



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

## 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.*
1981. M.S. Abraham, Jane Terry. **Evaluation of supervisory training : a multi-method approach.** Advisor: S. Kirmeyer.  
*Supervision of employees--Study and teaching.*
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.  
*Nurses Vocational guidance.*
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.*
1977. M.S. Mizele, Mami Mafoda. **Training and developing local managers in American-owned multinational corporations.** Advisor: W. Frank.  
*International business enterprises. Corporations, American. Executives Training of.*
1976. M.S. Weissinger, William Jay. **The determinants of grievance rate : a case study.** Advisor: D. Cullen.  
*Grievance procedures Case studies. Shop stewards. Supervisors, Industrial.*

1974. M.S. Gordon, Gil Elihu. **A study of the dual hierarchy of authority in a private general care hospital and its impact on hospital supervisory personnel.** Advisor: N. Rosen.  
*Hospitals Administration. Hospitals Personnel management.*
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. 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.*
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.*
1970. Ph.D. Higgins, John Edward, Jr. **The status and unit placement of supervisors in public and private sector collective bargaining.** Advisor: J. McKelvey.  
*Supervisors, Industrial Labor unions United States. Collective bargaining unit United States. Collective bargaining Government employees United States.*
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. Ph.D. Oestreich, Herbert Herman. **Industrial supervision: Peruvian style.** Advisor: W. Whyte.  
*Lima Light and Power Company. Supervision of employees Case studies. Supervisors, Industrial Case studies.*
1968. M.S. Olmedillo, Nelson Evelio. **The personnel manager as a supervisor: a study of superior-subordinate relations in personnel.** Advisor: H. Trice.  
*Personnel directors. Supervisors. Personnel management.*
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. Ph.D. Belasco, James A. **Training as a change agent: a constructive evaluation.**

*Employees Training of. Supervisors, Industrial.*

1966. Ph.D. Edgecomb, Theodore Stephen. **The motivational consequences of task attributes and supervision.**

*Job satisfaction Case studies. Supervision of employees Case studies.*

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. 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. 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.*

1964. M.S. Sales, Stephen Mark. **A laboratory investigation of the effectiveness of two industrial supervisory patterns.**

*Supervision of employees. Psychology, Industrial. Supervisors, Industrial.*

1963. Ph.D. Buck, Vernon E. **Job pressures on managers: sources, subjects, and correlates.**

*Industrial relations. Executives. Psychology, Industrial. Supervisors.*

1960. Ph.D. Douglas, John and Milton L. Rock and American Bankers Association. **The present status of the management training and development activities for the nonpromotable middle managers in the major American companies; a study of an undeveloped managerial resource.**

*Executives--Training of--United States. Middle managers--United States. Banks and banking--United States.*

1960. Ph.D. Ritti, Raymond Richard. **Engineers and managers: a study of engineering organization.**  
*Engineers. Organization.*
1955. M.S. in Ed. Dudley, Arthur Joseph. **The role of the state supervisor of industrial arts in New York State.**  
*Industrial arts--Study and teaching. School supervision, Secondary.*
1954. M.S. Senderoff, Geraldine. **Using attitude surveys and results for supervisory development programs.**  
*Employee attitude surveys Case studies. Supervisors, Industrial Case studies.*
1953. M.S. Nelson, Ulla L. **A comparison of foremen in an American and a Swedish rubber factory.**
1951. Ph.D. Argyris, Chris. **A study of a pattern of managerial leadership.**
1951. M.S. Dean, Richard Francis. **Supervisory development in hospitals.**
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. 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.**
1950. M.S. Kastner, Rexford Pryor. **Seniority rights for supervisors? (Research bulletin, no. 7 .) Abridgement of the author's M.S. thesis, Supervisory seniority as a problem in industrial relations.**
1949. M.S. in ILR Cullen, Donald E. **The development of a foreman's policy manual.**  
*Supervisors, Industrial.*
- 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. M.S. Bruce, Robert Lee. **Employee merit rating, its development, value and role in supervision.**