Small farms in transition : changes in agriculture, schooling and employment in the hills of Nepal.** Advisor: W. Whyte.

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## Job Satisfaction, Employee Morale, and Employee Motivation

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2003. Ph.D. Levy, David Adam. **Life meaning from a paradigmatic perspective, its impact on job satisfaction and an introduction to self-realization theory.** Advisor: T. Hammer.  
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2003. Ph.D. Lu, Chien-Chung. **Organizational downsizing, high commitment human resource practices, and the attitudes of army officers.** Advisor: J. Bishop.  
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2002. Ph.D. Moynihan, Lisa M. **Service work in the information age : an investigation of the role of human resource management practices, knowledge transfer, and customer satisfaction in call centers.** Advisor: P. Wright.  
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2000. Ph.D. Clifton, Jean Marie. **Restructuring the employment relationship : implications for firms, unions, and employees.** Advisor: H. Katz.  
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1997. Ph.D. Fang, Meiyu. **A study of work motivation : the influence of organizational variables and individual characteristics on work motivation and outcomes.** Advisor: B. Gerhart.  
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1997. Ph.D. Johnson, Diane Elizabeth. **Clarifying organizational differences between in-role and extra-role work behaviors.** Advisor: L. Dyer.  
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1996. Ph.D. Bloom, Matthew C. **Using the contract metaphor to understand the bundle of returns in the employment relationship.** Advisor: O. Mitchell.  
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1996. M.S. Cyr, Linda Ann. **Total compensation satisfaction and employee performance : expanding pay satisfaction based on the theory of the employment relationship.** Advisor: T. Welbourne.  
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1996. M.S. Mitsuhashi, Hitoshi. **Employers' attitudes toward employee voice : specifying the determinants encouraging US nonunion employers to install nonunion employee voice mechanisms.** Advisor: R. Stern.  
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1994. Ph.D. Carter, Shani D. **The influences of training method, factors of cognitive ability, motivation, and affect on training outcomes.** Advisor: R. Bretz.  
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1982. M.S. Diamond, Alice. **Analysis of job stress and coping in police officers.** Advisor: S. Kirmeyer.  
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1982. Ph.D. Petit, Andre. **Dimensions of the received role and facets of job satisfaction among school administrators.** Advisor: L. Dyer.  
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1971. M.S. Mena, Manuel Alfred. **Some contributory aspects of powerlessness toward job dissatisfaction in clerical work.** Advisor: L. Williams.  
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1969. M.S. Levy, Steven Mark. **Field independence-field dependence and occupational interests.** Advisor: L. Gruenfeld.  
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1968. M.S. Nedd, Albert Neville B. **An exploratory study of the job satisfaction attitudes of a group of chemists, engineers and technicians.** Advisor: H. Landsberger.  
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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.  
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1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**  
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1967. M.S. McLaren, Andrew Niel. **Job dissatisfactions as functions of individual and organizational variables.**  
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1967. Ph.D. Theodore, Eustace Demetrios. **Beliefs, values and preferences; a search for the source: a military field experiment.**  
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1967. Ph.D. Weissenberg, Peter. **Psychological differentiation and job satisfaction.**  
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1966. Ph.D. Edgecomb, Theodore Stephen. **The motivational consequences of task attributes and supervision.**  
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1965. M.S. Schwartzbaum, Allan Murray. **The motivation of supervisors to interact horizontally and diagonally.**  
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1965. M.S. Theodore, Eustace Demetrios. **An exploration of attitude change as a result of task experience.**  
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1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**  
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1964. M.S. Salinas, Raymond Conde. **An exploratory study of job satisfaction attitudes among non-academic university personnel.**  
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1963. Ph.D. Hulin, Charles Lee. **A linear model of job satisfaction.**  
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1963. M.S. Torpie, Allen Lawrence. **Job satisfaction and its relationship to turnover.**  
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1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research chemists.**  
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1961. M.S. Gillis, John Simon and Loblaw inc. **Responsibility at work, aspirations and the need for achievement among young workers.**  
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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.*

1958. Ph.D. Walker, Roger Williams. **An evaluation of a preretirement planning program: the TVA experience.**

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

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

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1955. M.S. Chapman, Idris John. **The relationship between pre-retirement programs and attitudes towards work and retirement.**

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1955. M.S. Savoie, Ernest Joseph. **The New York Mills Company, 1807-1914; a study of managerial attitudes and practices in industrial relations.**

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

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1952. M.S. Felker, John J. **An analysis of an attitude survey of a cooperative organization in upstate New York.**

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; (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.**

## Labor Markets and Labor Mobility

2005. Ph.D. 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.

2005. Ph.D. Han, Jian. **Building employment brand equity effect of firm practices, employee outcomes and organizational outcomes.** Advisor: C. Collins.  
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2003. M.S. Sovina, Jakub. **The effects of organizational brand equity on employment brand equity and recruitment outcomes.** Advisor: C. Collins.  
*Help-wanted advertising--United States. Marketing--Management--United States.*

2000. Ph.D. Hussain, Samid. **Human capital accumulation, social distance, and financial markets : implications for child labor in developing countries.** Advisor: R. Ehrenberg.

1998. Ph.D. Trevor, Charles Oliver. **Establishing new relationships within a traditional voluntary turnover model : the effects of a multidimensional approach to actual ease of movement in the job market.** Advisor: B. Gerhart.  
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1997. Ph.D. Darr, Asaf. **You want to do what with our boards? : on the technization of exchange in non-standard markets.** Advisor: S. Barley.  
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1997. M.S. Debgupta, Shub. **The effects of Indian anti-retrenchment laws on a multi-sector economy.** Advisor: G. Fields.  
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1997. M.S. Leary, Jesse Boden. **Earnings mobility in the 1970's and 1980's : the role of the age-earnings profile.** Advisor: G. Fields.  
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1996. Ph.D. Charles, Kerwin Kofi. **An inquiry into the labor market consequences of disabling illness.** Advisor: R. Ehrenberg.  
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1996. Ph.D. Cooper, Michael Gordon. **The impact of liquidity constraints on the search behavior of unemployed workers.** Advisor: G. Jakubson.  
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1995. Ph.D. Rothstein, Donna Suzann. **Gender, race, and ethnicity in early career matches between employees and supervisors, and the labor market outcomes of young employees.** Advisor: R. Ehrenberg.

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

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*African Americans--Education (Higher)--Economic aspects. African American college graduates--Employment. African American universities and colleges--Economic aspects. School integration--United States. Segregation in education--United States. Wages--United States.*

1993. Ph.D. Margolis, David Naum. **Compensation practices and government policies in western European labor markets.** Advisor: J. Abowd (Economics).

1993. M.S. McKinney-Dhalenne, Valerie Marie. **Social identity and women's upward mobility strategies in organizations : a Franco-American comparison.** Advisor: L. Gruenfeld.

*Gender identity United States. Gender identity France. Group identity United States. Group identity France. Social mobility United States. Social mobility France. Women Employment Social aspects United States. Women Employment Social aspects France.*

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

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1990. M.S. Gary, John Ahern. **The labor market outcome effects of heavy/problem drinking among young male workers.** Advisor: J. Bishop.  
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1989. M.S. Chang, Ling-Jiuan Joann. **Objective measures of alternative job opportunities and voluntary turnover.** Advisor: B. Gerhart.  
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1989. M.S. Hybels, Ralph Cushman. **The effects of employee mobility on human resource management and organizational structure in the US computer industry.** Advisor: T. Hammer.  
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1989. Ph.D. Sung, Jaewhan. **Determinants and efficiency aspects of voluntary labor mobility : a study of the Korean labor markets.** Advisor: R. Ehrenberg.  
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1988. Ph.D. Chan, Elaine K. **Labor market consequences of export-led growth with sector-specific wage floors.** Advisor: G. Fields.  
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1988. M.S. Farley, Anne Tiffany. **U.S. immigration policy : an assessment of the provision for the admission of temporary workers of distinguished merit and ability.** Advisor: V. Briggs.  
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1988. Ph.D. Gindling, Thomas Henry. **An investigation of labor market segmentation in San José,** Advisor: G. Fields.  
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1986. M.S. Fernando, Sandhya K. **Rural labor markets in Sri Lanka.** Advisor: R. Smith.  
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1986. M.S. Vogel, Todd William. **Haitians in New York City : determinates of earnings and employment.** Advisor: V. Briggs.  
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1984. M.S. Mangaliso, Nomazengele A. **An analysis of the mobility patterns of black executive women in U.S. corporations.** Advisor: F. Foltman.  
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1983. Ph.D. Landau, Jacqueline Cecile. **Career experiences and expectations of clerical employees.** Advisor: T. Hammer.  
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1982. Ph.D. 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.  
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1982. Ph.D. Rogers, David E. **The effects of individual and occupational characteristics on the career paths of young males.** Advisor: R. Ehrenberg.  
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1981. M.S. Bazzoli, Gloria J. **The decision to migrate : a theory of the joint choice of migration and job training investments.** Advisor: R. Hutchens.  
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1980. Ph.D. Park, Se-II. **Wages in Korea : determination of the wage levels and the wage structure in a dualistic labor market.** Advisor: G. Fields.  
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1980. M.S. Schumann, Paul Louis. **Evidence on the impact of public policy on labor market transitions and unemployment.** Advisor: R. Ehrenberg.  
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1979. Ph.D. Whiting, Jack Ellsworth. **Compensating wage differentials and pension coverage : the implicit market for pensions.** Advisor: R. Ehrenberg.  
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1978. Ph.D. Vardi, Yoav. **Individual level and organizational level determinants of career mobility patterns, an integrative model.** Advisor: T. Hammer.  
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1975. M.S. Bellinger, William Kenneth. **The reactance theory of wages : the lessons of psychology for money wage determination and labor market behavior.** Advisor: V. Stoikov.  
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1975. Ph.D. Seybolt, John Winfield. **Job satisfaction and turnover in work organizations as a function of the person - environment interaction.** Advisor: L.

Gruenfeld.

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1975. M.S. Valliant, Richard L. **A comparison of three mobility models.** Advisor: P. McCarthy.

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1974. M.S. Raudabaugh, John Neil. **Determinants of internal labor market mobility: a case study.** Advisor: R. Aronson.

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1973. Ph.D. Mwanza, Jacob Mumbi. **Modern sector employment growth in East Africa (with special emphasis on Zambia).**

*Labor supply Africa, East. Labor supply Zambia. Africa, East Economic conditions. Africa Orient Economic conditions. Africa Employment. Orient Employment.*

1973. Ph.D. Sedlmeier, Edward John. **American immigration: an inflow of human capital.** Advisor: R. Raimon.

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

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1969. M.S. King, Allan Geoffry. **A study in the causes of labor migration.** Advisor: W. Galenson.

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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.**

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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.**

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



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1963. M.S. Bradley, Michael Edward. **Some aspects of the labor supply problem in the underdeveloped countries.**  
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1959. M.S. Holmsen, Lilian Soobik. **Occupational adjustment of postwar immigrants to Canada.**  
*Immigrants--Canada. Occupations--Canada. Canada--Emigration and immigration.*
1958. M.S. Neilly, Homer Baynes. **Some aspects of industrial mobility.**  
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1958. M.S. Panofsky, Hans Eugene. **The significance of labor migration for the economic growth of Ghana.**  
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1957. M.S. Singer, David. **The mobility patterns of Cornell mechanical engineers, 1946-1954.**  
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1955. Ph.D. Mann, Karl Otto Eberhard. **Minimum wages in the Puerto Rican economy.**  
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## Labor Unions

2006. Ph.D. Greer, Ian Collin. **Workers of the World, Compete! Unions and Economic Development in the United States and Germany.** Advisor: L. Turner.
2006. M.S. Hayes, Paul Everett. **Strategic Integration, Contract Administration and Comprehensive Contract Campaign Effectiveness: A Case Study of the Culinary Workers Union, HERE Local 226's 2002 Comprehensive Contract.** Advisor: I. DeVault.
2005. M.S. Beachler, Brigid K. **Mind the gap : economic & social polarization & the prospects for labor revitalization in London.** Advisor: L. Turner.  
*Labor unions--England--London--Sociological aspects. Industrial relations--Social aspects--England--London.*
2005. Ph.D. Darbishire, Owen Richard. **Radical restructuring : the transformation of industrial relations in the telecommunications industry.** Advisor: H. Katz.  
*Telecommunication United States. Management. Telecommunication Germany. Telecommunication Great Britain. Telecommunication Employees. Labor unions.*
2005. M.S. Lamare, James Ryan. **Testing the perception of labor's political influence : the significance of Los Angeles coalitions.** Advisor: D. Lipsky.  
*Labor unions--California--Los Angeles--Political activity. Labor and laboring classes--California--Los Angeles --Political activity.*
2003. M.S. Greer, Ian Collin. **Revitalized roles, problematic partnerships : union strategy between movement building and adding value.** Advisor: L. Turner.  
*Industrial relations--United States. Labor unions--United States.*
2003. M.S. Hickey, Robert Sean. **Preserving the pattern : collective bargaining and union revitalization in the oil industry.** Advisor: H. Katz.  
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2003. Ph.D. Lillie, Nathan Alan. **A global union for global workers : the International Transport Workers' Federation and the representation of seafarers on Flag of Convenience shipping.** Advisor: L. Turner.  
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2002. Ph.D. Behrens, Martin. **Learning from the enemy? : internal union restructuring and the imitation of management strategies.** Advisor: L. Turner.
2001. M.S. Bloom, Jennifer Jessica. **The historical and cultural construction of poultry grow out farming during the genesis of agribusiness ; 1950-1960.** Advisor: M. Lounsbury.  
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2000. Ph.D. Clifton, Jean Marie. **Restructuring the employment relationship : implications for firms, unions, and employees.** Advisor: H. Katz.

*Industrial relations United States. Downsizing of organizations United States. Corporate reorganizations United States. Employees Attitudes.*

2000. M.S. Swider, Sarah Christine. **The migrant domestic workers union movement in Hong Kong.** Advisor: H. Katz.

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2000. M.S. Van Jaarsveld, Danielle Dorice. **Nascent organizing initiatives among high-skilled contingent workers : the Microsoft-WashTech/CWA case.** Advisor: H. Katz.

*Computer software industry Employees Labor unions Organizing Washington (State). Temporary employees Labor unions Organizing Washington (State). Microsoft Corporation Employees. Skilled labor Washington (State).*

1999. M.S. Cheslock, John Jesse. **How teacher unions affect educational performance.** Advisor: R. Ehrenberg.

*Teachers' unions New York (State). Teachers' contracts New York (State). Academic achievement New York (State).*

1998. M.S. Hiers, Wesley J. **Explaining independent union movement trajectories : a comparative study of five countries.** Advisor: S. Kuruvilla.

*Labor unions. Labor policy. Labor movement.*

1998. Ph.D. Levine, Brian Scott. **Increased unionization under multiple-union solicitation in certification elections : an analysis of competing explanations.** Advisor: L. Kahn.

*Labor unions--Recognition--Elections. Labor unions--United States.*

1997. M.S. Coulter, Jason William. **The theory and practice of union corporate campaigns.** Advisor: R. Lieberwitz.

*Labor disputes United States. Collective bargaining United States. Labor unions United States.*

1996. M.S. Levine, Brian Scott. **The effects of inter-union competition on certification election and contract outcomes.** Advisor: L. Kahn.

*Labor unions--Recognition--Elections. Labor unions--Organizing--United States. Labor unions--United States--Jurisdictional disputes. Collective labor agreements--United States.*

1995. M.S. Finer, Hampton Sequoia Carlos. **Firm investment behavior and collective bargaining with unionized workers.** Advisor: J. Abowd.

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1995. Ph.D. Stout, Sharon Kay. **Union competition to organize healthcare workers : 1972 to 1991.** Advisor: D. Lipsky.

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1994. Ph.D. Masters, Walter Franklin. **The politics of institutionalization : a case study of the National Education Association.** Advisor: S. Bacharach.

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

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1993. M.S. DellaMattera, Nancy Faith. **Women's union participation under an organizing model : a case study.** Advisor: I. DeVault.

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1992. Ph.D. Rees, Daniel Ira. **Essays on unionism in the education sector.** Advisor: R. Ehrenberg.

*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.*

1991. Ph.D. Marron, Donna Blancero. **Characteristics of non-union complaint systems : a policy-capturing study of determinants of organizational justice.** Advisor: L. Dyer.

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1991. M.S. Scarselletta, Mario and Von Karman Institute for Fluid Dynamics. **Determinants and consequences of externally-oriented leader behavior.** Advisor: T. Hammer.

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

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1991. Ph.D. Wazeter, David Lee. **The determinants and consequences of teacher salary schedules.** Advisor: D. Lipsky.

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1990. M.S. Amman, John Fredrick. **Changing patterns of collective bargaining for below-the-line unions in the motion picture and television industries.** Advisor: H. Katz.

*Collective bargaining Motion picture industry United States. Collective bargaining Television broadcasting United States. Motion picture industry Employees Labor unions United States. Television broadcasting Employees Labor unions United States.*

1990. Ph.D. Lee, Ju-Ho. **Employment and salaries in the unionized public sector.** Advisor: R. Ehrenberg.

1990. M.S. Rundle, James Robert. **Trust and attitudes toward unionism : a study of a teachers' union.** Advisor: H. Katz.

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1989. Ph.D. Shedd, Joseph Blake. **Power and empowerment : structures of participation in public education.** Advisor: D. Lipsky.

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

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1985. M.S. Lehman, Mary. **Investor-owned multihospital systems : workers and unions in the new industry.** Advisor: R. Seeber.

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1985. Ph.D. Schwarz, Joshua Lee. **The role of public income security programs in union wage determination.** Advisor: D. Lipsky.

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1985. M.S. Seim, Douglas Rocco. **Collective bargaining between screen actors and producers in the film industry.** Advisor: D. Lipsky.

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1985. M.S. Walsh, Louise D. **A study of the proposed merger of the International Typographical Union and the Newspaper Guild : 1974-1983.** Advisor: C. Daniel.

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1984. M.S. Stout, Sharon Kay. **Organizing white-collar workers.** Advisor: D. Lipsky.  
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1983. Ph.D. Jacobs, David Carroll. **The United Auto Workers and the campaign for national health insurance : a case study of labor in politics.** Advisor: D. Lipsky.  
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1983. M.S. Schwarz, Joshua Lee. **The effect of unions on productivity in the newspaper industry.** Advisor: D. Lipsky.  
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1983. M.S. Sherman, Daniel Ronald. **Teachers' unions and the production and distribution of educational outcomes : the case of California.** Advisor: R. Ehrenberg.  
*Collective bargaining Education United States Mathematical models. Education United States Mathematical models. Collective bargaining Education California.*
1982. Ph.D. Sockell, Donna. **The union's role under employee ownership : stability or change?** Advisor: D. Lipsky.  
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1982. Ph.D. 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.** Advisor: L. Dyer.  
*Discrimination in employment Law and legislation United States. Labor unions United States. Labor unions United States Minority membership.*
1981. M.S. Dodt, Harold Renold. **A fixed cost explanation for unionists' hours of work.** Advisor: R. Butler.  
*Hours of labor United States Mathematical models. Labor unions United States Mathematical models. Labor supply United States Mathematical models. Employment (Economic theory) Mathematical models.*
1981. M.S. Grazier, Martin Arthur. **Differences in private sector union membership among standard metropolitan statistical areas.** Advisor: J. Burton.  
*Labor unions United States Statistics.*
1981. M.S. Helfman, David Eli. **The effects of bargaining structure on union performance and member perception of union effectiveness.** Advisor: T. Kochan.  
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1981. M.S. Masters, Walter Franklin Jr. **The U.S. Constitution and public sector exclusivity : a review of judicial and administrative board responses to exclusive**

- representation in public sector labor relations.** Advisor: J. Gross.  
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1981. M.S. Shubatt, Jacqueline. **Exhaustion of intra-union remedies in duty of fair representation cases : the UAW's public review board as an alternative forum.** Advisor: J. Gross.  
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1980. M.S. Bickerman, John Gordon. **The determinants of public sector union growth.** Advisor: R. Ehrenberg.  
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1979. M.S. Clark, Paul F. **Democratic reform and the UMW : the Arnold Miller administration, 1972-77.** Advisor: R. Keeran.  
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1979. M.S. Rogers, David E. **Municipal government structure, unions, and wage and non-wage compensation in the public sector.** Advisor: R. Ehrenberg.  
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1978. M.S. Ryan, Patricia M. **Union democracy : a study of conflict in the election provisions of the Landrum-Griffin act.** Advisor: M. Neufeld.  
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1977. Ph.D. Anderson, John C. **Union effectiveness : an industrial relations systems approach.** Advisor: L. Williams.  
*Collective bargaining--Canada. Labor unions--Canada.*
1977. Ph.D. Block, Richard Norman. **The impact of union-negotiated job security provisions on labor turnover and labor mobility.** Advisor: D. Cullen.  
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1977. M.S. Buchheit, Scott Edward. **Unionizing among graduate student employees in American universities, 1965-1975 : its causes, legal status, and history.** Advisor: R. Keeran.  
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1987. Ph.D. Gash, Debra Carol. **The effects of microcomputers on organizational roles and the distribution of power.** Advisor: L. Williams.  
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1984. M.S. D'Amico, Marie Christine. **Power and dependence in superintendent/board relationships in school districts : a political analysis.** Advisor: S. Bacharach.  
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2003. Ph.D. Goldschmidt, Nadav. **The influence of customers' personality and demographic characteristics on their expectations from a service.** Advisor: T. Hammer.

*Retail trade--Public relations. Retail trade--Social aspects. Demography--Economic aspects.*

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2006. Ph.D. Kang, Sung-Choon. **Managing the Intellectual Capital Architecture: An Examination of the Influence of HRM on Bilateral Learning in Law Firms.** Advisor: S. Snell.
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### Statistics, Models, and Measurement

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2005. Ph.D. Yu, Long. **Bayesian Analysis of Levy Processes with Financial Applications.** Advisor: M. Wells.  
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2004. Ph.D. El-Sebakhy, Emad Ahmad. **Functional networks as a new framework for solving pattern classification problems.** Advisor: A. Hadi.  
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2004. M.S. Horvath, Peter James. **Juror confidence in police testimony : corrective codification of survey response data.** Advisor: M. Wells.
2004. Ph.D. Zaretski, Russell Lee. **Conditional properties of a parametric bootstrap.** Advisor: T. DiCiccio.
2003. Ph.D. El-Sheneity, Sahar Abdel-Monem. **Alternative methods to the maximum likelihood in the logistic discrimination model.** Advisor: A. Hadi.
2003. Ph.D. Zhang, Dabao. **Bayesian inference for differential gene expression data.** Advisor: M. Wells.
2001. M.S. Wu, Yanyan. **Bayesian estimation of optimal portfolio weights.** Advisor: M. Wells.  
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2001. M.S. Zhang, Dabao. **Simultaneous equation models with mixed coefficients : identification and estimation.** Advisor: M. Wells.
2000. M.S. Eshleman, Larry Milton. **Prediction of cellular mobile handoffs using a sensor-based detection strategy.** Advisor: M. Wells (Statistics).
2000. Ph.D. Hogan, Steven Cannon. **Nonparametric estimation of stochastic volatility models.** Advisor: M. Wells.
1998. M.S. Shute, Rachel E. **Assessing punitive damages and adjusting census counts : a hierarchical Bayesian approach.** Advisor: M. Wells.  
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1998. Ph.D. Wu, Samuel Shangwu. **Nonparametric estimation of hazard functions.** Advisor: M. Wells.
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1995. M.S. Hutcheson, Matthew C. **Trimmed resistant weighted scatterplot smooth.** Advisor: P. Velleman.  
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1995. Ph.D. Walker, John Harris. **The partially ordered linear model.** Advisor: P. Velleman.  
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1994. M.S. Baird, William Russell. **Chaotic dynamics of the logistic equation and fractal dimensions of invariant sets.** Advisor: J. Bunge.  
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1994. Ph.D. Lu, Horng-Shing. **Latent function and latent density estimation.** Advisor: M. Wells.  
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1993. M.S. Brooks-Cooper, Candace. **The effect of financial incentives on the standardized test performance of high school students.** Advisor: J. Bishop.  
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*Outliers (Statistics). Multivariate analysis.*
1993. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.  
*Retirement, Mandatory Japan Econometric models. Retirement age Japan Econometric models. Promotions Japan Econometric models. Executives Salaries, etc. Japan Econometric models.*
1993. M.S. Walker, John Harris. **Influence measures for the GMANOVA model.** Advisor: P. Velleman.  
*Regression analysis. Multivariate analysis.*
1993. M.S. Wang, Weijing. **Linear models and covariance structures for elliptical distributions.** Advisor: M. Wells.  
*Distribution (Probability theory). Differential equations, Elliptic. Multivariate analysis. Linear models (Statistics).*
1992. M.S. Fitzpatrick, Mary Francis. **Estimation of parameters from incomplete data for nonlinear models with applications to compartmental models.** Advisor: M.

Wells.

*Parameter estimation. Nonlinear functional analysis. Linear models (Statistics). Compartmental analysis (Biology).*

1992. M.S. Gunasekera, Suparni. **Simultaneous inference procedures using the method of quasi-likelihood with an application to feedback models.** Advisor: M. Wells.

*Estimation theory Asymptotic theory. Parameter estimation. Quasilinearization.*

1992. Ph.D. Jersky, Brian. **Identifying and modeling non-stationarity and non-linearity in time series data.** Advisor: A. Hadi.

*Time series analysis. Differential equations, Nonlinear.*

1992. Senior Honors Sturman, Michael Craig. **Validation of expert systems.**  
*Expert systems (Computer science) Validation. Cafeteria benefit plans United States Data processing. Personnel management Data processing.*

1992. Ph.D. Yeo, Kwee Poo. **Density estimation for bivariate censored data.** Advisor: M. Wells.

*Failure time data analysis. Estimation theory Asymptotic theory. Nonparametric statistics Asymptotic theory. Multivariate analysis. Kernel functions.*

1991. M.S. Wasserman, Paula Gail. **A Bayesian analysis of a mixture of exponentials.** Advisor: M. Wells.

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

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

*Unemployment Effect of unemployment insurance on Econometric models. Unemployment Canada Econometric models. Insurance, Unemployment Canada Econometric models. Labor turnover Canada Econometric models.*

1990. Ph.D. Bognanno, Michael Leonard. **An empirical test of tournament theory.** Advisor: R. Ehrenberg.

*Incentives in industry Mathematical models. Merit pay Mathematical models. Employee competitive behavior Mathematical models. Wages and labor productivity Mathematical models.*

1990. M.S. Jersky, Brian. **Statistical analysis of employment discrimination data.** Advisor: A. Hadi.

*Discrimination in employment Statistical methods.*

1990. M.S. Lu, Horng-Shing. **Lattice structures in the bootstrap and nonparametric bootstrap inference for censored data.** Advisor: M. Wells.

*Estimation theory. Error analysis (Mathematics). Sampling (Statistics). Nonparametric statistics. Lattice theory.*

1989. M.S. Chang, Ling-Jiuan Joann. **Objective measures of alternative job opportunities and voluntary turnover.** Advisor: B. Gerhart.  
*Labor turnover United States Econometric models. Labor mobility United States Econometric models. Unemployment United States Econometric models. Job vacancies United States Econometric models. Job satisfaction United States Measurement.*
1988. Ph.D. Chan, Elaine K. **Labor market consequences of export-led growth with sector-specific wage floors.** Advisor: G. Fields.  
*Foreign trade and employment Econometric models. Wages Econometric models.*
1988. Ph.D. Chaykowski, Richard Paul. **The determination of nonwage collective bargaining outcomes : an application to Canadian data.** Advisor: J. Burton.  
*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.  
*Pay equity. Wages Mathematical models. Discrimination in employment.*
1986. M.S. Loria, Catherine Marie. **Approximate PRESS residuals and statistics for logistic regression.** Advisor: L. Stefanski.  
*Regression analysis.*
1985. Ph.D. Greene, Tom H. **Simplicity and structure in underlying systems of linear relationships.** Advisor: P. Velleman.  
*Matroids. Multivariate analysis.*
1985. Ph.D. Phelan, Michael. **Nonparametric inference from Poisson-type counting processes.** Advisor: I. Blumen.  
*Poisson processes. Nonparametric statistics.*
1985. Ph.D. Schwarz, Joshua Lee. **The role of public income security programs in union wage determination.** Advisor: D. Lipsky.  
*Income maintenance programs United States. Wages United States Mathematical models.*
1985. Ph.D. Sherman, Daniel Ronald. **Determinants of the individual demand for higher education by sectoral control of institution.** Advisor: R. Ehrenberg.  
*College choice United States. College choice Mathematical models.*
1983. Ph.D. Bazzoli, Gloria J. **The early retirement decision : the influence of health, pensions and social security.** Advisor: G. Fields.  
*Early retirement United States Mathematical models.*
1983. Ph.D. Gangopadhyay, Shubhashis. **Poverty, employment and choice of techniques in a labour surplus economy.** Advisor: G. Fields.  
*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.*
1983. Ph.D. Koys, Daniel J. **Managerial goal setting and strategy development : a model of their effects on behavior and performance.** Advisor: L. Dyer.  
*Goal setting in personnel management. Performance standards.*
1983. M.S. Schwarz, Joshua Lee. **The effect of unions on productivity in the newspaper industry.** Advisor: D. Lipsky.  
*Labor productivity United States Mathematical models. Printing industry Employees Labor unions United States. Newspaper publishing United States.*
1983. M.S. Sherman, Daniel Ronald. **Teachers' unions and the production and distribution of educational outcomes : the case of California.** Advisor: R. Ehrenberg.  
*Collective bargaining Education United States Mathematical models. Education United States Mathematical models. Collective bargaining Education California.*
1982. M.S. Bechtell, Michele Louise. **A confidence interval for the slope coefficient of the resistant line.** Advisor: P. Velleman.  
*Confidence intervals. Regression analysis. Nonparametric statistics. Robust statistics.*
1982. Ph.D. Li, Elizabeth Hon-ming. **A theoretical and empirical analysis of the compensating differentials for cyclical employment variations.** Advisor: R. Ehrenberg.  
*Human capital--Mathematical models. Wages--Mathematical models. Business cycles.*
1982. M.S. Phelan, Michael Joseph. **A nonparametric procedure for estimation and classification in bivariate distributions.** Advisor: I. Blumen.  
*Nonparametric statistics. Distribution (Probability theory).*
1981. M.S. Bazzoli, Gloria J. **The decision to migrate : a theory of the joint choice of migration and job training investments.** Advisor: R. Hutchens.  
*Labor mobility United States Mathematical models. Migration, Internal United States Mathematical models. Employees Training of United States Mathematical models.*
1981. M.S. Dotd, Harold Renold. **A fixed cost explanation for unionists' hours of work.** Advisor: R. Butler.  
*Hours of labor United States Mathematical models. Labor unions United States Mathematical models. Labor supply United States Mathematical models. Employment (Economic theory) Mathematical models.*
1981. Ph.D. Dumas, Agelia Ypelaar. **A generalization of univariate Lehmann populations to the bivariate case with an application to Kendall's tau.** Advisor: I.

Blumen.

*Multivariate analysis. Mathematical Statistics.*

1981. M.S. Edelstein, Steven Arthur. **An empirical investigation of the behavior of bounded-influence regression estimators.** Advisor: P. Velleman.

*Regression analysis.*

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

*Regression analysis. Correlation (Statistics). Least squares.*

1981. Ph.D. Mauro, Martin John. **Strikes as a result of imperfect information.** Advisor: R. Ehrenberg.

*Collective bargaining--Mathematical models. Strikes and lockouts.*

1980. Ph.D. Luckett, James Pearson. **Estimating unemployment duration and unemployment flows from cross-section data.** Advisor: R. Ehrenberg.

*Unemployment--Mathematical models. Labor turnover--Mathematical models.*

1980. M.S. McDermott, Edward Patrick, United States. National Labor Relations Board. and United States. **An analysis of the reinstatement remedy under the National Labor Relations Act.** Advisor: D. Cullen.

*Employees Reinstatement Law and legislation United States. Employees Dismissal of Law and legislation United States. Regression analysis.*

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

*Wage-price policy Australia Mathematical models. Income distribution Australia Mathematical models.*

1979. Ph.D. Allen, Isabel Elaine. **Some properties of estimated asymptotic variances and covariances for loglinear models in multidimensional contingency tables.** Advisor: I. Francis.

*Contingency tables. Analysis of variance.*

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

*Analysis of variance. Sampling (Statistics).*

1977. M.S. Driscoll, Eileen Frances. **Some measures of regression package performance.** Advisor: I. Francis.

1977. Ph.D. Kane, William Duncan Jr. **Technology and the perception of power.** Advisor: S. Bacharach.

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

1977. M.S. Miller, John E. **Modeling syntactic performance with a probabilistic phrase structure grammar.** Advisor: I. Francis.  
*Linguistic models. Grammar, Comparative and general Syntax.*
1976. Ph.D. Bobko, Philip. **On two new measures of multiple rank correlation.** Advisor: I. Blumen.  
*Correlation (Statistics).*
1975. M.S. Pinciario, Susan Jeanne. **The small sample behavior of Kendall's tau under a specific alternative hypothesis.** Advisor: I. Blumen.  
*Kendall, Maurice G. 1907-. Sampling (Statistics).*
1975. M.S. Valliant, Richard L. **A comparison of three mobility models.** Advisor: P. McCarthy.  
*Labor mobility Mathematical models.*
1973. M.S. Conklyn, Elizabeth Deborah. **A test of the four-factor model of decision-making.** Advisor: N. Rosen.  
*Decision making Mathematical models. Decision making Case studies.*
1973. Ph.D. Farbman, Michael Edward. **An econometric analysis of variations in the size distribution of family incomes in U. S. cities, 1960.** Advisor: W. Galenson.  
*Income United States. Income Mathematical models. Economics, Mathematical.*
1972. M.S. Miller, Renée Helen. **Estimation of parallel multiple regression equations when an additional unclassified observation is available.** Advisor: I. Blumen.  
*Mathematical statistics.*
1972. Ph.D. Swimmer, Eugene Roy. **Measurement of the effectiveness of urban law enforcement; a simultaneous equations approach.** Advisor: L. Perl.  
*Law enforcement United States. Cities and towns United States. Criminals United States. United States Social policy.*
1971. Ph.D. Arbuthnot, Jack Braeden. **Field independence and maturity of moral judgement, critical distinctive feature analysis, and perceived locus of control.** Advisor: L. Gruenfeld.  
*Perception. Psychometrics. Psychology.*
1971. M.S. Mangold, Donald Carl. **A statistic for testing grouped correlated variates.** Advisor: I. Blumen.  
*Correlation (Statistics). Statistics.*
1970. Ph.D. Chapman, David Welland. **Cluster sampling and approximate distribution-free confidence intervals for a median.** Advisor: P. McCarthy.  
*Sampling (Statistics). Mathematical statistics.*

1970. M.S. Gilman, Barry Martin. **Effect of basing exclusion intervals on sample data for binomial observations subject to misclassification.** Advisor: P. McCarthy.  
*Mathematical statistics. Error analysis (Mathematics).*
1969. M.S. Butelmann, Aurelio. **Productivity and wage determination: a microeconomic model for the Gran Minería 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. Segre, Malvina. **The Buenos Aires fertility study: estimation of variance by the balanced half-sample replication method and analysis of some results of the survey.** Advisor: P. McCarthy.  
*Fertility. Argentina Population. Argentina Statistics, Vital.*
1967. Ph.D. Balk, Walter L. **Certain social psychological aspects of supervisory performance quantification in large work organizations.**  
*Supervision of employees. Psychology, Industrial. Employee attitude surveys. Work measurement. Organization.*
1967. M.S. Wells, Mary Finan. **An approximate bivariate confidence region.**  
*Mathematical statistics. Sampling (Statistics).*
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.**  
*Sampling (Statistics). Mathematical statistics.*
1966. Ph.D. Goodman, Paul Samuel. **A study of time perspective: measurement and correlates.**  
*Time perspective. Psychology, Industrial. Organization.*
1966. Ph.D. Howard, William Anthony. **Money wage determination in United 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.*
1964. M.S. McPartland, James Michael. **On the multivariate analysis of interaction for nominal variables.**  
*Psychometrics. Scale analysis (Psychology). Social sciences Methodology.*
1963. Ph.D. Hulin, Charles Lee. **A linear model of job satisfaction.**  
*Job satisfaction.*



1961. M.S. Garza-Hernandez, Thomas. **An approximate test of homogeneity on the basis of a stratified random sample.**

*Mathematical statistics.*

1961. Ph.D. Rushforth, Norman Burleigh. **A comparison of sample correlation matrices and a multivariate analysis of job concepts of selected industrial executive groups.**

*Matrices. Mathematics. Executives.*

1958. M.S. El-Agizy, Mostafa N. **Nonparametric tests for trend : an experimental investigation of power.**

*Nonparametric statistics.*

## Strikes and Labor Unrest

2005. M.S. Seroka, Mihail David. **The 42 month war : Bayou Steel and the USWA's coordinated campaign.** Advisor: L. Turner.  
*United Steelworkers of America. Strikes and lockouts--United States. Collective labor agreements--Steel industry--United States.*
1999. M.S. O'Malley, Matthew Dennis. **Rank-and-file action : the 1996-97 International Brotherhood of Teamsters campaign against United Parcel Service.** Advisor: R. Hebdon.  
*Strikes and lockouts Transport workers United States. International Brotherhood of Teamsters. United Parcel Service.*
1994. M.S. Alexandrowicz, John-Paul. **The determinants of contemporary picket-line violence : an empirical analysis of Canadian strikes.** Advisor: R. Hebdon.  
*Picketing. Strikes and lockouts. Violence in the workplace. Picketing Ontario. Strikes and lockouts Ontario. Violence in the workplace Ontario.*
1994. M.S. in ILR Melman, David. **The cause and effect of the ILGWU dress industry general strike of 1958.** Advisor: (Baruch/ILR joint program).  
*ILGWU Dress Industry General Strike, 1958. Clothing workers Northeastern states. Strikes and lockouts Clothing trade Northeastern states.*
1991. Ph.D. Partridge, Dane Michael. **The effect of public policy on public sector strike activity.** Advisor: J. Burton.  
*Strikes and lockouts Civil service United States. Strikes and lockouts Teachers United States. Collective bargaining Government employees United States. Collective bargaining Teachers United States. Labor policy United States.*
1990. Ph.D. Rhee, Chonghoon. **Studies on the determinants of wage settlements and strike activities in Korea.** Advisor: J. Abowd.  
*Strikes and lockouts Korea. Collective bargaining Korea. Wages Korea. Bonus system Korea.*
1984. M.S. Partridge, Dane Michael. **The determinants of strike incidence in the public sector.** Advisor: J. Burton.  
*Strikes and lockouts Civil service United States.*
1981. Ph.D. Mauro, Martin John. **Strikes as a result of imperfect information.** Advisor: R. Ehrenberg.  
*Collective bargaining--Mathematical models. Strikes and lockouts.*
1977. M.S. Kaschock, Alex Anthony. **The role of the local courts under Pennsylvania's Public employee relations act, October 1970 to January 1972.** Advisor: R. Donovan.  
*Pennsylvania. Strikes and lockouts Civil service Pennsylvania. Employee-management relations in government Pennsylvania. Courts Pennsylvania.*

1977. M.S. Negassa, Emmanuel Fayessa. **The Confederation of Ethiopian Labour Unions (C.E.L.U.) and its first general strike (March 7-11, 1974) : causes and impact.** Advisor: W. Galenson.

*Confederation of Ethiopian Labour Unions. General Strike, Ethiopia, 1974.*

1973. M.S. Herman, Francine April. **Factors affecting the use of the grievance procedure.** Advisor: J. McKelvey.

*Strikes and lockouts--Teachers--New York (State). Teachers--New York (State). Grievance procedures--New York (State). Labor disputes--New York (State).*

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

*Air Canada. Canadian Pacific Air Lines. Canadian Air Lines Pilots Association. International Association of Machinists and Aerospace Workers. Collective bargaining Aeronautics Canada. Strikes and lockouts Airlines Canada. Airlines Employees Labor unions Collective bargaining.*

1969. M.S. Kendellen, Gary Thomas. **The Social Service Employees Union: a study of rival unionism in the public sector.** Advisor: G. Brooks.

*Social Service Employees Union. American Federation of State, County and Municipal Employees, Local 371. Social workers Labor unions New York (N.Y.). Collective bargaining Social workers. Strikes and lockouts Social workers New York (N.Y.).*

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

*Working class Sudan. Labor unions Sudan. Industrial relations Sudan. Labor laws and legislation Sudan. Labor unions Sudan Directories. Labor unions Directories.*

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

*Herrin Massacre, Ill., 1922. Strikes and lockouts Coal mining Illinois Herrin. Strikes and lockouts Coal mining Illinois Williamson County.*

1962. M.S. Smith, Ronald Howard. **The substitution of arbitration for National Labor Relations Board procedure: Southern Bell, 1955.**

*United States. National Labor Relations Board. Southern Bell Telephone and Telegraph Company. Communications Workers of America. Southern Bell Strike, 1955. Arbitration, Industrial Case studies. Arbitration, Industrial Telephone industry.*

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

*Canadian Pacific Railway Company. Brotherhood of Firemen and Enginemen. Strikes and lockouts Railroads Canada. Railroads Employees Effect of technological innovations on Canada.*

1954. Ph.D. Seubert, Frederick John. **A case study of human relations in a conflict situation.**

*Industrial relations Case studies. Job analysis Case studies. Employees Rating of Case studies.*

1951. Ph.D. Seidenberg, Jacob. **A study of the extent and effects of the use of the labor injunction in New York City, 1935-1950.**

*Injunctions--New York (State).*

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

*Norwalk, Conn. 1946. Strikes and lockouts Teachers United States. Buffalo Teachers' Strike, 1947. Teachers' unions.*

## Supervisors and Managers

2001. M.S. Fowler, Joshua Mark. **The relationship among subordinate personality characteristics, preferred behavior in leaders, satisfaction, and satisfactoriness : a person-organization fit approach.** Advisor: T. Hammer.  
*Supervision of employees Psychological aspects. Executives Psychology. Executives Selection and appointment United States. Personality and occupation United States.*
1999. M.S. Chase, William David. **The relationship between role behaviors and performance of the line-HR department, within the broader context of the general managerial function.** Advisor: T. Welbourne.  
*Personnel management United States. Industrial management United States.*
1999. M.S. Valcour, Paulette Monique. **Balancing act : role conflict as a basis for managerial behavior in a voluntary organization.** Advisor: R. Stern.  
*Nursery schools United States Administration. Volunteer workers in education United States. Supervision of employees United States.*
1997. M.S. Chua, Rodney Seow Kang. **U.S. expatriate management development in the Asia-Pacific region and U.S. repatriate management development.** Advisor: V. Pucik.  
*International business enterprises--Personnel management. Americans--Employment--Asia. Americans--Employment--Pacific Area.*
1995. Ph.D. Rothstein, Donna Suzann. **Gender, race, and ethnicity in early career matches between employees and supervisors, and the labor market outcomes of young employees.** Advisor: R. Ehrenberg.  
*Supervisors United States. Women supervisors United States. Afro-American supervisors United States. Women employees United States. Minorities Employment United States. Wages United States. Promotion of employees United States. Career development United States.*
1994. M.S. Balsler, Deborah B. **From interpretation to action : supervisory accounts of employee job performance.** Advisor: W. Sonnenstuhl.  
*Problem employees. Supervision of employees. Employees Rating of. Performance standards. Interpersonal relations. Conflict management. Attribution (Social psychology). Library personnel management.*
1994. 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.** Advisor: T. Hammer.  
*Supervision of employees Psychological aspects. Interpersonal relations. Personnel management Psychological aspects. Work Psychological aspects.*
1994. Ph.D. Zhang, Xiao-yan (Currall, Cheyenne). **A comparative study of the perception of managerial role behavior : cultural-common and cultural-specific perspectives.** Advisor: L. Gruenfeld.  
*Supervision of employees Cross-cultural studies. Leadership Cross-cultural studies.*

*Executives Psychology Cross-cultural studies. Role expectation Cross-cultural studies. Authoritarianism (Personality trait) Cross-cultural studies. Control (Psychology) Cross-cultural studies.*

1992. M.S. Carter, Shani D. **Causes of growth of managerial employment.** Advisor: J. Bishop.  
*Executives United States. Middle managers United States.*
1987. M.S. Coppock, Shelley Ann. **Management opposition to the NLRB during the 1960s.** Advisor: J. Gross.  
*United States. National Labor Relations Board.*
1986. Ph.D. Turk, Jay M. **Determination of job characteristics of automated process operators as a function of technology and managerial choice.** Advisor: T. Hammer.  
*Machinery in the workplace. Human-machine systems. Work design.*
1983. Ph.D. Koys, Daniel J. **Managerial goal setting and strategy development : a model of their effects on behavior and performance.** Advisor: L. Dyer.  
*Goal setting in personnel management. Performance standards.*
1983. Ph.D. Lin, Thung-Rung. **Coworker and supervisor social support : an analysis of its relationship to interpersonal communication and job stress.** Advisor: L. Gruenfeld.  
*Helping behavior. Interpersonal communication. Job stress.*
1981. M.S. Abraham, Jane Terry. **Evaluation of supervisory training : a multi-method approach.** Advisor: S. Kirmeyer.  
*Supervision of employees--Study and teaching.*
1979. M.S. Drankoski, Richard David. **An identification of the needs of non-supervisory employees in the nursing profession : implications for career planning and development programs.** Advisor: T. DeCotiis.  
*Nurses Vocational guidance.*
1977. Ph.D. Hunt, Richard Earl. **The impact of federal sector unions upon supervisory implementation of the federal alcoholism and equal employment opportunity policies.** Advisor: H. Trice.  
*Government employee unions United States. Supervision of employees. Alcoholism and employment United States. Discrimination in employment United States.*
1977. M.S. Mizele, Mami Mafoda. **Training and developing local managers in American-owned multinational corporations.** Advisor: W. Frank.  
*International business enterprises. Corporations, American. Executives Training of.*
1976. M.S. Weissinger, William Jay. **The determinants of grievance rate : a case study.** Advisor: D. Cullen.  
*Grievance procedures Case studies. Shop stewards. Supervisors, Industrial.*

1974. M.S. Gordon, Gil Elihu. **A study of the dual hierarchy of authority in a private general care hospital and its impact on hospital supervisory personnel.** Advisor: N. Rosen.  
*Hospitals Administration. Hospitals Personnel management.*
1973. M.S. McDonald, Gail Margaret. **An analysis of group and individual differences in response to a managerial education system.** Advisor: N. Rosen.  
*Executives Training of. Supervision of employees Study and teaching. Personnel management. Training Foremen and supervisors.*
1973. M.S. Seibert, Kirk Hampton. **Role and power perceptions of line and staff managers as a function of a promotional subsystem in a technical organization.** Advisor: N. Rosen.  
*Perception. Power (Social sciences). Promotions.*
1972. 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.** Advisor: J. McKelvey.  
*Nurses United States Job satisfaction Case studies. Supervision of employees.*
1970. Ph.D. Higgins, John Edward, Jr. **The status and unit placement of supervisors in public and private sector collective bargaining.** Advisor: J. McKelvey.  
*Supervisors, Industrial Labor unions United States. Collective bargaining unit United States. Collective bargaining Government employees United States.*
1968. M.S. Arbuthnot, Jack Braeden. **Relationships among psychological differentiation and leadership styles.** Advisor: L. Gruenfeld.  
*Leadership Case studies. Supervision of employees Case studies. Difference (Psychology).*
1968. Ph.D. Oestreich, Herbert Herman. **Industrial supervision: Peruvian style.** Advisor: W. Whyte.  
*Lima Light and Power Company. Supervision of employees Case studies. Supervisors, Industrial Case studies.*
1968. M.S. Olmedillo, Nelson Evelio. **The personnel manager as a supervisor: a study of superior-subordinate relations in personnel.** Advisor: H. Trice.  
*Personnel directors. Supervisors. Personnel management.*
1968. Ph.D. Schwartzbaum, Allan Murray. **Lateral interaction and effectiveness in vertical organizations.** Advisor: L. Gruenfeld.  
*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.

*Employees Rating of. Promotions. Executive ability. Employee attitude surveys. Professional employees.*

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

*Supervision of employees. Psychology, Industrial. Employee attitude surveys. Work measurement. Organization.*

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

*Employees Training of. Supervisors, Industrial.*

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

*Job satisfaction Case studies. Supervision of employees Case studies.*

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. Penfield, Robert Verdon. **The psychological characteristics of effective first-line managers.**

*Consolidated Edison Company of New York. Supervisors, Industrial Psychology. Ability Testing.*

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

*Organization. Organization Case studies. Supervision of employees. Communication in management.*

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.*

1964. M.S. Sales, Stephen Mark. **A laboratory investigation of the effectiveness of two industrial supervisory patterns.**

*Supervision of employees. Psychology, Industrial. Supervisors, Industrial.*

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

*Industrial relations. Executives. Psychology, Industrial. Supervisors.*

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.**



*Executives--Training of--United States. Middle managers--United States. Banks and banking--United States.*

1960. Ph.D. Ritti, Raymond Richard. **Engineers and managers: a study of engineering organization.**  
*Engineers. Organization.*
1955. M.S. in Ed. Dudley, Arthur Joseph. **The role of the state supervisor of industrial arts in New York State.**  
*Industrial arts--Study and teaching. School supervision, Secondary.*
1954. M.S. Senderoff, Geraldine. **Using attitude surveys and results for supervisory development programs.**  
*Employee attitude surveys Case studies. Supervisors, Industrial Case studies.*
1953. M.S. Nelson, Ulla L. **A comparison of foremen in an American and a Swedish rubber factory.**
1951. Ph.D. Argyris, Chris. **A study of a pattern of managerial leadership.**
1951. M.S. Dean, Richard Francis. **Supervisory development in hospitals.**
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. Kastner, Rexford Pryor. **Seniority rights for supervisors? (Research bulletin, no. 7 .) Abridgement of the author's M.S. thesis, Supervisory seniority as a problem in industrial relations.**
1949. M.S. in ILR Cullen, Donald E. **The development of a foreman's policy manual.**  
*Supervisors, Industrial.*
- 1947; (1948). 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. M.S. Bruce, Robert Lee. **Employee merit rating, its development, value and role in supervision.**

## Teachers and Schools

2001. Ph.D. Ozler, Berk. **Decentralization and student achievement : the case of Nicaragua's school autonomy reform.** Advisor: R. Ehrenberg.
1999. M.S. Cheslock, John Jesse. **How teacher unions affect educational performance.** Advisor: R. Ehrenberg.  
*Teachers' unions New York (State).* *Teachers' contracts New York (State).*  
*Academic achievement New York (State).*
1999. M.S. Valcour, Paulette Monique. **Balancing act : role conflict as a basis for managerial behavior in a voluntary organization.** Advisor: R. Stern.  
*Nursery schools United States Administration.* *Volunteer workers in education United States.* *Supervision of employees United States.*
1998. Ph.D. 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.  
*Academic achievement United States.* *Success in business United States.* *School sports Psychological aspects United States.* *Achievement motivation United States.*
1995. Ph.D. Hosken, Daniel Scott. **Teachers' early career attrition, retirement, and wage determination : evidence from panel data.** Advisor: R. Ehrenberg.
1994. Ph.D. Brewer, Dominic James. **Teachers, administrators, and educational productivity.** Advisor: R. Ehrenberg.  
*School administrators United States.* *Educational productivity United States.*  
*Academic achievement United States.* *School management and organization United States.*  
*Teachers Promotions United States.*
1994. Ph.D. Goldhaber, Dan D. **Public or private high schools : school choice and the consequences.** Advisor: R. Ehrenberg.  
*School choice United States.* *High schools United States.* *Public schools United States.* *Private schools United States.*
1994. Ph.D. Masters, Walter Franklin. **The politics of institutionalization : a case study of the National Education Association.** Advisor: S. Bacharach.  
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*Associations, institutions, etc. United States.* *Organizational sociology United States.*
1993. Ph.D. Gelberg, Denise Susan. **Education reform, then and now : the influence of business on education in 20th century America.** Advisor: J. Gross.  
*Industry and education United States.* *School management and organization United States.* *Educational change United States.* *Industrial efficiency Social aspects United States.* *Management Social aspects United States.* *Industrial management Social aspects United States.*

1993. M.S. Goldhaber, Dan D. **Drug use, school quality and wages.** Advisor: R. Hutchens.  
*Drugs and employment United States Longitudinal studies. Drug abuse Economic aspects United States Longitudinal studies. Education, Secondary Economic aspects United States Longitudinal studies. Wages United States Effect of education on Longitudinal studies.*
1992. Ph.D. Rees, Daniel Ira. **Essays on unionism in the education sector.** Advisor: R. Ehrenberg.  
*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.*
1991. Ph.D. Partridge, Dane Michael. **The effect of public policy on public sector strike activity.** Advisor: J. Burton.  
*Strikes and lockouts Civil service United States. Strikes and lockouts Teachers United States. Collective bargaining Government employees United States. Collective bargaining Teachers United States. Labor policy United States.*
1991. M.S. Scarselletta, Mario and Von Karman Institute for Fluid Dynamics. **Determinants and consequences of externally-oriented leader behavior.** Advisor: T. Hammer.  
*Leadership. Management. Teachers' unions Officials and employees. Labor leaders.*
1991. Ph.D. Wazeter, David Lee. **The determinants and consequences of teacher salary schedules.** Advisor: D. Lipsky.  
*Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity United States.*
1990. M.S. Rundle, James Robert. **Trust and attitudes toward unionism : a study of a teachers' union.** Advisor: H. Katz.  
*Teachers' unions Psychological aspects. Collective bargaining Teachers. Teachers Attitudes.*
1989. Ph.D. Shedd, Joseph Blake. **Power and empowerment : structures of participation in public education.** Advisor: D. Lipsky.  
*Teacher participation in administration United States. Teachers' unions United States.*
1989. M.S. Stoyell-Mulholland, Barbara. **Effectiveness of penalties under New York state education law section 3020-A : teachers found guilty of incompetence.** Advisor: J. Gross.  
*Teachers--Malpractice--New York (State). Teachers--Tenure--New York (State). Teachers--Legal status, laws, etc.--New York (State).*
1988. M.S. Orr, Marsha J. **Teacher compensation : lessons from our past : professional standing and the basis for teacher remuneration 1840-1900.** Advisor: R. Doherty.  
*Teachers--Salaries, etc.--United States--History--19th century.*

1986. Ph.D. Miller, Jane Kathleen Giacobbe. **An examination of the relationship between perceived justice of state impasse procedures and perceived equity of teacher pay.** Advisor: R. Seeber.  
*Collective bargaining--Teachers--United States. Teachers--Salaries, etc.--United States. Equal pay for equal work--United States.*
1983. M.S. Bauer, Scott C. **An organizational examination of stress in elementary and secondary school organizations.** Advisor: S. Bacharach.  
*Teachers Job stress. Elementary school teachers. High school teachers.*
1983. M.S. Sherman, Daniel Ronald. **Teachers' unions and the production and distribution of educational outcomes : the case of California.** Advisor: R. Ehrenberg.  
*Collective bargaining Education United States Mathematical models. Education United States Mathematical models. Collective bargaining Education California.*
1977. M.S. Buchheit, Scott Edward. **Unionizing among graduate student employees in American universities, 1965-1975 : its causes, legal status, and history.** Advisor: R. Keeran.  
*Teachers' unions United States. Graduate teaching assistants United States. Universities and colleges United States Employees.*
1977. Ph.D. Conklyn, Elizabeth Deborah. **Determinants and consequences of differing job definitions by the high school principal.** Advisor: N. Rosen.  
*High schools Administration. High school principals.*
1975. Ph.D. Mena, Manuel Alfred. **Paraprofessionals : perceptions of opportunities for advancement and their relationship to job satisfaction.** Advisor: J. Wright.  
*Job satisfaction. Promotions. Library technicians. Teachers' assistants.*
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.*
1974. Ph.D. Weitzman, Joan Parker. **The scope of bargaining in public employment and the issue of class size : the study of a concept and its application.** Advisor: J. McKelvey.  
*Collective bargaining--Government employees--United States. Collective bargaining--Government employees--New York (State). Collective bargaining--Teachers--New York (State).*
1973. M.S. Herman, Francine April. **Factors affecting the use of the grievance procedure.** Advisor: J. McKelvey.  
*Strikes and lockouts--Teachers--New York (State). Teachers--New York (State). Grievance procedures--New York (State). Labor disputes--New York (State).*

1972. M.S. Goold, David Warren. **Ability grouping of students; the role of teacher perceptions.** Advisor: V. Jensen.  
*Decision making. Ability Testing.*
1972. Ph.D. Newman, Robert Samuel. **Environment and organizational effectiveness; a study of three Indian primary schools.** Advisor: W. Whyte.  
*Education India. Education Children. Schools Administration India.*
1971. Ph.D. Peggnetter, Richard Charles, Jr. **Collective bargaining and relative dispersion among teacher salaries: the pattern in upstate New York from 1964 to 1971.** Advisor: J. McKelvey.  
*Collective bargaining Teachers New York (State). Teachers Salaries, etc. New York (State). Teachers New York (State).*
1969. M.S. Doering, Barbara Woodward. **Faculty participation in governance in the transitional teachers' colleges.** Advisor: R. Doherty.  
*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.*
1955. M.S. in Ed. Dudley, Arthur Joseph. **The role of the state supervisor of industrial arts in New York State.**  
*Industrial arts--Study and teaching. School supervision, Secondary.*
1954. Ph.D. Coe, Burr Deline. **A job analysis of the vocational high school principalship.**  
*School principals--Job descriptions. Vocational education. Schools--Administration.*
1951. M.S. in Ed. Ankeney, John Velte. **A study of the diversified occupations program in the Woodrow Wilson High School, Portsmouth, Virginia.**  
*Vocational education Study and teaching Virginia. Portsmouth.*
1950. M.S. in Ed. Paolucci, Daniel John. **An appraisal of mechanical drawing courses offered at Oswego State Teachers College, Oswego, New York.**
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.**
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.**
- 1947; (1948). M.S. in ILR Eddison, John Corbin. **Teacher strikes in the United States.**  
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1947. M.S. in Ed. Whitmore, Norvin T. **A study of the methods for financing project materials in the industrial arts courses on the junior high school level.**

## Technology

2005. Ph.D. Van Jaarsveld, Danielle Dorice. **Boom & bust : an analysis of information technology work patterns.** Advisor: H. Katz.  
*Information technology--United States--Employees. Personnel management--United States. Labor supply--United States. Mass media--Economic aspects.*
2002. M.S. Hammond, Ryan Alan. **The relationship of broad-based stock options and firm performance in high technology companies.** Advisor: G. Milkovich.  
*Employee stock options--Case studies. Stock options--Case studies. Employee ownership--Case studies.*
2001. Ph.D. Mitsuhashi, Hitoshi. **Finding a partner : selection uncertainty in alliance formation.** Advisor: R. Stern.  
*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.  
*Computer programmers United States. High technology industries Employees United States. Labor turnover United States. Career development United States.*
1998. Ph.D. Nelsen, Bonalyn J. **The nature and implications of technological change and the rise of a service economy : observations from the field of automotive repair.** Advisor: S. Barley.  
*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.*
1998. Ph.D. Yanadori, Yoshio. **Recipe for Success? Performance Consequences of Incentive Intensity in Information Technology.** Advisor: G. Milkovich.
1997. M.S. Marler, Janet H. Gompels. **TQM training, problem-solving performance, and organizational commitment in technology-intensive service work.** Advisor: R. Batt.  
*Total quality management. Service industries workers--Training of. Problem solving. Organizational commitment. Service industries--Management.*
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.

*Communication in organizations. Trust. Videoconferencing Social aspects. Telematics Social aspects. Information technology Social aspects. Interpersonal communication.*

1994. Ph.D. Hybels, Ralph Cushman. **Legitimation, population density, and founding rates : the institutionalization of commercial biotechnology in the U. S., 1971-1989.** Advisor: S. Barley.

*Biotechnology industries United States. Journalism, Commercial United States.*

1987. Ph.D. Keefe, Jeffrey Harold. **Numerical control and labor : adoption and consequences.** Advisor: D. Lipsky.

*Machine-tools Numerical control. Labor supply Effect of technological innovations on.*

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

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

1977. Ph.D. Kane, William Duncan Jr. **Technology and the perception of power.** Advisor: S. Bacharach.

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

1976. Ph.D. Lobos, Julio Alejandro. **Technology and organization structure : a comparative case-study of automotive and processing firms in Brazil.** Advisor: W. Frank.

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

1973. Ph.D. Dekervasdoue, Jean de Kerguziau. **Power, efficiency and adoption of innovations in formal organizations.** Advisor: G. Gordon.

*Hospitals--Administration. Interpersonal relations. Organization--Case studies. Technological innovations. Social interaction.*

1971. Ph.D. Morse, Edward Villiers. **Organizational adoption and formal procedures: a comparative study.** Advisor: G. Gordon.

*Hospitals United States. Medicine United States. Technology. Organization.*

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.**

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. Occupations. Technical education--New York (State).*



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.**

*Early retirement. Aged Employment. Technological innovations.*

1960. M.S. Buck, Vernon E. **The impact of technology on the social system: a case study of tool and die makers.**

*Machine-tools. Psychology, Industrial Case studies. Social interaction Case studies.*

## Training

2006. Ph.D. Kang, Sung-Choon. **Managing the Intellectual Capital Architecture: An Examination of the Influence of HRM on Bilateral Learning in Law Firms.** Advisor: S. Snell.

2006. Ph.D. Morris, Shad S. **Intellectual Capital Investments in Learning Capabilities: Toward a Framework for Managing Human Resource Practices in the MNC.** Advisor: S. Snell.

2005. M.S. Liu, Xiangmin. **Do employer investments in on-the-job training pay off?** Advisor: R. Batt.  
*Employees--Training of. Success in business.*

2004. M.S. Tyler, Charles Kingsley. **The effects of rotational leadership development programs on employee retention.** Advisor: B. Bell.  
*Employment stabilization. Job rotation. Employees--Training of.*

1997. M.S. Marler, Janet H. Gompels. **TQM training, problem-solving performance, and organizational commitment in technology-intensive service work.** Advisor: R. Batt.  
*Total quality management. Service industries workers--Training of. Problem solving. Organizational commitment. Service industries--Management.*

1996. M.S. Lengermann, Paul Adrian. **Training and wage growth : depreciation, portability, and varying returns for different demographic groups.** Advisor: J. Bishop.  
*Employees Training of United States Cost effectiveness. Occupational training United States Cost effectiveness. Wages Effect of education on United States. Wages United States. Human capital United States.*

1995. Ph.D. Shibata, Hiromichi. **Japanese and American workplace industrial relations : skill formation, communication, and conflict resolution.** Advisor: H. Katz.  
*Industrial relations Japan. Industrial relations United States. Employees Training of Japan. Employees Training of United States. Employee motivation Japan. Employee motivation United States. Incentives in industry Japan. Incentives in industry United States.*

1994. Ph.D. Carter, Shani D. **The influences of training method, factors of cognitive ability, motivation, and affect on training outcomes.** Advisor: R. Bretz.  
*Employees Training of Psychological aspects. Occupational training Psychological aspects. Cognition. Motivation (Psychology). Affect (Psychology). Training.*

1994. M.S. Fiorella, Susan. **Organizational learning in international alliances : the role of the human resource function.** Advisor: V. Pucik.  
*Employees Training of. International business enterprises Employees Training of. Learners, Industrial. Personnel management. Joint ventures.*

1994. M.S. Thoresen, Carl Joseph. **The case for self-efficacy as a moderator between self-assessed performance and assessment center evaluations.** Advisor: L. Gruenfeld.  
*Assessment centers (Personnel management procedure). Self-evaluation. Employees Rating of. Employees Training of. Self-confidence. Self-reliance.*
1993. Ph.D. Gelberg, Denise Susan. **Education reform, then and now : the influence of business on education in 20th century America.** Advisor: J. Gross.  
*Industry and education United States. School management and organization United States. Educational change United States. Industrial efficiency Social aspects United States. Management Social aspects United States. Industrial management Social aspects United States.*
1993. M.S. Roemmele, Laurie Anne. **Becoming an employee assistance worker : the socialization processes within an emergent occupation.** Advisor: H. Trice.  
*Employee assistance programs. Counselors Training of. Professional socialization.*
1992. Ph.D. Ko, Sangwon. **The consequences of educational expansion in less developed countries.** Advisor: G. Fields.
1982. Ph.D. Rogers, David E. **The effects of individual and occupational characteristics on the career paths of young males.** Advisor: R. Ehrenberg.  
*Labor mobility United States. Employees Training of United States.*
1981. M.S. Abraham, Jane Terry. **Evaluation of supervisory training : a multi-method approach.** Advisor: S. Kirmeyer.  
*Supervision of employees--Study and teaching.*
1981. M.S. Bazzoli, Gloria J. **The decision to migrate : a theory of the joint choice of migration and job training investments.** Advisor: R. Hutchens.  
*Labor mobility United States Mathematical models. Migration, Internal United States Mathematical models. Employees Training of United States Mathematical models.*
1980. Ph.D. Ashby, Jacqueline Anne. **Small farms in transition : changes in agriculture, schooling and employment in the hills of Nepal.** Advisor: W. Whyte.  
*Agriculture Nepal. Agricultural innovations Nepal. Nepal Economic conditions.*
1978. M.S. Bassi, Laurie Jo. **The displacement effect of the public service employment program under the Comprehensive employment and training act.** Advisor: R. Ehrenberg.  
*Labor supply United States. United States.*
1978. M.S. DeAngelo, Charles Salvatore. **Developing an employment readjustment system in response to layoffs in New York State government : a case study.** Advisor: R. Risley.  
*Layoff systems New York (State). New York (State) Officials and employees.*

1977. M.S. Mizele, Mami Mafoda. **Training and developing local managers in American-owned multinational corporations.** Advisor: W. Frank.  
*International business enterprises. Corporations, American. Executives Training of.*
1976. Ph.D. Moitra, Sandhya. **A pre-program evaluation model determining training effectiveness, based on the expectancy theory of work-motivation.** Advisor: L. Gruenfeld.  
*Employees Training of. Motivation (Psychology).*
1975. Ph.D. Sexton, Jean. **Blue collar workers displaced by complete and permanent plant shutdowns: the Quebec experience.** Advisor: F. Foltman.  
*Unemployed Quebec (Province). Occupational training Quebec (Province).*
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).*
1974. M.S. Leyes, Richard A. II. **A community training program as an alternative to training in the construction industry.** Advisor: F. Miller.  
*Construction workers United States. Vocational education United States. Minorities Employment United States.*
1973. M.S. McDonald, Gail Margaret. **An analysis of group and individual differences in response to a managerial education system.** Advisor: N. Rosen.  
*Executives Training of. Supervision of employees Study and teaching. Personnel management. Training Foremen and supervisors.*
1971. Ph.D. Hansen, Gary Barker. **Britain's Industrial training act: a case study in the development of public manpower policy.** Advisor: F. Foltman.  
*Great Britain. Industrial Training Boards. Manpower policy Great Britain. Employees Training of Great Britain.*
1971. 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.** Advisor: V. Jensen.  
*National Maritime Union of America. Upgrading and Retraining Program. Occupational training United States. Occupational retraining United States. Labor unions United States.*
1970. M.S. Obaso, James Herbert. **High-level civil service training in Kenya.** Advisor: F. Foltman.  
*Kenya Officials and employees. Employees Training of Kenya Case studies.*
1968. M.S. Nzeribe, Gilbert Onyewuchukwu A. **The comparative status and role of vocational education in selected developing countries.** Advisor: E. Mesics.  
*Vocational education Chile. Vocational education Ethiopia. Vocational education*

*Israel. Vocational education Ghana. Manpower policy Chile. Manpower policy Ethiopia. Manpower policy Israel. Manpower policy Ghana.*

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.**

*University of Puerto Rico. Latin American Union Leadership Training Program. University of Puerto Rico. Labor Relations Institute. Labor unions Latin America. Latin America Economic conditions. Latin America Social conditions.*

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.**

*Executives--Training of--United States. Middle managers--United States. Banks and banking--United States.*

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.*

1958. Ph.D. El-Sherbini, Ibrahim Abdul-Aziz. **A study of staffing problems in community colleges and technical institutes of the State University of New York, with particular reference to problems of in-service professional development.**

*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.*

- 1956; (1957). M.S. Mahaney, Francis Joseph. **Establishing the training function in the postal service: a case study.**  
*Postal service United States Employees. Employees Training of United States.*
1956. M.S. Abdel-Wahab, Moustafa Omar El-Tantawy. **Productivity and vocational education in Egypt.**  
*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.**
1955. M.Ed. Peevers, Alfred James, Jr. **The case method of industrial training.**  
*Employees--Training of.*
1955. M.S. in Ed. Zeh, Carl Willard. **Major skills required by technicians in mechanical research and development.**  
*Industrial technicians. Technical education. Industrial technicians--Job descriptions.*
1954. Ph.D. Coe, Burr Deline. **A job analysis of the vocational high school principalship.**  
*School principals--Job descriptions. Vocational education. Schools--Administration.*
1954. Ph.D. Milano, Joseph Ernest. **A study of the application of machine breakdown analysis as a method for determining instructional content for training machine maintenance men.**  
*Repairing trades. Employees Training of. Job analysis.*
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. 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. M.S. in Ed. Aldrich, Alton Parker. **Industrial transition in a New England community, Danbury, Connecticut.**  
*Vocational education Connecticut. Danbury. Industries Connecticut. Danbury (Conn.). Economic conditions.*

1952. Ph.D. Martin, Philip Carl. **The potential ability of the Westchester-Rockland area of New York State to support two-year community colleges.**  
*White Plains (N.Y.) Institute of Applied Arts and Sciences. Municipal universities and colleges--New York (State). Vocational education--New York (State).*
1951. M.S. in Ed. Ankeney, John Velte. **A study of the diversified occupations program in the Woodrow Wilson High School, Portsmouth, Virginia.**  
*Vocational education Study and teaching Virginia. Portsmouth.*
1951. M.S. in Ed. Jervis, William. **Attainment through the study of general mechanical drawing.**
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. Das, Radha Charan. **An analytical study of electrical curricula in selected technical institutes of northeastern 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.**
1948. M.S. Das, Radha Charan. **Some basic considerations for the development of industrial education in Orissa (India).**  
*Vocational education.*
1948. Ph.D. 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.**  
*Apprentices New York (State). Apprentices United States.*
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.**
- 1947; (1948). 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. Ph.D. Brophy, John Matthew. **Education and training in the industries of upstate New York; a study of patterns of organization and procedures characterizing**

**plant training programs.**

*Employees--Training of--New York (State).    Technical education--New York (State).*



## Universities and Colleges

2005. Ph.D. 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.

2005. Ph.D. Waismel-Manor, Ronit. **Best of Both Worlds? Work, Family Life and Self-Employment.** Advisor: P. Tolbert.

2005. Ph.D. Yu, Long. **Bayesian Analysis of Levy Processes with Financial Applications.** Advisor: M. Wells.  
*Statistics.*

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

2001. Ph.D. Cheslock, John Jesse. **Essays on enrollment policies in higher education.** Advisor: R. Ehrenberg.  
*Universities and colleges United States Admission. Universities and colleges United States Entrance requirements. Transfer students United States. Labor supply Effect of education on United States.*

2000. M.S. Pagnucco, Nicholas Denman. **The relationship between values and group strength : a qualitative case study of two religious groups at Cornell University.** Advisor: W. Sonnenstuhl.  
*Religious institutions New York (State) Ithaca. College students Religious life New York (State) Ithaca. Religion and sociology New York (State) Ithaca. Group identity New York (State) Ithaca.*

1998. M.S. Mykula, Jaroslava Katherine. **The effect of endowment accumulation on the quality of an institution.** Advisor: R. Ehrenberg.  
*Universities and colleges--United States--Evaluation. Universities and colleges--United States--Finance.*

1995. M.S. Hosken, Eric Peter. **The economic determinants of college dropouts.** Advisor: R. Ehrenberg.  
*College dropouts--United States--Economic conditions. College dropouts--United States. Wages--United States.*

1995. M.S. Olsen, Robert Buckner. **The effect of price on the decision to attend Cornell.** Advisor: R. Ehrenberg.  
*College choice. College costs New York (State). Cornell University.*

1994. M.S. in ILR Melman, David. **The cause and effect of the ILGWU dress industry general strike of 1958.** Advisor: (Baruch/ILR joint program).  
*ILGWU Dress Industry General Strike, 1958. Clothing workers Northeastern states. Strikes and lockouts Clothing trade Northeastern states.*

1994. M.S. Schultheis, Michael Jerome. **Racial integration effects on the decision to attend a historically black institution and on subsequent labor market outcomes.** Advisor: R. Ehrenberg.  
*African Americans--Education (Higher)--Economic aspects. African American college graduates--Employment. African American universities and colleges--Economic aspects. School integration--United States. Segregation in education--United States. Wages--United States.*
1993. Ph.D. Gelberg, Denise Susan. **Education reform, then and now : the influence of business on education in 20th century America.** Advisor: J. Gross.  
*Industry and education United States. School management and organization United States. Educational change United States. Industrial efficiency Social aspects United States. Management Social aspects United States. Industrial management Social aspects United States.*
1993. M.S. Graham, Mary E. **Starting salary differences between women and men : organization-level findings and an analysis of current policy options.** Advisor: B. Gerhart.  
*Wages Women United States. Sex discrimination in employment United States. Equal pay for equal work United States. Pay equity United States. Wages College graduates United States. Women college graduates Employment United States.*
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1985. Ph.D. Sherman, Daniel Ronald. **Determinants of the individual demand for higher education by sectoral control of institution.** Advisor: R. Ehrenberg.  
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1983. Ph.D. Schumann, Paul Louis. **Investment in human capital : work, military service, and college.** Advisor: R. Ehrenberg.  
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1977. Ph.D. Barhyte, Diana Young. **Ph. D. production and deployment in biochemistry : roles of departments and mentors.** Advisor: H. Aldrich.  
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1977. M.S. Buchheit, Scott Edward. **Unionizing among graduate student employees in American universities, 1965-1975 : its causes, legal status, and history.** Advisor: R. Keeran.  
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1973. Ph.D. Solnick, Loren Michael. **The supply of graduate students.** Advisor: L. Perl.  
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1950. M.S. in Ed. Paolucci, Daniel John. **An appraisal of mechanical drawing courses offered at Oswego State Teachers College, Oswego, New York.**

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

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2000. M.S. Pagnucco, Nicholas Denman. **The relationship between values and group strength : a qualitative case study of two religious groups at Cornell University.** Advisor: W. Sonnenstuhl.  
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1999. M.S. Valcour, Paulette Monique. **Balancing act : role conflict as a basis for managerial behavior in a voluntary organization.** Advisor: R. Stern.  
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1990. M.S. Murphree, Carol Anita. **Work and community : the influence of employment on participation in voluntary associations.** Advisor: P. Tolbert.  
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1976. M.S. Coppock, Marjorie Louise. **The woman volunteer worker : a survey.** Advisor: H. Trice.  
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1971. M.S. Herman, Robert Dean. **An exploratory study of participation in community action organizations, an open systems-technological perspective.** Advisor: Prof. Nilli.  
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2003. M.S. Yi, Hong. **Lateral and vertical pay dispersions, organizational contexts and performance.** Advisor: G. Milkovich.  
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2002. M.S. Hammond, Ryan Alan. **The relationship of broad-based stock options and firm performance in high technology companies.** Advisor: G. Milkovich.  
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2001. M.S. Moriarty, Joan Y. **The impact of unit requirements and minimum competency exams on the wages and earnings of young workers.** Advisor: J. Bishop.  
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2001. Ph.D. Yoon, Yoon-Gyu. **Adjustment of labor inputs and wages of different age groups in response to product demand shocks : large manufacturing firms in Korea, 1986-1992.** Advisor: R. Hutchens.  
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1999. Ph.D. Olsen, Robert Buckner. **Essays on wage variation across industries and education groups.** Advisor: R. Ehrenberg.  
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1999. Ph.D. Washington, Sandra Kay. **The Role-Based Identity Scale : development and field tests involving stock options and skill-based pay applications.** Advisor: T. Welbourne.  
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1998. Ph.D. Balmaceda, Felipe. **Essays in compensation contracts : theory and evidence.** Advisor: J. Abowd.  
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1998. Ph.D. Cyr, Linda Ann. **Vulture capitalists or virtue capitalists? : examining the effects of venture capitalist involvement on the use of equity incentives and firm performance in initial public offering firms.** Advisor: T. Welbourne.  
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1998. M.S. Hrubá, Lada. **An investigation into global stock options : substance and symbolism in adoption explanations.** Advisor: G. Milkovich.  
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1998. Ph.D. Kaplan, David Scott. **Essays on incentives and compensation : theory and evidence.** Advisor: J. Abowd.
1998. M.S. Yanadori, Yoshio. **CEO compensation : differences between insiders and outsiders.** Advisor: G. Milkovich.  
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1996. M.S. Doyle, Andrew Felix. **A transformation of expatriate compensation.** Advisor: O. Mitchell.  
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1996. M.S. Lengermann, Paul Adrian. **Training and wage growth : depreciation, portability, and varying returns for different demographic groups.** Advisor: J. Bishop.  
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1995. M.S. Hosken, Eric Peter. **The economic determinants of college dropouts.** Advisor: R. Ehrenberg.  
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1993. M.S. Cable, Daniel M. **Effects of compensation systems on job search decisions : an application of person-organization fit.** Advisor: T. Judge.  
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1993. M.S. Goldhaber, Dan D. **Drug use, school quality and wages.** Advisor: R. Hutchens.  
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1993. Ph.D. Murray, Brian C. **Skill based pay : conceptual definition of the construct and an empirical examination of its outcomes.** Advisor: B. Gerhart.  
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1993. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.  
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1991. Ph.D. Kim, Jong-Baek. **Essays on short-time compensation programs.** Advisor: R. Ehrenberg.
1991. Ph.D. Wazeter, David Lee. **The determinants and consequences of teacher salary schedules.** Advisor: D. Lipsky.  
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1990. Ph.D. Lee, Ju-Ho. **Employment and salaries in the unionized public sector.** Advisor: R. Ehrenberg.
1990. Ph.D. Rhee, Chonghoon. **Studies on the determinants of wage settlements and strike activities in Korea.** Advisor: J. Abowd.  
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1989. M.S. Hagedoorn, Robert. **Empirical analyses of recent changes in hourly earnings trends due to shifts in industrial employment.** Advisor: R. Ehrenberg.  
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1987. M.S. Adkins, Jeanie Lynn. **Compensation policy and business strategy.** Advisor: G. Milkovich.  
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1987. M.S. Okunishi, Yoshio. **Employment, hours, and wage adjustments in Japan and the United States.** Advisor: R. Hutchens.  
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1987. M.S. Walsh, David Joseph. **Two-tier wage structures in the U.S. airline industry.** Advisor: R. Seeber.  
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1986. M.S. Levine, Phillip B. **Has antidiscrimination policy since 1964 reduced the wage gap?** Advisor: O. Mitchell.  
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1980. Ph.D. Irfan, Mohammad. **Wage structure in Pakistan.** Advisor: W. Galenson.  
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1980. Ph.D. Park, Se-II. **Wages in Korea : determination of the wage levels and the wage structure in a dualistic labor market.** Advisor: G. Fields.  
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1979. Ph.D. Dillingham, Alan Edward. **The injury risk structure of occupations and wages.** Advisor: R. Smith.  
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1975. M.S. Bellinger, William Kenneth. **The reactance theory of wages : the lessons of psychology for money wage determination and labor market behavior.** Advisor: V. Stoikov.  
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1975. Ph.D. Pinder, Walter Charles Craig. **The moderating effect of worker orientation on the relationship between contingent versus noncontingent reward systems and intrinsic motivation and performance.** Advisor: L. Williams.  
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1974. M.S. Farber, Henry S. **Unions, bargaining power and wages: an empirical analysis.** Advisor: W. Galenson.  
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- 1972; (1973). Ph.D. Dayal, Sahab. **Wage planning and industrial relations in a developing economy; the Indian case.** Advisor: J. Windmuller.  
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