



Cornell University
ILR School

***ILR School Theses and Dissertations
Categorized by Subject***

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
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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.

Women college graduates Employment United States. Women Education (Higher) Economic aspects United States. Women Education (Graduate) Economic aspects United States.

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.