



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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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).