



Cornell University
ILR School

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

ILR School Theses and Dissertations: a listing

Compiled by Susan LaCette
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October, 2006

Executives and Leaders

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

1994. Ph.D. Zhang, Xiao-yan (Currall, Cheyenne). **A comparative study of the perception of managerial role behavior : cultural-common and cultural-specific perspectives.** Advisor: L. Gruenfeld.
Supervision of employees Cross-cultural studies. Leadership Cross-cultural studies. Executives Psychology Cross-cultural studies. Role expectation Cross-cultural studies. Authoritarianism (Personality trait) Cross-cultural studies. Control (Psychology) Cross-cultural studies.
1993. Ph.D. Okunishi, Yoshio. **Internal promotion, wage profiles and mandatory retirement in Japan.** Advisor: R. Hutchens.
Retirement, Mandatory Japan Econometric models. Retirement age Japan Econometric models. Promotions Japan Econometric models. Executives Salaries, etc. Japan Econometric models.
1993. M.S. Rentroia Bonito, Maria Alexandra. **Exploring the human resource management practices, leaders' behaviors and group innovation relationship in a Venezuelan corporation.** Advisor: L. Dyer.
Teams in the workplace. Personnel management. Leadership. Small groups. Organizational behavior.
1992. M.S. Booth, Bryan A. **Gender and IQ effects on status in group development.** Advisor: L. Gruenfeld.
Intergroup relations. Leadership. Dominance (Psychology). Expectation (Psychology). Sex differences Social aspects. Intelligence levels Social aspects.
1992. M.S. Carter, Shani D. **Causes of growth of managerial employment.** Advisor: J. Bishop.
Executives United States. Middle managers United States.
1992. M.S. Taira, Paul J. **Business risk and top managerial compensation strategy.** Advisor: G. Milkovich.
Compensation management. Executives Salaries, etc. Risk.
1991. M.S. Scarselletta, Mario and Von Karman Institute for Fluid Dynamics. **Determinants and consequences of externally-oriented leader behavior.** Advisor: T. Hammer.
Leadership. Management. Teachers' unions Officials and employees. Labor leaders.
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.

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.
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. Rabin, Bonnie R. **Executive compensation and firm performance : the case of employment agreements.** Advisor: G. Milkovich.
Executives Salaries, etc. United States. Corporations United States.
1984. M.S. Mangaliso, Nomazengele A. **An analysis of the mobility patterns of black executive women in U.S. corporations.** Advisor: F. Foltman.
Afro-American women executives. Promotions United States.
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.

1956; (1957). M.S. Daniel, George Theodore. **The role of trade union leaders in the development of the trade union movement in an under-developed area: the British Caribbean.**

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.**