

Cornell University
ILR School

ILR School Theses and Dissertations: a listing

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

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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 60th 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
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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/

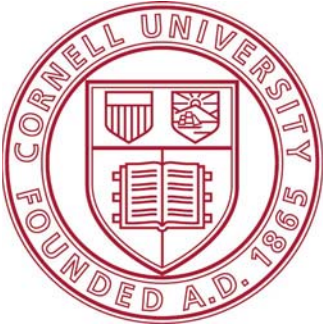
ProQuest provides fee-based access to dissertations through this web site. (Cornell researchers should check *ProQuest Dissertations and Thesis* for availability before purchasing a dissertation from this source.)

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
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Alphabetical Listing of ILR School Theses and Dissertations by Authors

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M.S.

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

Abraham, Jane Terry. *Evaluation of supervisory training : a multi-method approach.* 1981.
M.S.

Adkins, Jeanie Lynn. *Compensation policy and business strategy.* 1987.
M.S.

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

Aiges, Stanley Leonard. *The arbitration of loyalty discharge cases.* 1966.
M.S.

Ainspan, Nathan David. *Employee perceptions of privacy invasions and pay secrecy : a policy capturing study of organization situational variables.* 1996.
M.S.

--- *The geek shall inherit or leave the money and run? : role identities and turnover decisions among software programmers and other high technology employees.* 1999.
Ph.D.

Alberti, Giorgio. *Inter-village systems and development: a study of social change in highland Peru.* 1970.
Ph.D.

Aldrich, Alton Parker. *Industrial transition in a New England community, Danbury, Connecticut.* 1952.
M.S. in Ed.

Alexandrowicz, John-Paul. *The determinants of contemporary picket-line violence : an empirical analysis of Canadian strikes.* 1994.
M.S.

Allain, Laurence. *Essays in compensation and unemployment insurance.* 1996.
Ph.D.

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

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

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Ph.D.

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M.S.

Anderson, Deborah Jane. *Domestic violence : consequences of returning to an abuser.* 1996.
M.S.

--- *If you let me play : the effects of participation in high school athletics on students' behavior and economic success.* 1998.
Ph.D.

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--- *Relationships among psychological differentiation and leadership styles.* 1968.
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Ph.D.

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M.S.

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Ph.D.

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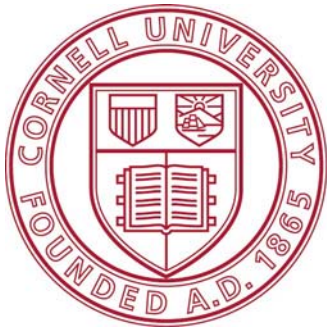
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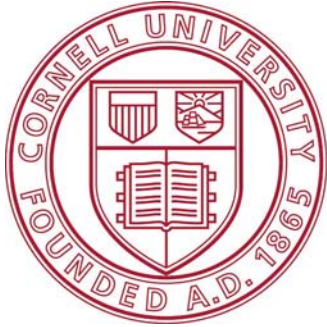
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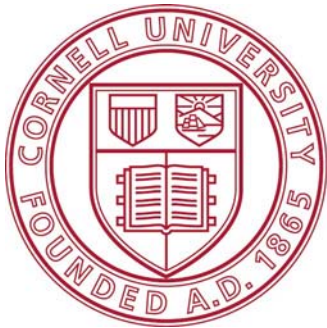
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- 1947; (1948).** Anderwald, Carl Joseph. *National defense training program for pre-employment machine shop practice in Central New York State; a study of its organization, administration, and supervision, with an appraisal of its contribution.*
- 1947.** 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.*



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Alternative Dispute Resolution

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1999. Ph.D. Colvin, Alexander James. **Citizens and citadels : dispute resolution and the governance of industrial relations.** Advisor: H. Katz.
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1993. M.S. Hope, Catherine Pettebone. **The impact of gender and friendship on the negotiation process : positional and relational information exchange.** Advisor: J. Halpern.
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1991. Ph.D. Gasser, Linda Sue. **The dynamics of mediator behavior in conflict resolution : a SYMLOG description of mediator behavior at the triadic level.** Advisor: L. Williams.
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1990. Ph.D. Brookins, Robert. **Labor arbitration and the Merit Systems Protection Board : grist for forum shopping in adverse actions.** Advisor: J. Gross.
Grievance arbitration United States. Appellate procedure United States. United States. Merit Systems Protection Board. Civil service United States Personnel management.
1990. Ph.D. Meyer, Heinz-Dieter. **Understanding negotiation failure : the role of asymmetries in the development and resolution of conflict.** Advisor: S. Barley.
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1990. M.S. Turner, Debra Elaine. **Perceived effectiveness of management-initiated grievance systems : a case study.** Advisor: L. Dyer.
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1987. Ph.D. Greenfield, Patricia Ann. **The National Labor Relations Board's deferral to arbitration : an empirical case study analysis.** Advisor: J. Gross.
United States. National Labor Relations Board. Arbitration, Industrial United States.
1982. Ph.D. Knight, Thomas Rockwell. **The retention of grievance outcomes in contract administration.** Advisor: J. Gross.
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Industrial policy Brazil. Industrial policy Argentina. Industrial relations Brazil. Industrial relations Argentina. Economic development Brazil. Economic development Argentina.
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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stability in collective bargaining (the United States, Italy and Spain). Advisor: K. Hanslowe.

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2001. Ph.D. Kang, Changhui. **Essays on economic duration analysis in labor economics.** Advisor: J. Abowd.
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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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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.
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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.
Employee fringe benefits Canada. Collective bargaining Canada Econometric models.
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.
International Union, United Automobile, Aerospace, and Agricultural Implement

Workers of America Political activity. Labor unions United States Political activity. Insurance, Health United States.

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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.

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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.
Employee stock options--Case studies. Stock options--Case studies. Employee ownership--Case studies.

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.
Consumer cooperatives.

1979. M.S. Salkin, Samuel Joseph. **Getting down to work : an introduction to worker ownership and control.** Advisor: W. Whyte.
Management--Employee participation. Employee ownership.

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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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.

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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Corporate culture. Personnel management. Organizational effectiveness.

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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.

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College graduates Recruiting. Organizational behavior. Job vacancies. Labor turnover.

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Employees Recruiting United States. College graduates Employment United States.
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.
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Engineers United States. Engineers Employment. United States Employment.
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.).**
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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.

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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.

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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.
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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.
United States. Committee on Fair Employment Practice. Discrimination in employment United States.
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.

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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.
1989. M.S. Fuller, Claire Ellen. **Behavior and personality characteristics of emergent leaders in a small self-analytic group.** Advisor: L. Gruenfeld.
Leadership. Small groups.
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.

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Executives Salaries, etc. United States. Corporations United States. Organizational effectiveness.
1986. Ph.D. Broderick, Renae Frances. **Pay policy and business strategy : toward a measure of "fit".** Advisor: G. Milkovich.
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1986. M.S. Rabin, Bonnie R. **Executive compensation and firm performance : the case of employment agreements.** Advisor: G. Milkovich.
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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.
Afro-American women executives. Promotions United States.
1984. M.S. Turk, Jay M. **Individual and structural determinants of leader behavior.** Advisor: T. Hammer.
Leadership.
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.
1977. Ph.D. Schwerert, Arnaldo Jose. **The management of executive succession : issues and strategies in the Venezuelan culture.** Advisor: W. Wolf.
Executives. Executives Venezuela.
1974. Ph.D. McCall, Morgan Woodrow, Jr. **The perceived informational environment of formal leaders.** Advisor: N. Rosen.
Communication in management. Leadership.
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.
1970. Ph.D. Hundert, Alan T. **Psychological differentiation and rating behavior in a large work organization.** Advisor: L. Gruenfeld.
Employees--Rating of--Case studies. Leadership--Case studies.
1970. M.S. Swartz, Donald Gary. **Authority patterns, social differentiation and innovation.** Advisor: G. Gordon.
Leadership--Case Studies. Social groups--Case studies. Social psychology.

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. 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.
1965. M.S. Rance, David Elvin. **Behavioral, attitudinal and perceptual differences between certain group leaders under conflicting conditions of social support; a laboratory investigation.**
Leadership. Social interaction.
1965. M.S. Weissenberg, Peter. **An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception.**
Leadership. Psychology, Industrial.
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.
1963. Ph.D. Buck, Vernon E. **Job pressures on managers: sources, subjects, and correlates.**
Industrial relations. Executives. Psychology, Industrial. Supervisors.
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.
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.
1960. M.S. Hulin, Charles Lee. **The postdiction of executive success.**
Executives--Selection and appointment.
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. 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.

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Labor movement West Indies, British. Labor unions West Indies, British. Working class West Indies, British Political activity.

1953. Ph.D. MacTavish, R. Drexel. **Executive development: An evaluation for the Bigelow Institute of Industrial Management; a two-year program of the Bigelow-Sanford Carpet Company, inc., Amsterdam plant, New York, 1951-1953.**

1953. Ph.D. Sparks, Lois Remmers (Dean). **Front office leadership: the decline of militancy in two union locals.**

Labor unions--Officials and employees. Shop stewards. Labor union members.

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

United Electrical, Radio and Machine Workers of America. Electric industry workers--Labor unions--United States.

1951. Ph.D. Argyris, Chris. **A study of a pattern of managerial leadership.**

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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.
2005. Ph.D. Han, Jian. **Building employment brand equity effect of firm practices, employee outcomes and organizational outcomes.** Advisor: C. Collins.
Brand name products. Marketing. Personnel management.
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. Oreg, Shaul. **Antecedents and consequences of resistance to organizational change.** Advisor: T. Hammer.
Organizational change. Organizational change--Management.
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.
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Help-wanted advertising--United States. Diversity in the workplace--United States.
2003. M.S. Yi, Hong. **Lateral and vertical pay dispersions, organizational contexts and performance.** Advisor: G. Milkovich.
Wages and labor productivity.
2002. M.S. Han, Jian. **Recruitment image : construct, dimensionalities and sources.** Advisor: M. Cavanaugh.
Corporate culture. Personnel management. Organizational effectiveness.
2002. M.S. Huang, Jyh-Ming. **Variation in corporate restructuring under privatization : concepts of competition, governance, and legitimacy.** Advisor: H. Katz.
Privatization--Case studies. Organizational change--Case studies.
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. M.S. Ericksen, Gerald Arthur. **Toward a model of spontaneously formed team development and performance : extending the punctuated equilibrium model.** Advisor: L. Dyer.

Teams in the workplace--United States--Case studies. Organizational behavior--United States--Case studies. Organizational change--United States--Case studies.

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Supervision of employees Psychological aspects. Executives Psychology. Executives Selection and appointment United States. Personality and occupation United States.

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

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.

Organizational behavior United States. Organizational effectiveness United States. Industrial relations United States Case studies.

2000. M.S. Fuller, Beth Ann. **Implementing change in a loosely coupled system : a case study.** Advisor: P. Tolbert.

Organizational change Case studies. Organizational effectiveness Case studies. Industrial management Case studies. Business enterprises Case studies.

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.

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. Dumas-Brown, Nicholas P. **Group composition and its effect on interpersonal relations and role identification formation.** Advisor: L. Gruenfeld.

Group identity United States. Interpersonal relations United States.

1999. Ph.D. McKinney-Dhalenne, Valerie Marie. **Help giving and burnout : processes of boundary maintenance in helping organizations.** Advisor: S. Bacharach.
Manufacturing industries Management Employee participation Case studies. Organizational change.
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.
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.
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.
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.
Organizational commitment. Identity (Psychology). Employee stock options United States. Pay-for-knowledge systems.
1998. Ph.D. Finer, Hampton Sequoia Carlos. **Wage determination and firm performance in the presence of individual and firm heterogeneity.** Advisor: J. Abowd.
Wages United States. Organizational effectiveness United States. Collective bargaining United States.
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.
Employee motivation. Employees Attitudes.
1997. Ph.D. Johnson, Diane Elizabeth. **Clarifying organizational differences between in-role and extra-role work behaviors.** Advisor: L. Dyer.
Organizational behavior. Role expectation. Employee motivation.
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.

1997. Ph.D. Shafer, Richard Allen. **Creating organizational agility : the human resource dimension.** Advisor: L. Dyer.
Organizational change United States Case studies. Personnel management United States Case studies. Industrial organization United States Case studies. Industrial management United States Case studies.
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Employees Recruiting United States.
1996. M.S. Ainspan, Nathan David. **Employee perceptions of privacy invasions and pay secrecy : a policy capturing study of organization situational variables.** Advisor: T. Welbourne.
Privacy, Right of United States. Personnel records Access control United States. Wages United States. Employee rights United States.
1996. Ph.D. Bauer, Scott Charles. **Site based management : a design perspective.** Advisor: S. Bacharach.
School-based management United States. School management and organization United States. Educational change United States.
1996. M.S. Dumas-Brown, Nicholas P. **Group composition and group orientation : the effect of member's sic personality dispositions on the development of a cohesive group culture.** Advisor: L. Gruenfeld.
Small groups Psychological aspects. Personality. Interpersonal relations. Social groups. Social interaction.
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1996. Ph.D. Rhee, Jaehoon. **Organizational justice in an employee participation program.** Advisor: P. Tolbert.
Management Employee participation Moral and ethical aspects Korea (South). Organizational behavior Moral and ethical aspects Korea (South). Personnel management Moral and ethical aspects Korea (South).
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1995. Ph.D. Andrews, Alice Oberfield. **Meeting the challenge of a new environment : boards of directors as legitimacy signals at initial public offering.** Advisor: P. Tolbert.
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Employee selection. Personality and occupation. Prediction of occupational success. Corporate culture. Employment interviewing. Values. Work ethic.
1995. Ph.D. Graham, Mary E. **Employee responses to pay policy changes : an organizational justice perspective.** Advisor: B. Gerhart.
Compensation management. Personnel management Moral and ethical aspects. Distributive justice. Fairness.
1995. Ph.D. Kennedy, Valerie Eva. **Switching tracks : organizational change in the railroad industry.** Advisor: S. Bacharach.
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1995. Ph.D. Takao, Shojiro. **The multidimensionality of organizational commitment : an analysis of its antecedents and consequences among Japanese systems engineers.** Advisor: B. Gerhart.
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1994. M.S. Fiorella, Susan. **Organizational learning in international alliances : the role of the human resource function.** Advisor: V. Pucik.
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1994. M.S. Polansky, Tal. **Perceptions of empowerment by different groups in an organization.** Advisor: L. Gruenfeld.
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1993. M.S. McKinney-Dhalenne, Valerie Marie. **Social identity and women's upward mobility strategies in organizations : a Franco-American comparison.** Advisor: L. Gruenfeld.
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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.
Pay-for-knowledge systems. Organizational effectiveness.

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.
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Intergroup relations. Leadership. Dominance (Psychology). Expectation (Psychology). Sex differences Social aspects. Intelligence levels Social aspects.
1992. Ph.D. Labelle, Christiane M. **A role-based taxonomy of human resource organizations.** Advisor: L. Dyer.
Personnel departments United States Classification.
1992. M.S. Murray, Brian C. **External competitiveness versus internal consistency in pay-setting : consequences for organization performance.** Advisor: O. Mitchell.
Compensation management United States. Wages United States. Wage surveys United States. Job evaluation United States. Competition 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. Ph.D. Morand, David Alan. **Power and politeness : a sociolinguistic analysis of dominance, deference, and egalitarianism in organizational interaction.** Advisor: S. Barley.
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1991. M.S. Tevlin, Andrea Umbach. **Emergent group identities and their impact on organizations.** Advisor: L. Gruenfeld.
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1991. Ph.D. Viggiani, Frances A. **Democratic hierarchies in the workplace.** Advisor: H. Trice.
Management Employee participation. Industrial management Employee participation. Hierarchies. Cooperative societies United States.
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. Mundell, Bryan Lee. **Status inconsistency and stress in organizations.** Advisor: S. Bacharach.
Organizational behavior. Occupational prestige. Role conflict. Job stress.
1990. M.S. Preuss, Gil Amitai. **Psychological and structural determinants of participation in labor-management teams.** Advisor: T. Hammer.
Labor-management committees Psychological aspects. Labor-management committees Sociological aspects.
1989. M.S. Fuller, Claire Ellen. **Behavior and personality characteristics of emergent leaders in a small self-analytic group.** Advisor: L. Gruenfeld.
Leadership. Small groups.
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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1988. M.S. Lion, Cynthia Lee. **The behavior and personality of work group and basic assumption group members.** Advisor: L. Gruenfeld.
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1987. M.S. Stiles, Renee A. **Validating field stimulation : a methodological study of organizational commitment to a network.** Advisor: R. Stern.
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1984. M.S. Bamberger, Peter Alan. **The implementation of shop-floor participatory quality of working life programs in smaller organizations : an exploratory analysis.** Advisor: S. Bacharach.

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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.

School management and organization New York (State) Case studies. School superintendents New York (State). School boards New York (State).

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. 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. Ph.D. Nelson, Reed Elliot. **Social networks and organizational intervention : the case of the Jamestown Area Labor-Management Committee.** Advisor: L. Williams.

Jamestown Area Labor-Management Committee. Labor-management committees New York (State) Jamestown. Social systems. Organizational behavior. Behavior modification.

1982. M.S. Cosentino, Patricia Ines. **A study of organizational structure through communication network analysis.** Advisor: W. Frank.

Communication in organizations Argentina. Organization.

1982. Ph.D. Hardin, Richard Casey. **An organizational critique of evaluation research.** Advisor: R. Stern.

Evaluation research (Social action programs)--United States.

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

School management and organization New York (State). School districts New York (State).

1982. Ph.D. Staber, Udo Hermann. **The organizational properties of trade associations.** Advisor: H. Aldrich.
Trade associations United States.
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.
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Industrial management. Alcoholism and employment.
1980. M.S. Korpi, Kerry Josephine. **Retention of collectivist-democracy as an organizational form : a case study.** Advisor: H. Aldrich.
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1980. M.S. Lin, Thung-Rung. **The utility of personality inventories and Q-sort methods : assessing personality in a self-analytic group.** Advisor: L. Gruenfeld.
Small groups. Interpersonal relations. Personality.
1979. Ph.D. Gurdon, Michael Antony. **The structure of ownership : implications for employee influence and organizational design.** Advisor: W. Whyte.
Industrial relations. Property.
1979. Ph.D. Jick, Todd D. **Process and impacts of a merger : individual and organizational perspectives.** Advisor: L. Williams.
Consolidation and merger of corporations.
1979. M.S. McGuire, Jean Bernice. **Dynamics of decision making in a school district : a case study.** Advisor: S. Bacharach.
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1979. Ph.D. Mitchell, Stephen Mark. **Cognition and organization : an example from therapy.** Advisor: L. Williams.
Organizational behavior. Psychology, Applied.
1979. M.S. Pellegrino, Rosemary Burke. **The control of knowledge in organizations.** Advisor: L. Williams.
Knowledge, Theory of. Industrial management.
1979. Ph.D. Stewart, Judith Anne Wurster. **Social constructions of work and workers and the process of stratification.** Advisor: S. Bacharach.
Organizational behavior.
1978. M.S. Cardinaux, Robert Paul. **Organizational climate : consensus among members on their attributions about their organization.** Advisor: R. Stern.
Organization.

1978. M.S. LoFaro, Thomas Michael. **Toward a sociology of industrial relations : a look at workplace organization.** Advisor: A. Korman.
Industrial relations.
1978. Ph.D. Vardi, Yoav. **Individual level and organizational level determinants of career mobility patterns, an integrative model.** Advisor: T. Hammer.
Occupational mobility. Organization.
1977. M.S. Hardin, Richard Casey. **Coalition formation and political activity in organizations : a case study of two hospitals.** Advisor: G. Gordon.
Hospitals Administration Case studies. Organizational behavior Case studies.
1977. Ph.D. Kane, William Duncan Jr. **Technology and the perception of power.** Advisor: S. Bacharach.
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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.
Byers Transport. Employee ownership Case studies. Employee ownership Canada Case studies. Job satisfaction.
1977. Ph.D. Theriault, Roland Donald. **Equity theory : an examination of the inputs and outcomes in an organizational setting.** Advisor: L. Dyer.
Job satisfaction.
1976. Ph.D. Bare, Alan C. **Model of work group performance.** Advisor: N. Rosen.
Small groups Research.
1976. Ph.D. Copur, Halil. **Organizational dimensions of rural development : a Turkish case.** Advisor: W. Whyte.
Community development Turkey. Turkey Rural conditions.
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.
1976. Ph.D. Neumann, Yoram. **Structural constraints, power perception, research performance and rewards : an organizational perspective of university graduate departments.** Advisor: G. Gordon.
Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.

1976. Ph.D. Rosell, Steven Alan. **The political truncation of organizational learning : a case study from a temporal systems perspective.** Advisor: W. Whyte.
Organization. Learning, Psychology of. Political science Research. Social sciences Research.
1975. Ph.D. Billings, Robert Sumner. **Task uncertainty, group process and emergent group structure under varying feedback conditions.** Advisor: N. Rosen.
Psychology, Industrial. Small groups.
1975. Ph.D. McManus, Michael Louis. **The organizational image technique : an approach to diagnosing and developing interface relationships.** Advisor: W. Wolf.
Organization. Customer relations. Questionnaires.
1975. Ph.D. Pellissier-Tanon, Christian. **Coordination and visibility in professional productive organizations.** Advisor: G. Gordon.
Organization.
1975. Ph.D. Seybolt, John Winfield. **Job satisfaction and turnover in work organizations as a function of the person - environment interaction.** Advisor: L. Gruenfeld.
Job satisfaction. Labor mobility.
1974. Ph.D. Chirayath, Verghese John. **Voluntary organizations in action : the development and administration of United Way budgets.** Advisor: W. Whyte.
United Way of America Finance.
1974. Ph.D. Mullan, Brian Francis. **Work group phenomena in cross cultural perspective: the case of Puerto Rico.** Advisor: L. Williams.
Clerks Puerto Rico. Psychology, Industrial.
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.
Manpower policy New York (State). Organization.
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. Copur, Halil. **A study of professorial roles in universities.** Advisor: W. Whyte.
College teachers. Universities and colleges Faculty. Professions. Organization. Authority. Teachers.
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.

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. 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.
Consultants.

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.
Perception. Power (Social sciences). Promotions.

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.
Nurses United States Job satisfaction Case studies. Supervision of employees.

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.

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.
Education, Higher. Organization. Education Chile. Universities and colleges Chile.

1972. M.S. Tushman, Michael Lee. **Organizational change; an exploratory study and case history.** Advisor: N. Rosen.
Organization Case studies.

1971. M.S. Foster, Richard Gary. **Student attitudes concerning occupational choice: assumptions toward a systems-model study of the modern organization.** Advisor: N. Rosen.
Vocational guidance United States. Attitude (Psychology) Testing. Students Attitudes. Occupations. Vocational guidance. Attitude (Psychology). Students. Occupations United States.

1971. M.S. Herman, Robert Dean. **An exploratory study of participation in community action organizations, an open systems-technological perspective.** Advisor: Prof. Nilli.
Community development Research. Social service Research. Community organization.
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.
1970. M.S. Beyer, Janice M. Lodahl. **Paradigm development as a source of consensus in scientific fields.** Advisor: G. Gordon.
Scientists United States. Universities and colleges Faculty. Organization.
1970. Ph.D. Hundert, Alan T. **Psychological differentiation and rating behavior in a large work organization.** Advisor: L. Gruenfeld.
Employees--Rating of--Case studies. Leadership--Case studies.
1970. Ph.D. Kimberly, John Robert. **The organization and its informational environment : a comparative analysis of organizational adoption of new elements.** Advisor: L. Williams.
Organization. Hospitals United States.
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.
Psychology, Industrial Case studies. Sociology Case studies. Organization. Psychology, Industrial Case studies. Industrial sociology Case studies.
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Leadership--Case Studies. Social groups--Case studies. Social psychology.
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.
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.
Power (Social sciences) Case studies. Organization Case studies. Social interaction Case studies. Professional employees. Military research.
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. M.S. Kimberly, John Robert. **Comparative organizational analysis: an empirical study of rehabilitation organizations.**

Organization Case studies. Handicapped Rehabilitation United States.

1967. M.S. McLaren, Andrew Niel. **Job dissatisfactions as functions of individual and organizational variables.**

Job satisfaction. Employee attitude surveys. Psychology, Industrial. Industrial sociology.

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

Social interaction. Social groups. Social psychology. Sociology, Rural. Peru Social conditions.

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

Time perspective. Psychology, Industrial. Organization.

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.

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Small groups. Power (Social sciences). Industrial sociology Case studies. Social groups. Industrial sociology Case studies.

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

Leadership. Social interaction.

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. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**
Perception. Interest (Psychology). Attitude (Psychology). Education Aims and objectives. Engineering Study and teaching.
1964. M.S. Green, Charles Stanley III. **Commitment: an approach for the study of social organization and change.**
Social change. Organization.
1963. Ph.D. Klein, Stuart Marc. **Work pressure and group cohesion.**
Psychology, Industrial Case studies. Industrial relations. Social interaction Case studies.
1962. Ph.D. Hinrichs, John Ryland. **The impact of industrial organization on the attitudes of research chemists.**
Research, Industrial Personnel administration. Scientists. Chemists.
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.
1960. Ph.D. Ritti, Raymond Richard. **Engineers and managers: a study of engineering organization.**
Engineers. Organization.
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.
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.**
Collective bargaining unit Case studies. Collective labor agreements United States Cases.
1956. M.S. Landes, Harold Brian. **The evaluation of factors of "cohesiveness" in four laundry work groups.**
Social interaction. Industrial relations. Industrial relations--Case studies.
1954. Ph.D. Richardson, Stephen Alexander. **The social organization of British and United States merchant ships.**
Merchant mariners. Industrial relations. Social interaction.

1953; (1954). M.S. Melbin, Murray. **The influence of the informal organization and the purposes it serves: A department store case study.**

Department stores. Industrial relations.

1953. Ph.D. Miller, Frank Barton. **Interaction counting as a supplement to the case method of social research.**

Shawcross Manufacturing Company, Benton. Industrial relations Case studies. Social sciences Research. Social interaction.

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. 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.**

United Electrical, Radio and Machine Workers of America. Electric industry workers--Labor unions--United States.

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

Cornell University--Students.

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.

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).

History

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. 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.

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.

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.

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

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.

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

United States. National Labor Relations Board.

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

Collective bargaining Steel industry United States History.

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.
Grievance arbitration United States. Sex discrimination in employment Law and legislation United States. Discrimination in employment Law and legislation United States.
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. M.S. Delello, Richard John. **The growth of the Knights of Labor in 1885-1886 : reconsidered.** Advisor: C. Daniel.
Knights of Labor. Labor unions United States History.
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. Ph.D. Aboud, Antone. **An idea whose time had come: a legislative history of Pennsylvania's public employee bargaining law.** Advisor: B. Yaffe.
Labor laws and legislation Pennsylvania History. Collective bargaining Government employees Pennsylvania.
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1987. Ph.D. Rabin, Bonnie R. **Executive compensation and firm performance : an empirical analysis.** Advisor: G. Milkovich.

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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.
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1985. M.S. Florin, Beth Colleen. **Utility analysis : some new applications.** Advisor: J. Boudreau.
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1985. M.S. Kennedy, Valerie Eva. **Quality circle programs : an examination of the implementation process.** Advisor: S. Bacharach.
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1984. M.S. Bamberger, Peter Alan. **The implementation of shop-floor participatory quality of working life programs in smaller organizations : an exploratory analysis.** Advisor: S. Bacharach.
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1984. M.S. Hutton, Patricia Ellen. **Phased retirement, attitude toward retirement and locus of control.** Advisor: L. Williams.
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1984. Ph.D. Wils, Thierry. **Business strategy and human resource strategy.** Advisor: L. Dyer.
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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.
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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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1980. M.S. Landau, Jacqueline Cecile. **An empirical study of a general model of absenteeism and its limitations under specific conditions.** Advisor: T. Hammer.
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1979. Ph.D. Dillingham, Alan Edward. **The injury risk structure of occupations and wages.** Advisor: R. Smith.
Industrial accidents. Wages.
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.
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1979. Ph.D. Gurdon, Michael Antony. **The structure of ownership : implications for employee influence and organizational design.** Advisor: W. Whyte.
Industrial relations. Property.
1979. Ph.D. Jick, Todd D. **Process and impacts of a merger : individual and organizational perspectives.** Advisor: L. Williams.
Consolidation and merger of corporations.

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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. Bergeron, Jean Louis. **An examination of the relationship between participation and the expectancy model of work motivation.** Advisor: L. Dyer.
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1978. M.S. LoFaro, Thomas Michael. **Toward a sociology of industrial relations : a look at workplace organization.** Advisor: A. Korman.
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1977. Ph.D. Kane, William Duncan Jr. **Technology and the perception of power.** Advisor: S. Bacharach.
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Byers Transport. Employee ownership Case studies. Employee ownership Canada Case studies. Job satisfaction.
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Cornell University Personnel management. Universities and colleges Employees. Job satisfaction. Employee attitude surveys.
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1963. Ph.D. Hulin, Charles Lee. **A linear model of job satisfaction.**
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1961. M.S. Sola, Frank Carlton. **The impact of automation on personnel administration.**
Automation Research. Office procedures Automation. Personnel management Automation.
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University of Hawaii (Honolulu). Job satisfaction--Case studies. Universities and colleges--Faculty.
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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.

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Executives--Selection and appointment.

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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.**

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1955. M.S. Graves, Roger Alan. **A study in pension communications and retired employee understanding at the General Electric Company.**
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.**
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1955. M.S. Patten, Thomas Henry. **The development and current status of industrial merit rating.**
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1955. Ph.D. Steffen, Harold Jean. **A study of common elements in entry jobs.**
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1955. M.S. in Ed. Zeh, Carl Willard. **Major skills required by technicians in mechanical research and development.**
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1954. Ph.D. Seubert, Frederick John. **A case study of human relations in a conflict situation.**
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1952. M.S. Felker, John J. **An analysis of an attitude survey of a cooperative organization in upstate New York.**
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1951. Ph.D. Raimon, Robert Leonard. **Comparative wages, occupational wage differences, and wage determination.**
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1951. Ph.D. Salkever, Louis Romov. **Toward a theory of occupational wage differentials.**
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1950. M.S. in ILR Barone, Nancy Carol (Stockdale). **Areas of managerial training needs in small retail stores.**
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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.**
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1950. M.S. in ILR Puchek, Michael. **A survey of the personnel policies of a small general hospital in New York State.**
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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. 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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2003. Ph.D. Kraus, Amanda Brett Newton. **Aggregate- and individual-level occupational outcomes in the Taiwan economy : evolutionary changes from 1980 to 1992.** Advisor: G. Fields.
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Domestics Labor unions China Hong Kong. Domestics China Hong Kong. Alien labor China Hong Kong. Labor unions Organizing China Hong Kong.
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Cooperative societies--Spain--Mondragon. Industrial management--Employee participation--Spain --Mondragon.
1998. M.S. Hrubá, Lada. **An investigation into global stock options : substance and symbolism in adoption explanations.** Advisor: G. Milkovich.
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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. M.S. Nelson, Ulla L. **A comparison of foremen in an American and a Swedish rubber factory.**
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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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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. 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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1984. M.S. Bamberger, Peter Alan. **The implementation of shop-floor participatory quality of working life programs in smaller organizations : an exploratory analysis.** Advisor: S. Bacharach.
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1984. M.S. Gash, Debra Carol. **A cognitive examination of job involvement.** Advisor: S. Bacharach.
Job satisfaction. Work Psychological aspects.
1984. M.S. Hutton, Patricia Ellen. **Phased retirement, attitude toward retirement and locus of control.** Advisor: L. Williams.
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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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1980. Ph.D. 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.
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Cornell University Personnel management. Universities and colleges Employees. Job satisfaction. Employee attitude surveys.
1963. Ph.D. Hulin, Charles Lee. **A linear model of job satisfaction.**
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Job satisfaction. Youth Employment.
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.

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Tennessee Valley Authority. Aged Employment. Retirement. Employee attitude surveys.

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Handicapped Employment.

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

Employee attitude surveys Case studies. Supervisors, Industrial Case studies.

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

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Brand name products. Marketing. Personnel management.

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.

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Foreign trade and employment Econometric models. Wages Econometric models.
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Alien labor Government policy United States. United States Emigration and immigration Government policy.
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Labor supply--Costa Rica--San José. Wages--Costa Rica--San José.
1986. M.S. Fernando, Sandhya K. **Rural labor markets in Sri Lanka.** Advisor: R. Smith.
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Clerks. Occupational mobility. Vocational interests.
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Pensions United States.
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Occupational mobility. Organization.
1977. Ph.D. Block, Richard Norman. **The impact of union-negotiated job security provisions on labor turnover and labor mobility.** Advisor: D. Cullen.
Labor turnover United States. Labor mobility United States. Collective labor agreements United States.
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Gruenfeld.

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Labor mobility Mathematical models.

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Labor mobility United States. Labor mobility Case studies.

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.

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Human capital United States. Labor supply United States. Education Economic aspects United States. United States Emigration and immigration.

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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Migration, Internal United States. Labor supply United States.

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.**

Income Southern States. Labor supply Southern States. Southern States Population.

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Labor supply. Developing countries. Economic development.
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Immigrants--Canada. Occupations--Canada. Canada--Emigration and immigration.
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Labor supply Ghana. Migrant labor Ghana. Ghana Economic conditions.
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- 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 Hanley, Richard Joseph. **A study of union-management relationships at the Amsterdam plant of the Bigelow-Sanford carpet company with emphasis on the development of human relations in the grievance procedure . . .**
1948. M.S. Hosking, William George. **A case study of labor relations in a small farm-equipment manufacturing company.**
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.
- 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.
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.**

Pensions and Retirement

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.
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. Sunden, Annika Eliabeth. **Early retirement in the Swedish pension system.** Advisor: O. Mitchell.
Early retirement Sweden. Retirement age Sweden. Old age pensions Sweden.
1993. M.S. Sunden, Annika Eliabeth. **The incentive structure of the Swedish pension system.** Advisor: O. Mitchell.
Old age pensions Sweden. Retirement age Sweden. Early retirement Sweden.
1986. Ph.D. Luzadis, Rebecca Anne. **Defined benefit, defined contribution, or no pension?** Advisor: O. Mitchell.
Old age pensions United States. Pension trusts United States.
1978. M.S. Segal, Randy Schneider. **Arbitration of pension and retirement disputes before and after the passage of the Employee retirement income security act of 1974.** Advisor: J. Gross.
United States. Congress. House. Committee on Ways and Means. Employee retirement income security act of 1974. Retirement income--United States. Arbitration, Industrial--United States.
1971. M.S. Houston, William Thomas. **Macroeconomic effects of early retirement plans in the United States; a human capital approach.** Advisor: V. Stoikov.
Aged Employment United States. Retirement income United States. Early retirement United States.
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.
1955. M.S. Graves, Roger Alan. **A study in pension communications and retired employee understanding at the General Electric Company.**
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).

Power

1994. Ph.D. Mundell, Bryan Lee. **Actors, actions, and transactions : redistributing power in organizations.** Advisor: S. Bacharach.
Industrial organization United States. Power (Social sciences) United States. Industrial management United States. Organizational sociology United States. Corporations Sociological aspects.
1994. M.S. Polansky, Tal. **Perceptions of empowerment by different groups in an organization.** Advisor: L. Gruenfeld.
Employee empowerment United States. Industrial management Employee participation United States. Employees United States Attitudes. Organizational change United States.
1991. Ph.D. Morand, David Alan. **Power and politeness : a sociolinguistic analysis of dominance, deference, and egalitarianism in organizational interaction.** Advisor: S. Barley.
Corporate culture. Power (Social sciences). Courtesy. Interpersonal communication. Sociolinguistics.
1991. Ph.D. Viggiani, Frances A. **Democratic hierarchies in the workplace.** Advisor: H. Trice.
Management Employee participation. Industrial management Employee participation. Hierarchies. Cooperative societies United States.
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.
1987. Ph.D. Gash, Debra Carol. **The effects of microcomputers on organizational roles and the distribution of power.** Advisor: L. Williams.
Organizational behavior. Social role. Power (Social sciences). Microcomputers.
1984. M.S. D'Amico, Marie Christine. **Power and dependence in superintendent/board relationships in school districts : a political analysis.** Advisor: S. Bacharach.
School management and organization New York (State) Case studies. School superintendents New York (State). School boards New York (State).
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. Neumann, Yoram. **Structural constraints, power perception, research performance and rewards : an organizational perspective of university graduate departments.** Advisor: G. Gordon.

Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.

1975. Ph.D. Boivin, Jean. **The evolution of bargaining power in the Province of Quebec public sector (1964-1972).** Advisor: B. Jaffe.

Collective bargaining Government employees Quebec (Province).

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.

1974. M.S. Farber, Henry S. **Unions, bargaining power and wages: an empirical analysis.** Advisor: W. Galenson.

Labor unions United States. Collective bargaining United States. Wages United States.

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. 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.

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.

1971. M.S. Mena, Manuel Alfred. **Some contributory aspects of powerlessness toward job dissatisfaction in clerical work.** Advisor: L. Williams.

Job satisfaction. Clerks.

1970. Ph.D. Alberti, Giorgio. **Inter-village systems and development: a study of social change in highland Peru.** Advisor: L. Williams.

Power (Social sciences). Peru Social conditions 1968-. Peru Rural conditions.

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.

Power (Social sciences) Case studies. Organization Case studies. Social interaction Case studies. Professional employees. Military research.

1965. Ph.D. Murray, Victor Vereler Jr. **Some behavioral correlates of felt own power in a simulated work situation.**

Small groups. Power (Social sciences). Industrial sociology Case studies. Social groups. Industrial sociology Case studies.

1963. M.S. Strauss, Eric Walter. **The wage revolt of 1955 in West Germany; a test of bargaining power theory.**

Wages. Wages Germany. Collective bargaining Germany. Collective labor agreements.

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

Political science. Power (Social sciences). United States Politics and government. United States Social conditions.

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

Nonparametric statistics.

Psychology and Sociology

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.

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.

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.

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.

1999. M.S. Sanna, Filip Leon. **Conflicts between bureaucratic, medical-technical, and caregiving approaches to EMS work : using logics of action as an analytic tool.** Advisor: S. Bacharach.

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.

1997. Ph.D. Erez, Amir. **Core self-evaluations as a source of work-motivation and performance.** Advisor: T. Judge.

Employee motivation. Self-evaluation. Performance Psychological aspects.

1997. Ph.D. Lee, Byoung-Hoon. **Workplace transformation at incrementalist plants : a cross-national comparative study of a Ford and a Hyundai plant.** Advisor: H. Katz.

Reengineering (Management) Social aspects Cross cultural studies. Strategic planning Social aspects Cross-cultural studies. Industrial relations Cross-cultural studies. Reengineering (Management) Social aspects United States. Strategic planning Social aspects.

1996. M.S. Anderson, Deborah Jane. **Domestic violence : consequences of returning to an abuser.** Advisor: F. Blau.
Wife abuse United States. Abused wives United States. Abused women United States. Family violence United States.
1996. M.S. Dumas-Brown, Nicholas P. **Group composition and group orientation : the effect of member's sic personality dispositions on the development of a cohesive group culture.** Advisor: L. Gruenfeld.
Small groups Psychological aspects. Personality. Interpersonal relations. Social groups. Social interaction.
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.
1996. Ph.D. Lion, Cynthia L. **Personality and self-selection into various job facets : a longitudinal study.** Advisor: L. Gruenfeld.
Personality and occupation Longitudinal studies. Occupations Psychological aspects Longitudinal studies. Vocational guidance Psychological aspects Longitudinal studies. Work Psychological aspects Longitudinal studies.
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. 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. 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. Dwyer, Debra Sabatini. **Evaluating a mental health capitation experiment.** Advisor: O. Mitchell.
Community mental health services New York (State) Rochester Finance. Community mental health services United States Finance. Mentally ill Institutional care New York (State) Finance. Mentally ill Institutional care United States Finance.
1994. M.S. Erez, Amir. **Dispositional source of job satisfaction : the role of self-deception.** Advisor: T. Judge.
Job satisfaction United States. Self-deception. Quality of work life United States Psychological aspects. Happiness. Adjustment (Psychology). Adaptability (Psychology).

1994. M.S. Johnson, Diane Elizabeth. **Do employees use organizational citizenship behaviors as a form of influence behavior? : a discriminant validity study.** Advisor: T. Judge.
Organizational behavior. Employees Rating of. Influence (Psychology). Office politics. Social participation. Self-presentation. Interpersonal relations.
1994. Ph.D. Masters, Walter Franklin. **The politics of institutionalization : a case study of the National Education Association.** Advisor: S. Bacharach.
National Education Association of the United States. Teachers' unions United States. Associations, institutions, etc. United States. Organizational sociology United States.
1994. Ph.D. Mundell, Bryan Lee. **Actors, actions, and transactions : redistributing power in organizations.** Advisor: S. Bacharach.
Industrial organization United States. Power (Social sciences) United States. Industrial management United States. Organizational sociology United States. Corporations Sociological aspects.
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.
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.
1993. M.S. Fang, Meiyu. **Differences in work definitions : a study of the United States, Japan, and West Germany.** Advisor: B. Gerhart.
Work ethic United States. Work ethic Japan. Work ethic Germany (West). Work ethic Cross-cultural studies.
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. 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.
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. Ph.D. Gasser, Linda Sue. **The dynamics of mediator behavior in conflict resolution : a SYMLOG description of mediator behavior at the triadic level.** Advisor: L. Williams.
Mediation. Conflict management.
1990. Ph.D. Currall, Steven Christian. **The role of interpersonal trust in work relationships.** Advisor: T. Hammer.
Trust Social aspects. Industrial sociology. Interpersonal relations.
1990. Ph.D. Meyer, Heinz-Dieter. **Understanding negotiation failure : the role of asymmetries in the development and resolution of conflict.** Advisor: S. Barley.
Negotiation. Conflict management. Collective bargaining.
1990. M.S. Preuss, Gil Amitai. **Psychological and structural determinants of participation in labor-management teams.** Advisor: T. Hammer.
Labor-management committees Psychological aspects. Labor-management committees Sociological aspects.
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. 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. Godard, John Hamilton. **The management of labour : a theory of inequality, control and conflict.** Advisor: R. Stern.
Personnel management. Industrial relations.
1989. Ph.D. Meyer, Gordon William. **Network subgroups in an organization : cohesion vs. structural equivalence as the social structural basis of homogeneity of cognition.** Advisor: S. Barley.
Social networks. Industrial sociology. Organizational behavior.

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. Knight, Deborah Barry. **A cognitive model of successful and unsuccessful R&D projects.** Advisor: L. Williams.
Research, Industrial. Industrial project management.
1988. M.S. Seibert, Scott E. **The utility of an unstructured setting for the assessment of personality and interpersonal behavior.** Advisor: L. Gruenfeld.
Personality assessment. Interpersonal relations.
1986. M.S. Rich, Joseph Robert. **Variance and risk in utility analysis : a case study.** Advisor: J. Boudreau.
Utility theory. Risk.
1986. Ph.D. Tucker, Brian. **Components of stress : anxiety, depression, and alienation.** Advisor: L. Williams.
Stress (Psychology). Anxiety. Job stress.
1985. M.S. Florin, Beth Colleen. **Utility analysis : some new applications.** Advisor: J. Boudreau.
Decision making. Utility theory.
1984. M.S. Gash, Debra Carol. **A cognitive examination of job involvement.** Advisor: S. Bacharach.
Job satisfaction. Work Psychological aspects.
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.
1980. M.S. Tueros-Arias, Mario Fernando. **Education and workers' self-management in the Peruvian social property experience.** Advisor: W. Whyte.
Educational sociology Peru. Working class Peru.
1979. Ph.D. 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.
Psychology, Industrial. Employees Dismissal of.
1979. Ph.D. Mitchell, Stephen Mark. **Cognition and organization : an example from therapy.** Advisor: L. Williams.
Organizational behavior. Psychology, Applied.
1978. Ph.D. Bergeron, Jean Louis. **An examination of the relationship between participation and the expectancy model of work motivation.** Advisor: L. Dyer.
Employee motivation. Motivation (Psychology). Social participation.

1978. M.S. LoFaro, Thomas Michael. **Toward a sociology of industrial relations : a look at workplace organization.** Advisor: A. Korman.
Industrial relations.
1978. M.S. Tsai, Chin-Lan. **Fatalism, field dependence, cognitive style and social traditionalism.** Advisor: L. Gruenfeld.
Fate and fatalism Tradition (Philosophy) Trinidad--Social conditions.
1977. Ph.D. 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.
Negotiation. Mediation and conciliation, Industrial. Motivation (Psychology).
1977. Ph.D. 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.
Unemployed Virginia. Psychology, Industrial.
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.
Psychology, Industrial. Justice.
1976. Ph.D. Miller, Robert L. **Authoritarianism as a moderator of the relationship between field dependence field independence and task performance and interpersonal style.** Advisor: L. Gruenfeld.
Psychology, Industrial.
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).
1976. Ph.D. Rosell, Steven Alan. **The political truncation of organizational learning : a case study from a temporal systems perspective.** Advisor: W. Whyte.
Organization. Learning, Psychology of. Political science Research. Social sciences Research.
1976. Ph.D. Zappert, Laraine Testa. **Socialization, social classes and economic development : the case of Peru.** Advisor: W. Whyte.
Social classes Peru. Peru Social conditions. Peru Economic conditions.
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.
Wages. Labor supply. Psychology, Industrial.

1975. Ph.D. Billings, Robert Sumner. **Task uncertainty, group process and emergent group structure under varying feedback conditions.** Advisor: N. Rosen.
Psychology, Industrial. Small groups.
1975. Ph.D. MacEachron, Ann Elizabeth. **Job level, individual differences and job satisfaction : an interactive approach.** Advisor: L. Gruenfeld.
Job satisfaction. Psychology, Industrial.
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. 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.
Psychology, Industrial. Wage payment systems.
1975. M.S. Weiss, Richard Mark. **Patterns of convergence and divergence in social influence processes.** Advisor: H. Trice.
Social psychology.
1975. M.S. Weyrauch, Werner. **MBO and motivation : system determinants of the components of an expectancy theory model.** Advisor: L. Dyer.
Personnel management. Motivation (Psychology).
1974. Ph.D. Landis, Brook Irvin. **The role of personal values in arbitration.** Advisor: F. Freilicher.
Arbitration, Industrial Case studies.
1974. Ph.D. Mullan, Brian Francis. **Work group phenomena in cross cultural perspective: the case of Puerto Rico.** Advisor: L. Williams.
Clerks Puerto Rico. Psychology, Industrial.
1974. Ph.D. Parker, Donald Fred. **The design and analysis of an expectancy theory model for predicting early retirement.** Advisor: L. Dyer.
1974. M.S. Rosell, Steven Alan. **Subjective meaning and objective social science : prologue to a temporal systems view.** Advisor: W. Whyte.
Social sciences Research. Sociology Methodology.
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.
1972. M.S. Goold, David Warren. **Ability grouping of students; the role of teacher perceptions.** Advisor: V. Jensen.
Decision making. Ability Testing.

1972. M.S. Scully, Marie-Celeste. **Kosmic vibrations: A study of a collegiate drug behavior system and its impact on work expectations.**
Drug abuse. Students United States.
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. Ph.D. Brown, John Lewis. **The effects of the interaction of individual differences and situational variables on job satisfaction.** Advisor: L. Williams.
Job satisfaction. Psychology, Industrial.
1971. M.S. Foster, Richard Gary. **Student attitudes concerning occupational choice: assumptions toward a systems-model study of the modern organization.** Advisor: N. Rosen.
Vocational guidance United States. Attitude (Psychology) Testing. Students Attitudes. Occupations. Vocational guidance. Attitude (Psychology). Students. Occupations United States.
1971. M.S. Garland, Howard. **Face-saving behavior as a function of sex of subject, sex of audience, and audience expertise.** Advisor: L. Williams.
Social interaction. Social psychology.
1971. M.S. Shafer, Richard Allen. **A structural comparison of churches differentially involved in social action.** Advisor: L. Williams.
Church and social problems New York (State) Rochester. Social problems. Religion and sociology. Protestant churches New York (State) Rochester.
1970. Ph.D. Alberti, Giorgio. **Inter-village systems and development: a study of social change in highland Peru.** Advisor: L. Williams.
Power (Social sciences). Peru Social conditions 1968-. Peru Rural conditions.
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. Ph.D. Hundert, Alan T. **Psychological differentiation and rating behavior in a large work organization.** Advisor: L. Gruenfeld.
Employees--Rating of--Case studies. Leadership--Case studies.
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.

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.
Psychology, Industrial Case studies. Sociology Case studies. Organization. Psychology, Industrial Case studies. Industrial sociology Case studies.
1970. M.S. Swartz, Donald Gary. **Authority patterns, social differentiation and innovation.** Advisor: G. Gordon.
Leadership--Case Studies. Social groups--Case studies. Social psychology.
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.
1970. M.S. Zappert, Laraine Testa. **Non-verbal behavior: an empirical investigation of interview interaction.** Advisor: W. Whyte.
Interviewing Case studies. Social interaction Case studies.
1969. M.S. Greenfield, Nathaniel Leon. **Field independence-dependence and bargaining behavior.** Advisor: L. Williams.
Negotiation. Industrial sociology Case studies. Social interaction Case studies.
1969. M.S. Levy, Steven Mark. **Field independence-field dependence and occupational interests.** Advisor: L. Gruenfeld.
Perception. Attitude (Psychology). Occupations.
1968. Ph.D. Alutto, Joseph Anthony. **Role theory in propositional form.** Advisor: L. Williams.
Social psychology. Social psychology Bibliography.
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. M.S. Gottesmann-Jarzyna, Susan Roberta. **Degree of professionalization and professionalism in the personnel occupations, a case study: the American Society for Personnel Administration.** Advisor: H. Trice.
American Society for Personnel Administration. Personnel directors. Professions United States. Psychology, Industrial Case studies. Personnel departments.
1968. Ph.D. Ritzer, George. **Commitment, professionalism, and role conflict resolution: the personnel manager.** Advisor: H. Trice.
American Society for Personnel Administration. Psychology, Industrial Case studies. Personnel directors. Professions United States.

1968. Ph.D. Roman, Paul Michael. **Occupational role change and psychiatric impairment.** Advisor: H. Trice.
Psychology, Industrial.
1968. M.S. Stewart, Judith Ann Wurster. **An examination of the social boundaries of the migratory labor system of the Atlantic Coast stream.** Advisor: J. Schulman.
Migrant labor--New York (State). Agricultural laborers--New York (State).
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. McLaren, Andrew Niel. **Job dissatisfactions as functions of individual and organizational variables.**
Job satisfaction. Employee attitude surveys. Psychology, Industrial. Industrial sociology.
1967. Ph.D. Theodore, Eustace Demetrios. **Beliefs, values and preferences; a search for the source: a military field experiment.**
Attitude (Psychology). Sociology. United States. Army.
1967. Ph.D. Weissenberg, Peter. **Psychological differentiation and job satisfaction.**
Job satisfaction Research. Psychology, Industrial.
1967. M.S. Westacott, George Henry. **Interpersonal trust in Peru.**
Social interaction. Social groups. Social psychology. Sociology, Rural. Peru Social conditions.
1966. M.S. Benson, Margaret 1940-. **A comparison of dreams of schizophrenic and normal adolescents: an exploratory study.**
Dreams. Schizophrenics. Youth.
1966. Ph.D. Goodman, Paul Samuel. **A study of time perspective: measurement and correlates.**
Time perspective. Psychology, Industrial. Organization.
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. Ph.D. Murray, Victor Vereler Jr. **Some behavioral correlates of felt own power in a simulated work situation.**
Small groups. Power (Social sciences). Industrial sociology Case studies. Social groups. Industrial sociology Case studies.
1965. M.S. Theodore, Eustace Demetrios. **An exploration of attitude change as a result of task experience.**
Attitude (Psychology).
1965. M.S. Weissenberg, Peter. **An investigation into the relationships between psychological differentiation, leadership style and interpersonal perception.**
Leadership. Psychology, Industrial.
1964. M.S. Balk, Walter L. **The perception of and behavior toward ambiguous stimuli by two groups.**
Perception. Interest (Psychology). Attitude (Psychology). Education Aims and objectives. Engineering Study and teaching.
1964. M.S. McPartland, James Michael. **On the multivariate analysis of interaction for nominal variables.**
Psychometrics. Scale analysis (Psychology). Social sciences Methodology.
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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.**
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.

Statistics, Models, and Measurement

2006. M.S. Barger, Katherine. **Mixtures of exponential distributions to describe the distribution of Poisson means in estimating the number of unobserved classes.** Advisor: J. Bunge.
2005. Ph.D. Deneogean, Lisa Renee. **Improved Approximations of the Density Functions of Estimators in Population Genetics.** Advisor: M. Wells.
2005. Ph.D. Yu, Long. **Bayesian Analysis of Levy Processes with Financial Applications.** Advisor: M. Wells.
Statistics.
2004. Ph.D. El-Sebakhy, Emad Ahmad. **Functional networks as a new framework for solving pattern classification problems.** Advisor: A. Hadi.
Pattern recognition systems. Statistical decision.
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.
Portfolio management Statistics. Bayesian statistical decision theory Statistics.
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.
Exemplary damages--United States--Statistical methods. Regression analysis. United States--Census--Statistical methods.

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.
Labor turnover United States. Labor mobility United States.
1998. Ph.D. Wu, Samuel Shangwu. **Nonparametric estimation of hazard functions.** Advisor: M. Wells.
1997. Ph.D. Baird, William Russell. **A Monte Carlo method for ordering markers and genes on a genetic map.** Advisor: M. Wells.
Gene mapping Statistical methods. Genetics Statistical methods. Monte Carlo method.
1997. Ph.D. Borkowf, Craig Brian. **The empirical and parametric bivariate quantile-partitioned distributions.** Advisor: M. Wells.
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. Freeman-Gallant, Adrienne Michele. **Minimum diameter confidence procedures.** Advisor: J. Bunge.
Parameter estimation.
1997. Ph.D. Wu, Yuhai. **Minimax estimation of nonparametric regression through white noise problem.** Advisor: M. Wells.
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).
1996. M.S. Olsen, Cara Hendricks. **Hierarchical Bayes models for small area estimation.** Advisor: M. Wells.
Estimation theory. Bayesian statistical decision theory.
1996. M.S. Voldman, Pascale. **Nonlinear orthogonal distance regression with application to Lorenz curves.** Advisor: A. Hadi.
Regression analysis. Lorenz curve. Parameter estimation. Nonlinear theories.
1995. M.S. Freeman-Gallant, Adrienne Michele. **Orthogonal parameters.** Advisor: J. Bunge.
Parameter estimation.

1995. M.S. Hutcheson, Matthew C. **Trimmed resistant weighted scatterplot smooth.** Advisor: P. Velleman.
Smoothing (Statistics). Digital filters (Mathematics). Numerical analysis.
1995. Ph.D. Walker, John Harris. **The partially ordered linear model.** Advisor: P. Velleman.
Linear models (Statistics). Regression analysis. Parameter estimation.
1995. Ph.D. Wang, Weijing. **Estimation and modeling in bivariate survival analysis.** Advisor: M. Wells.
Survival analysis (Biometry). Multivariate analysis. Estimation theory.
1994. M.S. Baird, William Russell. **Chaotic dynamics of the logistic equation and fractal dimensions of invariant sets.** Advisor: J. Bunge.
Logistic distribution. Chaotic behavior in systems. Invariant measures. Fractals.
1994. Ph.D. Lando, David. **Three essays on contingent claims pricing.** Advisor: M. Wells and Professor Jarrow.
1994. Ph.D. Lu, Horng-Shing. **Latent function and latent density estimation.** Advisor: M. Wells.
Estimation theory. Nonparametric statistics.
1993. M.S. Brooks-Cooper, Candace. **The effect of financial incentives on the standardized test performance of high school students.** Advisor: J. Bishop.
Educational tests and measurements United States. Motivation in education.
1993. M.S. Joo, Hyeseon. **An empirical evaluation of procedures for the identification of outliers in multivariate data.** Advisor: A. Hadi.
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. 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. 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.
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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.

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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.**
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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.
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.
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.
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.
1989. Ph.D. Lee, Daechang. **Job offer arrival rate and a screening model of education.** Advisor: R. Ehrenberg.
College dropouts--Employment--United States. College dropouts--United States. College attendance--United States.
1988. M.S. Package, Evelyn C. **Criteria for the admission of undergraduate candidates to the New York State School of Industrial and Labor Relations : a**

- validation study.** Advisor: S. Rynes.
New York State School of Industrial and Labor Relations Admission.
1987. M.S. Rudin, Joel Peter. **Predictors of perceived success in five aspects of college recruiting.** Advisor: J. Boudreau.
Employees Recruiting United States. College graduates Employment United States.
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.
1984. Ph.D. San, Gee. **The early labor force experience of college students and their post-college success.** Advisor: R. Ehrenberg.
College graduates Employment. Wages College graduates. College students Employment.
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.
1983. Ph.D. Schumann, Paul Louis. **Investment in human capital : work, military service, and college.** Advisor: R. Ehrenberg.
Human capital United States.
1979. M.S. Fairfield-Sonn, James Willed. **Socialization of business, engineering, and industrial graduates in their "critical" first year on the job.** Advisor: L. Williams.
College graduates Employment. Socialization.
1978. M.S. Cohn, Henry L. **Arbitration of reappointment, tenure and promotion decisions in higher education : the City University of New York.** Advisor: T. Kochan.
City University of New York Faculty. Collective bargaining College teachers.
1977. Ph.D. Barhyte, Diana Young. **Ph. D. production and deployment in biochemistry : roles of departments and mentors.** Advisor: H. Aldrich.
Biochemistry Study and teaching. Doctor of philosophy degree.
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.
1976. Ph.D. Neumann, Yoram. **Structural constraints, power perception, research performance and rewards : an organizational perspective of university graduate departments.** Advisor: G. Gordon.
Universities and colleges Study and teaching (Graduate). Universities and colleges Administration.

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.
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. Copur, Halil. **A study of professorial roles in universities.** Advisor: W. Whyte.
College teachers. Universities and colleges Faculty. Professions. Organization. Authority. Teachers.
1973. Ph.D. Solnick, Loren Michael. **The supply of graduate students.** Advisor: L. Perl.
Graduate students United States. Universities and colleges United States. Universities and colleges Graduate work. Students United States. Universities and colleges.
1972. M.S. Scully, Marie-Celeste. **Kosmic vibrations: A study of a collegiate drug behavior system and its impact on work expectations.**
Drug abuse. Students United States.
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.
Education, Higher. Organization. Education Chile. Universities and colleges Chile.
1970. M.S. Beyer, Janice M. Lodahl. **Paradigm development as a source of consensus in scientific fields.** Advisor: G. Gordon.
Scientists United States. Universities and colleges Faculty. Organization.
1970. M.S. Solnick, Loren Michael. **The determinants of earnings of college graduates and the private returns to higher education.** Advisor: W. Galenson.
New York State School of Industrial and Labor Relations. Cornell University Alumni and alumnae. College graduates Salaries, pensions, etc. Education Economic aspects.
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.

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).

1964. M.S. Salinas, Raymond Conde. **An exploratory study of job satisfaction attitudes among non-academic university personnel.**

Cornell University Personnel management. Universities and colleges Employees. Job satisfaction. Employee attitude surveys.

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. 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).

1957. M.S. Singer, David. **The mobility patterns of Cornell mechanical engineers, 1946-1954.**

Cornell University. College of Engineering. Engineers. Engineers Salaries, etc.

1955. M.Ed. Kushner, John. **A course outline and accompanying audiovisual aids for general chemistry for students at the Broome County Technical Institute, Binghamton, New York.**

Chemistry--Outlines, syllabi, etc. Visual education.

1953. Ph.D. Risley, Robert Francis. **The development of faculty personnel administration and faculty personnel policies for a model decentralized state university.**

University of the State of New York. Universities and colleges New York (State) Administration.

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).

1950. Ph.D. Das, Radha Charan. **An analytical study of electrical curricula in selected technical institutes of northeastern United States.**

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.**

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.**

1949. Ph.D. Hauer, Nelson Adelbert. **Comparative analysis of curriculum patterns in the New York state institutes of applied arts and sciences.**

Volunteer Organizations

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.
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.
1990. M.S. Murphree, Carol Anita. **Work and community : the influence of employment on participation in voluntary associations.** Advisor: P. Tolbert.
Voluntarism. Volunteers. Associations, institutions, etc. Members. Work Social aspects.
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.
1971. M.S. Herman, Robert Dean. **An exploratory study of participation in community action organizations, an open systems-technological perspective.** Advisor: Prof. Nilli.
Community development Research. Social service Research. Community organization.
1971. M.S. Shafer, Richard Allen. **A structural comparison of churches differentially involved in social action.** Advisor: L. Williams.
Church and social problems New York (State) Rochester. Social problems. Religion and sociology. Protestant churches New York (State) Rochester.
1967. Ph.D. Hawryluk, Alexander. **Friends of FIGHT: a study of a militant civil rights organization.**
Alinsky, Saul David, 1909-1972. Industrial Areas Foundation. Friends of FIGHT. Afro-Americans New York (State) Rochester. fight. Community organization. Rochester (N.Y.) Social conditions.
1957. M.S. Agrama, Aly Sadek. **Morale and satisfaction of volunteers in fund raising: a case study of Verona County United Fund.**
United Fund. Federations, Financial (Social service). Social group work.

Wages, Salaries, and Employee Compensation

2005. M.S. Liu, Xiangmin. **Do employer investments in on-the-job training pay off?** Advisor: R. Batt.
Employees--Training of. Success in business.
2003. M.S. Yi, Hong. **Lateral and vertical pay dispersions, organizational contexts and performance.** Advisor: G. Milkovich.
Wages and labor productivity.
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. Moriarty, Joan Y. **The impact of unit requirements and minimum competency exams on the wages and earnings of young workers.** Advisor: J. Bishop.
Wages--High school graduates--United States. Competency-based educational tests--United States. Education and state--United States.
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.
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. Washington, Sandra Kay. **The Role-Based Identity Scale : development and field tests involving stock options and skill-based pay applications.** Advisor: T. Welbourne.
Organizational commitment. Identity (Psychology). Employee stock options United States. Pay-for-knowledge systems.
1998. Ph.D. Balmaceda, Felipe. **Essays in compensation contracts : theory and evidence.** Advisor: J. Abowd.
Wage payment systems United States. Incentives in industry United States. Wages and labor productivity United States.
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. Ph.D. Finer, Hampton Sequoia Carlos. **Wage determination and firm performance in the presence of individual and firm heterogeneity.** Advisor: J. Abowd.
Wages United States. Organizational effectiveness United States. Collective bargaining United States.
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. Yanadori, Yoshio. **CEO compensation : differences between insiders and outsiders.** Advisor: G. Milkovich.
Chief executive officers--Salaries, etc.--United States.
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. 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.
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. M.S. Ainspan, Nathan David. **Employee perceptions of privacy invasions and pay secrecy : a policy capturing study of organization situational variables.** Advisor: T. Welbourne.
Privacy, Right of United States. Personnel records Access control United States. Wages United States. Employee rights United States.
1996. Ph.D. Allain, Laurence. **Essays in compensation and unemployment insurance.** Advisor: J. Abowd.
Wages--France. Labor costs--France. Insurance, Unemployment--Washington (State). Unemployment--Effect of unemployment insurance on --Washington (State). Layoff systems--Washington (State).

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.
Wages and labor productivity United States. Compensation management United States.
1996. M.S. Doyle, Andrew Felix. **A transformation of expatriate compensation.** Advisor: O. Mitchell.
Compensation management. International business enterprises Employees Salaries, etc.
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. Graham, Mary E. **Employee responses to pay policy changes : an organizational justice perspective.** Advisor: B. Gerhart.
Compensation management. Personnel management Moral and ethical aspects. Distributive justice. Fairness.
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. 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. 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. Weber, Caroline Louise. **The implementation of group incentive systems : a theoretical framework and empirical investigation.** Advisor: S. Rynes.
Gain sharing United States. Incentives in industry United States. Teams in the workplace United States. Wages and labor productivity United States. Wage payment systems 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. 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.

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

1993. Ph.D. Murray, Brian C. **Skill based pay : conceptual definition of the construct and an empirical examination of its outcomes.** Advisor: B. Gerhart.
Pay-for-knowledge systems. Organizational effectiveness.

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.

1992. Ph.D. Li, Jeanne Chiyon. **Canadian industrial relations in transition.** Advisor: H. Katz.
Collective bargaining Canada. Wages Canada. Job security Canada. Industrial relations United States.

1992. M.S. Murray, Brian C. **External competitiveness versus internal consistency in pay-setting : consequences for organization performance.** Advisor: O. Mitchell.
Compensation management United States. Wages United States. Wage surveys United States. Job evaluation United States. Competition United States.

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.
1992. M.S. Taira, Paul J. **Business risk and top managerial compensation strategy.** Advisor: G. Milkovich.
Compensation management. Executives Salaries, etc. Risk.
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.
Teachers Salaries, etc. United States. Teachers' unions United States. Pay equity 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. 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. 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.
Strikes and lockouts Korea. Collective bargaining Korea. Wages Korea. Bonus system Korea.
1989. M.S. Hagedoorn, Robert. **Empirical analyses of recent changes in hourly earnings trends due to shifts in industrial employment.** Advisor: R. Ehrenberg.
Wages United States. Wages Service industries United States.
1989. M.S. Le Gall, Sylvie. **Compensation strategy and environmental influences.** Advisor: L. Dyer.
Compensation management. International business enterprises Personnel management.
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. Gindling, Thomas Henry. **An investigation of labor market segmentation in San José,** Advisor: G. Fields.
Labor supply--Costa Rica--San José. Wages--Costa Rica--San José.
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.
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.
1987. M.S. Adkins, Jeanie Lynn. **Compensation policy and business strategy.** Advisor: G. Milkovich.
Compensation management. Business planning.
1987. M.S. Okunishi, Yoshio. **Employment, hours, and wage adjustments in Japan and the United States.** Advisor: R. Hutchens.
Labor supply Japan. Labor supply United States. Wages Japan. Wages United States.
1987. Ph.D. Rabin, Bonnie R. **Executive compensation and firm performance : an empirical analysis.** Advisor: G. Milkovich.
Executives Salaries, etc. United States. Corporations United States. Organizational effectiveness.
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.
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. Ph.D. Broderick, Renae Frances. **Pay policy and business strategy : toward a measure of "fit".** Advisor: G. Milkovich.
Compensation management United States. Executives Salaries, etc. United States. Wages United States.

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. 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.
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Collective bargaining--Teachers--United States. Teachers--Salaries, etc.--United States. Equal pay for equal work--United States.
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