



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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October, 2006

## Specific Industries

2006. Ph.D. Doellgast, Virginia Lee. **Negotiating Flexibility: The Politics of Call Center Restructuring in the U. S. and Germany.** Advisor: R. Batt.
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.
2005. Ph.D. Darbshire, 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. 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.*
2003. M.S. Hickey, Robert Sean. **Preserving the pattern : collective bargaining and union revitalization in the oil industry.** Advisor: H. Katz.  
*Collective bargaining. Labor unions. Industrial relations.*
2003. M.S. Lee, Brandon H. **A patchwork of fields : legal and organizational form variation in the construction of the organic food industry.** Advisor: M. Lounsbury.  
*Natural foods industry--United States. Natural foods industry--Law and legislation--United States.*
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.  
*International Transport Workers' Federation. International labor activities. Flags of convenience.*
2002. Ph.D. Covarrubias V., Alex. **Diverging convergences in the transformation of employment relations systems in the auto industry : a cross-national comparative study of two Ford plants.** Advisor: M. Cook.  
*Work environment--Case studies. Corporate reorganizations--Case studies. Ford Motor Company--Reorganizations--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.  
*Employee stock options--Case studies. Stock options--Case studies. Employee ownership--Case studies.*

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.

*Poultry industry United States History 20th century. Agricultural laborers Labor unions United States History 20th century. Women agricultural laborers United States History 20th century.*

2001. Ph.D. Booth, Bryan Arthur. **Assuming the strategic business partner role : the transformation of human resources.** Advisor: W. Sonnenstuhl.

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

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.*

2001. Ph.D. Sine, Wesley David. **Paradise lost : a study of the decline of institutions and the restructuring of organizational fields in the U.S. power industry.** Advisor: P. Tolbert.

*Electric utilities United States Management. Electric utilities United States Deregulation. Electric utilities United States Government policy.*

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.*

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. 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.*

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.*

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).*
1999. Ph.D. Scarselletta, Mario. **Between tradition and innovation : the cultural contradictions of employee involvement.** Advisor: S. Barley.  
*Manufacturing industries Management Employee participation Case studies. Organizational change.*
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.*
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.*
1995. Ph.D. Kennedy, Valerie Eva. **Switching tracks : organizational change in the railroad industry.** Advisor: S. Bacharach.  
*Railroads United States. Organizational change United States.*
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.*
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.  
*Automobile industry and trade Personnel management Korea (South). Automobile industry and trade Personnel management Japan. Hyondae Chadongch`a Chusik Hoesa (Korea)--Personnel management. Toyota Jid`osha K`ogy`o Kabushiki Kaisha--Personnel management. Hyundai.*

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. Darbshire, Owen Richard. **Structure, strategy and bargaining : the case of the telecommunications industry in Britain and America.** Advisor: H. Katz.  
*Collective bargaining--Telecommunication--United States. Collective bargaining--Telecommunication--Great Britain. Collective bargaining unit--United States. Collective bargaining unit--Great Britain.*

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.  
*Airlines--Employees--Labor unions--United States.*

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. Arthur, Jeffrey Bradford. **Industrial relations and business strategies in American steel minimills.** Advisor: H. Katz.  
*Industrial relations United States. Iron and steel workers United States. Steel industry and trade United States Personnel management. Steel minimills United States.*

1990. Ph.D. Bamberger, Peter Alan. **Antecedents and consequences of role stress : the processes leading to turnover intentions among public sector professionals.** Advisor: S. Bacharach.  
*Professional employees in government United States Job stress. Labor turnover United States. Work and family United States.*

1990. M.S. Belzer, Michael Hugh. **The transformation of labor relations in the trucking industry since deregulation.** Advisor: H. Katz.  
*Collective bargaining Transportation United States. Wages Truck drivers United States. Trucking United States Deregulation.*

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

1990. M.S. Zupan, Nada. **Legal structure and the practice of self-management in a Yugoslav enterprise, 1973-1989.** Advisor: R. Stern.  
*Works councils Yugoslavia. Works councils Law and legislation Yugoslavia. Industrial management Employee participation Yugoslavia. Industrial management Employee participation Law and legislation Yugoslavia. Construction industry Yugoslavia Management Employees.*

1989. M.S. Flynn, Theresa Ann. **Employee involvement and work redesign in U.S. shipbuilding : analytical review.** Advisor: T. Hammer.  
*Shipbuilding industry United States Management Employee participation.*
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.  
*Computer industry United States Personnel management. Labor mobility United States.*
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.*
1987. M.S. Arthur, Jeffrey Bradford. **Industrial relations practices in steel minimills in the United States.** Advisor: H. Katz.  
*Industrial relations United States. Iron and steel workers United States. Steel industry and trade United States Personnel management. Steel minimills United States.*
1987. M.S. Walsh, David Joseph. **Two-tier wage structures in the U.S. airline industry.** Advisor: R. Seeber.  
*Airlines--Employees--Salaries, etc.--United States.*
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).*
1985. Ph.D. Kalwa, Richard Walter. **Collective bargaining in basic steel, 1946-83.** Advisor: D. Lipsky.  
*Collective bargaining Steel industry United States History.*
1985. M.S. Lehman, Mary. **Investor-owned multihospital systems : workers and unions in the new industry.** Advisor: R. Seeber.  
*Multihospital systems United States Employees. Hospitals Staff Labor unions United States.*
1985. M.S. Seim, Douglas Rocco. **Collective bargaining between screen actors and producers in the film industry.** Advisor: D. Lipsky.  
*Collective bargaining Moving picture industry United States. Collective labor agreements Actors United States. Actors Labor unions United States.*

1983. Ph.D. Schumann, Paul Louis. **Investment in human capital : work, military service, and college.** Advisor: R. Ehrenberg.  
*Human capital United States.*
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.*
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.*
1979. M.S. Marcus, Alan Jay. **The impact of rate of return regulation on input demand in the electric utility industry.** Advisor: R. Ehrenberg.  
*Electric Utilities Cost. Electric utilities Rates. Electric utilities Law and legislation.*
1977. M.S. Robinson, Tallien. **Causes of disputes in the nursing home industry in New York and resolution of those disputes under the 1974 NLRA amendments.** Advisor: P. Ross.  
*Nursing homes New York (State). Collective bargaining Nursing homes New York (State).*
1976. M.S. Jick, Todd D. **Labor-management relations in an Israel textile factory: an applied case study.** Advisor: S. Bacharach.  
*Textile workers Israel. Industrial relations Israel Case studies.*
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.  
*United Transportation Union.*
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.*
1974. M.S. Nelson, Locksley George. **Unemployment in Jamaica and the contribution of the bauxite-alumina industry to the employment problem.** Advisor: V. Stoikov.  
*Unemployed--Jamaica. Bauxite--Jamaica. Aluminum industry and trade--Jamaica.*
1974. M.S. Said, Abdul Rahim Md. **Developing indigenous entrepreneurship in West Malaysia.** Advisor: W. Whyte.  
*Entrepreneurship. Industries Malaysia. Malaysia Economic policy.*
1973. Ph.D. Dekervasdoue, Jean de Kerguiziau. **Power, efficiency and adoption of innovations in formal organizations.** Advisor: G. Gordon.

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

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.

*Merchant marine United States. Shipping. Industrial relations. United States Economic policy.*

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. 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.*

1970. Ph.D. Westacott, George Henry. **The Peruvian automobile industry: a socio-economic and organizational inquiry.** Advisor: L. Williams.

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

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.*

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

*Construction industry New York (State). Labor supply New York (State). Seasonal unemployment New York (State).*

1968. M.S. Newman, Robert Samuel. **Rupantara: a study of change in Uttar Pradesh villages near urban areas.** Advisor: W. Friedland.

*India Social conditions. Industries India.*

1968. M.S. Sass, Robert. **An historical analysis of the formation of the Association of Western Pulp and Paper Workers in 1964: a case study of a contemporary reform movement.** Advisor: G. Brooks.

*Association of Western pulp and paper workers. Paper industry workers Labor unions United States.*



1967. Ph.D. Coates, Norman. **Industrial relations implications of Canadian-United States economic integration: the automobile industry as a case study.**  
*Industrial relations Canada. Industrial relations. Automobile industry and trade Canada. Automobile industry and trade. Canada Foreign economic relations United States. United States Foreign economic relations Canada.*
1967. M.S. Kuwahara, Yasuo. **The impact of technology and market competition on the employment of women workers in the United States cotton textile industry 1900-1965.**
1966. M.S. Aiges, Stanley Leonard. **The arbitration of loyalty discharge cases.**  
*Arbitration, Industrial United States Cases. Industries Security measures United States.*
1966. M.S. Azevedo, Ross Eames. **Market concentration and the behavior of the wage share in ten durable goods industries, 1950-1962.**  
*Labor economics. Income United States. Monopolies United States. Industries United States.*
1966. M.S. Disini, Domingo Purisima, Jr. **The permanent impartial arbitration system of the B. F. Goodrich Company and the United Rubber, Cork, Linoleum, and Plastic Workers of America, AFL-CIO.**  
*B.F. Goodrich Company. International Union of United Rubber, Cork, Linoleum, and Plastic Workers of America. Arbitration, Industrial Rubber products industry.*
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.*
1966. Ph.D. Lundberg, Craig Carl. **Patterns of organizational decisioning: a conceptual scheme and its application in a study of comparative cases in industry.**  
*Decision making. Decision making--Case studies. Organization--Case studies. Industrial sociology--Case studies. Supervision of employees--Case studies.*
1966. Ph.D. Thompson, Mark Elliott. **The development of unionism among Mexican electrical workers.**  
*Electric industry workers Labor unions Mexico.*
1964. Ph.D. Craig, Alton Westwood. **The consequences of provincial jurisdiction for the process of company-wide collective bargaining in Canada; a study of the packinghouse industry.**  
*Labor laws and legislation Canada. Collective bargaining unit Canada. Packing-houses Canada. Labor policy Canada. Labor disputes Canada.*

1964. M.S. Hammond, Patricia Ann. **The failure of unionization in the Southern textile industry: a case study.**

*Textile workers Labor unions Organizing Southern States.*

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

*Labor unions Canada. Labor unions Canada History. Labor unions United States History. Labor union members. Industries Canada.*

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

*International Union of Electrical, Radio and Machine Workers. General Electric Company. Collective bargaining Electrical equipment industry. Industrial relations Electrical equipment industry.*

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.*

1961. M.S. Brown, Raymond Gilbert. **The influence of profitability, unionism and government policy on wages in the men's clothing industry, 1914-1951.**

*Amalgamated Clothing Workers of America. Wages Clothing workers. Men's clothing industry.*

1960. M.S. Hepton, Estelle. **Moonlighting on Waikiki: a study of dual employment and work efficiency.**

*Hawaiian Village Hotel. Supplementary employment Hawaii Case studies. Hotels Hawaii Employees Supplementary employment Case studies. Taverns (Inns) Hawaii Employees Supplementary employment Case studies. Restaurants Hawaii Employees Case studies.*

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.**

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

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

*Wages Iron and steel workers United States. Collective labor agreements Steel industry United States. Labor unions United States Local unions. White collar workers Labor unions United States.*

1959. M.S. Guggenheim, Joseph Irwin. **Wage determination in the millinery industry.**

*United Hatters, Cap, and Millinery Workers International Union. United Hatters, Cap, and Millinery Workers International Union. Joint Board of Millinery Workers Unions, New*

York. *National Planning Board for the Millinery Industry. Millinery workers. Collective Bargaining.*

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.*

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

*Cotton textile industry--India. Labor supply--India. Technological innovations.*

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

*Standard Vacuum Oil Company, Bombay. Wages--Petroleum workers--India. Job analysis. Clerks--Job descriptions.*

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

*American Velvet Company. Industrial relations. Technological innovations--Case studies. Profit-sharing--Case studies. Management--Employee participation--Case studies.*

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

*United Mine Workers of America. Welfare and Retirement Fund. Coal mines and mining Diseases and hygiene. Coal mines and mining Great Britain. Coal mines and mining India.*

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

*Hospitals--United States. Hospitals--Administration.*

1955. M.S. Haddy, Pamela Mary. **Changes in British interindustry earnings structure under full employment.**

*Wages Great Britain. Labor supply Great Britain.*

1955. Ph.D. Hosking, William George. **A study of area wage structure and wage determination in the building construction industry of central New York State, 1942-1951.**

*Wages Construction workers New York (State). Construction industry New York (State).*

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

*Productivity bargaining Massachusetts. Textile industry Massachusetts Labor productivity. Collective bargaining Textile industry Massachusetts.*

1954. Ph.D. Paolucci, Daniel John. **The development of a multi-purpose job analysis method for a selected navy rating.**  
*Job analysis.*
1954. M.S. Richards, Paul Bunting. **The effect of the Taft-Hartley act on traditional union security practices in the building and construction industry.**  
*Construction workers Labor unions Law and legislation United States. Open and closed shop Law and legislation United States.*
1954. Ph.D. Zollitsch, Herbert George. **Maintenance training methodology for automation; the development of methods and techniques which might be utilized to assist industry in training maintenance mechanics to service complicated, custom-built, semi-automatic or fully automatic machines.**  
*Technological innovations. Repairing trades. Electronic industries Job descriptions. Electronic industries Handbooks, manuals, etc.*
1953. Ph.D. Cullen, Donald E. **Factors affecting the interindustry wage structure, 1899-1950.**  
*Wages United States. Wages and labor productivity United States.*
1953. M.S. Nelson, Ulla L. **A comparison of foremen in an American and a Swedish rubber factory.**
1953. Ph.D. Schmitt, Victor A. **Employee education in the nation's basic industries; a study of patterns of organization and procedures characterizing plant education programs with special reference to non-vocational aspects.**  
*Employees--Training of--United States.*
- 1952; (1953). Ph.D. Culley, Jack Frederick. **Absenteeism in a leather tannery; a specific plant situation considered in the framework of absenteeism as a general industrial relations problem.**  
*Leather Workers Union, Amalgamated Meat Cutters and Butcher Workmen of North America. Elkland Leather Co., Elkland, Pa. Absenteeism (Labor). Leather industry and trade Pennsylvania.*
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.*
1951. M.S. in Ed. Zollitsch, Herbert George. **Initial employment of youth in the manufacturing industries of Tompkins County, New York.**
1950. M.S. in ILR Barone, Nancy Carol (Stockdale). **Areas of managerial training needs in small retail stores.**  
*Stores, Retail Management. Executives Training of.*

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

*Industrial relations New York (State). Hospitals Administration. Hospitals Personnel.*

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

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

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

1949. M.S. Stutz, Robert Louis. **Collective bargaining in the Connecticut brass mill industry, 1938-1948.**

1949. M.S. in ILR Windmuller, John P. **Union organization and collective bargaining in manufacturing and public utility industries in Chemung County, New York.**

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

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

*United Paperworkers of America. Paper industry workers Labor unions United States. Paper industry United States. Collective labor agreements Paper industry 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. 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).*

1946. M.S. in ILR Strauss, Donald Adler. **The impartial-chairman system of arbitration as illustrated principally by the Rochester men's clothing industry.**

*Arbitration, Industrial Clothing industry. Men's clothing industry New York (State) Rochester.*