Index

academic programs
in history of industrial relations 18–26, 143–8
problems of interdisciplinary industrial relations 170–71
science-building 34–5, 42–3, 147–8, 156, 165
social capital and labor movement decline in United States 94, 95, 104–5, 107
see also business schools; business schools and marginalization of industrial relations in Canada; degrees; extension programs; Immigrant Worker Resource Center (IWRC); MBAs; PhDs; UCLA Labor Center; universities
Academy of Management (AOM) 19, 129, 131, 146, 147
accreditation, business schools in Canada 125, 126
actors 70, 71, 230–34
see also employers; government; organizations; unions
administrative law in the United States 78, 79–80
adversarial employment relationships 71, 75, 79
AFL-CIO 20, 149, 151, 205, 206, 212, 216
Age Discrimination and Employment Act (1967) 118
agency 180–181
see also control; power relations
alternative work practices (AWPs) 76
American Arbitration Association (AAA) 95, 98–100, 106
American Economic Association (AEA) 9, 144
American Manufacturing Association (AMA) 95, 103
American Racing Equipment Company 213–14
Americans for Democratic Action (ADA) 95, 102
Andrews, John B. 16
anti-discrimination policies and laws 118, 119, 229–30
anti-sweatshop movement 199–200, 202–3, 204–6, 207, 208
apparel industry, women's see labor relations in the women's apparel industry
arbitration 98–100, 117–19, 120
Asia 127, 128, 184, 187, 198, 199, 203, 204, 218
see also Asian market economies (AMEs); Cambodia; China; India; Japan; South Korea; Taiwan
Asian market economies (AMEs) 182–3, 189
Assembly Bill (540) 221
Association for Labor Relations Agencies (ALRA) 95, 101
Association for Union Democracy (AUD) 95, 102–3
association journals 149–50, 156
associations 94, 95, 98–101, 106, 107
see also association journals; employer associations; organizations; individual associations
Australia 175, 179, 182, 186, 187, 188, 189
automotive industry see globalization and employment relations in the automotive industry
Bachrach, P. 73
Baratz, M. 73
Barrow, Clyde W. 221
Befort, Stephen F. 51, 55, 56–7
behavior, in institutional environments 70
behavioral research methods 68–9, 81, 167–8
benchmarking, in business schools in Canada 125–9, 130, 134, 138–41
benefits 196–7, 203
Bhave, Devasheesh 49, 52, 53
Bonacich, Edna 201
books 129, 132, 133, 134
brand power 202
Britain see England; United Kingdom
Brown, J. Douglas 34
Budd, John W. 44, 48, 49, 51, 52, 53, 55, 56–7, 58, 60, 61
business journals 126, 127–9, 130, 147
Business Roundtable 95, 103
business schools 145–6, 147
business schools and marginalization of industrial relations in Canada abandonment or infiltration? 133–5 and business strategy of business schools 124–8 and CIRA membership 123–4 Fordism and production of next generation of scholars 132 and research publication 128–32 training students 133 and union membership 123 business unionism 166
Byrd, Barbara 145
California 204–5, 212, 213–17, 218–19, 220–23 see also University of California
Cambodia 203, 206
Canada 23–5, 71, 75–7, 120, 123, 175 see also business schools and marginalization of industrial relations in Canada
Canadian Industrial Relations Association (CIRA) 123–4, 131–2
capital allocation, and varieties of capitalism 176–7
capitalism 35, 43, 44, 78–9, 165
Chamber of Commerce (US) 95, 103 change 74, 177, 179–81, 188–90
Cheffins, B. 179
China 182, 183, 185, 186, 187, 188, 189, 199, 201, 205 Chrysler 184
citations 128–9, 131, 132, 134, 138–41, 154
civic virtue 91–2, 93
Civil Rights Act (1964) 119
class 180, 218
Coase, Ronald H. 41, 49
codes of conduct 199, 202
cohesive social groups 164
collective bargaining in the automotive industry 186 and employment relationships 27 and explicit objectives of industrial relations in Europe 59 and history of industrial relations 144 and institutional environment of Canada compared to England 75–6 and labor and employment law in United States 117, 118, 119, 120, 203, 205 and National Labor Relations Bureau (NLRB) 111, 112, 116 and new institutionalism 168 research in United States 68 and social capital and labor movement decline in United States 97–8, 99, 100, 106 in teaching industrial relations 60–61, 144, 147 in the women's apparel industry 196–7, 205
Colvin, Alexander J.S. 57, 58
commercial relations 42
commodity theory of labor 39–41, 42–4, 53
Commons, John R. 8–9, 16, 17, 22, 33, 35, 168, 227
community–university relations 217–19, 222–3
comparative research 233–4
competition 124–8, 134, 195–6, 198, 200, 203, 207
competitive demand/supply labor market model 37–8, 39–41, 42–4, 45
competitive markets 51, 52–3, 55
complete labor contracts 41, 42
conditions of employment  see terms and conditions of employment; working conditions
conferences 20, 22, 26, 129, 131, 132
conflict 54
see also interest disputes; labor–management disputes; strikes
Congress 112–13, 119, 166, 212
consolidation, journal publishing 152–3, 156
construction workers 213
consumers 36, 44, 202
continuity 177, 188–9
contract workers 186–7, 190
contractors 195–6, 197, 199, 200, 201
contracts 41, 42, 68
see also terms and conditions of employment
control 54
see also agency; power relations
coopeative employment relationships 72, 75–7
coordinated market economies (CMEs) 70–71, 175, 176, 177, 179, 182, 183, 189
coordination problems, and varieties of capitalism 174–6
Cornell University 145, 153, 163
corporate governance, and varieties of capitalism 175–8, 179
corporate journal publishing 151–6
corporate social responsibility 199, 202–3
corporatism 72, 73
corporatization, universities in the United States 155
critical model of employment relationships 54, 55, 56
cross-disciplinary approaches see multi-disciplinary approaches
Crouch, C. 174, 177, 178, 180, 181
Cutcher-Gershenfeld, Joel 17, 18, 27
Darbishire, Owen 59, 60
degrees 94, 104–5, 126–7, 216–17
Delp, Linda 214
democracy 52, 55, 91–2, 93, 102–3
democratic rights 37
deregulation 20
Designated Suppliers Program (DSP) 202–3
developing countries 22, 198–200, 204
development studies 170
Dewey, John 217
Dickerson, Kitty 198
differentiation 176, 177
disciplinary fragmentation, in labor and employment journal publishing in United States 143–8, 155, 156
dispute resolution 57–8, 112, 117–19, 120
see also arbitration; collective bargaining; mediation; negotiation
distribution, in the women’s apparel industry 201
diversity 218, 222–3, 229–30
division of labor 17
Dunlop, John T. 26, 56, 163, 166, 168, 169, 230
economic sociology 168–9, 227
economic welfare 55–6
economics 143–4, 168, 169
see also economic sociology; economics journals; institutional economics; labor economics; neoclassical labor economics; new institutional economics; varieties of capitalism
economics journals 143, 146, 147
education 207, 208
see also academic programs; business schools; degrees; Immigrant Worker Resource Center (IWRC); MBAs; PhDs; students; teaching industrial relations; UCLA Labor Center; universities
efficiency and commodity theory of labor 39, 44
and competitive demand/supply labor market model 43, 44
as explicit objective of industrial relations 51, 52–3, 55, 56, 57–9, 61, 226, 227
Index

egoist model of employment relationship 53, 54, 55, 56, 57
El Salvador 204, 206
elections, secret-ballot 111, 112, 113, 120
electronic journal publishing 149, 150, 152–3, 154, 156, 157
Employee Free Choice Act (2007) 80, 113, 120, 231
employer associations 197, 203
employment relationships competitive demand/supply labor market model, rejection of 37–8, 39–41, 42
explicit theories 53–4
globalization and employment relations in the automotive industry 186–8, 189–90
in history of industrial relations 33 and institutional economics 45–6, 227
and institutional environment 71, 75–7, 79
quality and quantity 228
and revitalizing industrial relations 48–9
and science-building in ‘three faces’ of industrial relations 34, 42
and stakeholder relations 26–8, 227
England 32–3, 75–7
enterprise governance 187, 188
enterprise unionism 58–9
Ephemera: Theory and Politics in Organization 157
Equal Employment Opportunity Commission (EEOC) 119
equity 37, 44, 51–3, 55, 56, 57–8, 59, 61, 226, 227
ethical values 36–7, 39, 44, 226
see also morality
ethnic groups 54, 55
see also foreign students; immigrant rights; immigrant workers and the American labor movement
Europe 16, 59, 70, 178, 184–5, 198–9, 218
see also England; Germany; Ireland; Sweden; United Kingdom
extension programs 145, 215, 219
facilitated dialogue 207, 216, 222–3
factory workers 213–14
fairness see equity
family–work policies 229
federal agencies 20, 94, 95, 96–8, 106, 107
Federal Arbitration Act (1925) 118–19
Federal Mediation and Conciliation Service (FMCS) 20, 95, 96–7, 106
feminism 54
fields of study, defining 33–4, 49–51
see also multi-disciplinary approaches; individual fields of study
Financial Times 126, 127–9, 130, 147
firms, and varieties of capitalism 175–8
First Amendment 116
Ford 184, 185
foreign students 127–8
‘free’ contracts 78, 79, 80, 114, 120
free market capitalism 35, 43, 44, 78–9
funding 134–5, 145, 153–4, 156
Gap 199
garment industry, women’s see labor relations in the women’s apparel industry
Garment Workers Center 204–5
General Motors 184, 188
Gereffi, Gary 200–201
Germany
cooperation in employment relationships 72
coordinated market economy 70–71, 175, 177, 179
corporatism and social democracy as nation state paradigms 72, 73
globalization and employment relations in the automotive industry 182, 185, 186, 187, 189
works councils 57, 115–16
Gershenfeld, Gladys 27
Gifford, Kathie Lee 199
Gingerich, D. 176
Global Cities initiative 206
global collective bargaining 205
globalization 177, 198–200, 233
globalization and employment relations in the automotive industry
automotive assembly industry 184–8
broadening the varieties of capitalism approach 182–4
conclusions: change, continuity and hybridization 188–90
Godard, John 68, 69, 74, 75, 76, 77, 79, 80
good faith bargaining 113, 115, 117
government 9, 34, 37, 44, 233–4
see also federal agencies; nation state paradigms; state
Hall, Peter A. 70–71, 174–6, 177, 178
Hermanson, Jeff 204, 206
high-commitment human resource management (HRM) 76
higher education see academic programs; business schools; degrees; MBAs; PhDs; students; teaching industrial relations; UCLA Labor Center; universities
history journals 143, 146
history of industrial relations
disciplinary fragmentation, effect on labor journal publishing in United States 143–8
and human resource management (HRM) 9–10, 19, 232
immigrant workers and the American labor movement 212–13
importance for the future 7–10 ‘industrial’ to ‘industry,’ terminology 22, 26, 227
labor relations in the women’s apparel industry 195–200
origins of industrial relations 15–17, 32–3
‘three faces’ of original industrial relations 34–7
unions 20, 22, 31, 144, 147, 164–6
homecare workers 214
Howell, C. 174, 179, 180
human beings 10, 36–7, 38–9, 44, 53, 92, 226
human capital 91, 176–7
human resource management (HRM)
and equity 52
field of study in the United States 68–9
high-commitment 76
and history of industrial relations 9–10, 19, 232
and labor relations publishing in the United States 146, 155
single theory 49
terminology 22, 23–5, 167
and unitarist model of employment relationships 53
university departments in the United States 146, 147
and voice 52
Human Resources Division, Academy of Management 19, 131, 146
human rights 36–7, 39, 44, 199, 205
hybrid systems 185–6, 189
ideology 36–7, 44
immigrant rights 212–13, 215, 216, 217, 220, 221, 230
Immigrant Worker Resource Center (IWRC) 215–16, 219
immigrant workers and the American labor movement
challenges and opportunities confronting labor studies 219–22
collection: facilitating development of a stronger labor movement 222–3
historical perspective on immigrant rights 212–13
Immigrant Worker Resource Center (IWRC) 215–16, 219
labor relations in the women’s apparel industry 204–5
organizing immigrant workers 213–14
partnerships 216–17
UCLA Labor Center 214, 215, 216–17, 218–19, 220–23
Immigrant Workers Freedom Ride 212–13
immigration, United States 219–20
imperfect markets 55
incomplete labor contracts 41
independent contractors 41, 42
independent journal publishing 150–51, 152
India 204
individualism 35, 78, 79
individuals see human beings
Industrial and Labor Relations Review 144, 146, 153
industrial peace 164, 165, 188
industrial relations
contemporary challenges and opportunities 234–5
core principle 37–41, 45, 226–7
crisis in field of study 1–2, 31, 45, 48, 68–9, 123, 146–7, 154–5, 163–6
(see also business schools and marginalization of industrial relations in Canada)
history (see history of industrial relations)
institutional environments approach (see institutional environments approach to industrial relations)
meta-paradigm (see meta-paradigm of industrial relations)
our niche 234
redefining the field 167–71
research methods 21, 28, 38–9, 68–9
single theory 48, 49, 50–51
terminology 8, 17, 22–8, 33, 34, 167, 227
‘three faces’ 34–7, 41–4
Industrial Relations: A Journal of Economy and Society (IR:JES) 144, 153, 156
Industrial Relations Research Association (IRRA) 7–8, 9, 19, 22, 144, 150, 166, 167
(see also Labor and Employment Relations Association (LERA)
Industrial Revolution 15–16
‘industrial’ to ‘industry,’ terminology 22–6, 227
industrialization 15–16, 22
industry councils 20
‘industry studies’ 22, 26
information 41, 42
(see also books; conferences; journals; publication of research
innovation 26, 176–7
insider corporate governance 175, 176
institutional change 74
institutional complementarity 175–6, 181
institutional economics 8, 45–6, 68, 227
institutional environments approach to industrial relations
illustrations 74–80
prospects 80–82
tenets 69–73
institutional norms 72–3, 74, 77, 78–80
institutional rules 70, 72–3, 74, 77
institutions 37, 39, 48–9, 70
interdisciplinary approaches see multi-disciplinary approaches
interest disputes 117, 120
international benchmarking, in business schools in Canada 125–7
International Labor Organization 33, 44, 62, 203
international labor rights 205
International Ladies’ Garment Workers’ Union (ILGWU) 194, 196, 198, 201
international trade agreements 198, 203, 206, 207
international unions 194, 196, 198, 201, 205–6, 213, 214
international worker organizations 205–6
Internet journal publishing 149, 150, 152, 153, 154, 156, 157
internship programs 215, 216–17, 219
investors 201–2
Ireland 175
Jackson, G. 176, 179
Jacoby, Sanford 78, 79, 178
janitors 206, 213
Japan
Asian market economy (AME) 182, 183
coordinated market economy 70, 175, 177, 179
employment relations in the automotive industry 182, 183, 184–5, 186, 187, 188, 189–90
employment relations in the women’s apparel industry 204
enterprise unionism and explicit objectives of industrial relations 58–9
unions, decline 204
voluntarism and explicit objectives of industrial relations 59–60
job security 186–7
jobbers 195–7, 199, 200, 201, 202
Jobs with Justice 203
joint employers 196
journals 128–31, 132, 134, 135, 138–41
see also labor and employment journal publishing in the United States
Judge, Timothy A. 125, 128
Jurgens, U. 176
Justice for Janitors 206, 213
Katz, Harry C. 59, 60, 98, 189
Kaufman, Bruce E. 1, 17, 20, 31, 32, 37, 38, 39, 41, 44, 45, 48, 49, 52, 54, 61–2, 68, 69, 79, 146, 147, 148, 156
Keller, Berndt 31
Kerr, Clark 144, 233
knowledge-driven economy 17, 22, 26, 28–9, 225–6, 228–9
Kochan, Thomas A. 19, 22, 54, 61, 68, 98, 184, 185
Kuhn, Thomas S. 50
labor, in competitive demand/supply labor market model 38, 39–41, 42
Labor: Studies in Working-Class History of the Americas 157
labor and employment journal publishing in the United States historical perspective on disciplinary fragmentation 143–8
looking ahead 155–7
recent trends 148–55
association journals and independent publications 149–51
financial stability and academic excellence 153–4
risks of corporate publishing 154–5
from small publishers to large corporate publishing 151–3
labor and employment law 39, 44, 55, 75, 77, 78, 115–16, 120, 186, 187, 196
see also labor and employment law in the United States
labor and employment law in the United States anti-discrimination law 118, 119
collective bargaining under NLRA 114–16
dispute resolution procedures 117–19, 120
and explicit industrial relations 56–7
and free market economy 78
future of 119–20, 231
immigrant rights 212
labor and employment organizations 96–7, 102
National Labor Relations Board (NLRB) 80, 111–14, 115, 116, 117
and New Deal 81, 111, 226, 234
and origins of industrial relations 16, 17, 20
and public sector 116–17
reform 80, 112–13, 120, 231
union protection 166
Labor and Employment Relations Association (LERA) 19, 20, 21, 22, 81, 95, 100–101, 107, 131, 146, 147, 150, 153–4, 165–6, 167
see also Industrial Relations Research Association (IRRA)
labor–community relations 26, 27
labor contracts 41, 42
see also terms and conditions of employment
labor costs 195, 196, 197, 198–9, 200, 203, 204, 207
labor demand curve 38, 39–40
labor economics 46, 147, 169, 227
labor–family relations 26
Labor History 146, 156
labor–labor relations 26

Charles J. Whalen - 9781848445208
Downloaded from Elgar Online at 04/12/2019 04:01:43AM
via free access
labor–management disputes 42, 57–8, 117, 144, 147, 164, 188
see also dispute resolution; strikes
labor–management relations 18, 19–20, 21, 26, 27, 40, 150, 152–3, 188
labor markets 61, 62
see also labor demand curve; labor supply curve
labor movement
decline in United States 56, 77–80, 81, 112
(see also social capital and labor movement decline in United States)
and history of industrial relations 19, 166
and labor journal publishing 149, 150, 151, 152
in the women’s apparel industry 196
see also immigrant workers and the American labor movement; unions
labor problems 35–6, 43–4, 143–4, 164–5, 167
labor relations experts 206–7, 208
labor relations in the women’s apparel industry
conclusions – building strength through unity 208
industry globalization and new anti-sweatshop movement 198–200
role of labor relations specialists 206–7
towards a new paradigm 200–206
triangular bargaining 195–8, 199, 203
Labor Research Review (LRR) 151
labor rights 113, 116–17, 119, 199, 202–3, 205
see also immigrant rights
labor standards 44, 199, 203–4, 205
see also minimum standards
labor studies 144–5, 146, 147, 155, 219
Labor Studies Journal (LSJ) 145, 149
labor supply curve 38, 40–41
Lansbury, R.D. 181, 184, 185, 189
Latin America 198, 199, 204, 218
see also El Salvador; Mexico
law see administrative law in the United States; anti-discrimination policies and laws; labor and employment law; labor and employment law in the United States; public law; state laws
lay-offs 187
leadership development 206, 207, 208, 214, 215, 216, 217, 222
lean production 185, 186, 189
Lerner, Stephen 206
Leung, Kwok 124, 134
liberal market economies (LMEs) 70, 71, 73, 175, 176–7, 179, 182, 183, 189
liberalism 72, 73
libraries 149, 152, 153, 154, 156, 157
litigation 117, 118–19
locked labor-market actors 197–8, 200
lockouts 113–14, 120
logistics, in the women’s apparel industry 201
Los Angeles 204–5, 212, 213–17, 218–19, 220–23
Madison, James 92
management 68–9, 81, 146, 169, 232
see also labor–management relations
management–labor relations 18, 19–20, 21, 26, 27, 40, 150, 152–3, 188
management–management relations 27
management prerogatives, and National Labor Relations Act (1935) 113–14, 115
management–union relations 144, 147
Manning, Alan 40
marginal products, in competitive demand/supply labor market model 39, 40
market-based theories 143–4
Marxism 54, 164, 165
Maslow’s hierarchy of needs 37
mass production 185–6, 195
Masterman, Margaret 48, 50
MBAs 125, 126, 127, 128
McKersie, Robert B. 26, 27, 54, 168
mediation 96–7, 99, 106
Mediterranean variety of capitalism 178
membership of organizations 93, 123–4, 131, 146, 149, 150, 198
and social capital and labor movement decline in United States 94, 100–101, 102, 103–4, 105–6
of unions 116–17, 123, 198
meta-paradigm of industrial relations
cross-disciplinary and multiple theoretical perspectives 48, 49, 50–51
explicit comparative studies 58–60
explicit industrial relations 54–8
explicit objectives 51–3, 54–62
explicit theories 53–4, 55–7
implications for teaching 60–61
toward a common intellectual vision 61–2
meta-paradigms, defined 48, 50
Mexico 199, 204, 205–6
Middle East 127, 128
Midwest Center for Labor Research 151
Milkman, Ruth 213
minimum standards 52, 53, 55, 57, 59, 203, 205
MIT 21, 163, 167, 170–71
mobilization biases 73, 74, 80
monopsony labor markets 40
moral hazard 42
moral philosophy 52, 143
morale 40–41
morality 36, 39, 164–5, 170, 226
see also ethical values; moral philosophy
multi-disciplinary approaches
and fields of study 50
in history of industrial relations 8, 18–19, 21, 33, 34, 35, 144–5
importance 227, 234
and labor journal publishing in the United States 152, 156, 157
and meta-paradigm of industrial relations 48, 50, 51, 52, 53, 54
redefining industrial relations 167–71
UCLA Labor Center 220
multiple theoretical perspectives 48, 49, 50, 51
Muñoz, Carolina Bank 213
mutuality 75–7
nation state paradigms 72–3, 74
National Academy of Arbitrators (NAA) 95, 100, 107
National Association of Manufacturers 95, 103–4
National Coordinating Committee for Multiemployer Plans (NCCMP) 95, 102
National Industrial Conference Board 33
National Labor Relations Act’s Garment Provo 196
National Labor Relations Board (NLRB) 80, 95, 98, 106, 111–14, 115, 116, 117, 166
National Policy Association (NPA) 94, 95, 101
National Right to Work Committee (NRTWC) 95, 103
negotiation 168, 196–7
neoclassical labor economics 46, 147, 227
see also commodity theory of labor; competitive demand/supply labor market model; egoist model of employment relationship
New Deal 81, 111, 226, 234
new institutional economics 41, 167–8
see also institutional environments approach to industrial relations; varieties of capitalism
New Labor Forum (NLF) 151, 152
New Zealand 59, 175
Nike 199, 203
Nissen, Bruce 145
nonunion contractors 197
nonunion jobbers 197, 199
nonunion rights disputes 57–8
nonunion workers 216
norms 37, 39, 72–3, 74, 77, 78–80, 226, 227
Index

North America 184–5
see also Canada; United States

occupational psychology journals 146
occupational sociology journals 146
optimal allocation of resources 43, 44
organizational behavior 146
organizations 94, 95, 97–8, 102–4, 105–6
see also associations; voluntary organizations; worker organizations; individual organizations
outcomes of work 36–7
outsider corporate governance 175–6
overseas sourcing 198–9

paradigms 48, 50, 72–3, 74
see also meta-paradigms, defined; meta-paradigm of industrial relations
partnerships 215, 216–17, 222
path dependency, and varieties of capitalism 180
Patterson, S. Howard 16
peer-reviewed journals 131, 132, 150, 151–2, 153–4, 157
perfect information 41, 42
performance-related pay 186
Perspectives on Work (POW) 150, 153–4
PhDs 127, 132
physical capital 91
pluralism 53–4, 55–6, 57, 91–2
policy 18, 19, 21, 26, 55, 56, 169
see also anti-discrimination policies and laws; family-work policies
political economy 168
politics 52, 154, 164, 165, 179, 180, 231
politics journals 143
Pontusson, J. 179, 180, 181
positive statement, in core principle of industrial relations 38–9
power relations 54, 55, 56, 200–202, 206, 207, 208
see also agency
practice 18, 19, 21, 144–5, 165, 169, 207
see also problem-solving
problem-solving
business schools in Canada 129, 134
in history of industrial relations 8
labor journal publishing in the United States 156
versus science-building 147–8
and social sciences 21, 28, 234
in ‘three faces’ of original industrial relations 35–6, 43–4
and unions in industrial relations research 165
see also practice
procedural justice 52
process-based teaching of industrial relations 60–61
production chains 201, 202
professional associations 94, 95, 98–101, 106, 107
professional journals 143, 149–50, 156
profits 195–6, 197, 200–201
property rights 36, 37, 78, 79
psychology 52, 53, 146, 168
public law 118
public policy 55, 56, 169
public sector 22, 34, 116–17, 123
publication of research 128–32, 138–41
see also books; conferences; journals
Putnam, Robert D. 89–90, 91–3, 101, 106, 107

quality 176, 177, 228
Quan, Katie 204, 205, 206, 214

ranking 125–9, 130, 134, 138–41, 147, 154
relations 26–8, 91–2, 227
see also community–university relations; employment relationships; labor–family relations; labor–labor relations; labor–management relations; management–management relations; partnerships; power relations; production chains; stakeholder relations; supply chains; triangular bargaining; union–management relations
representation 37, 111, 112, 117, 204–6, 232
research methods 21, 28, 38–9, 68–9, 169
retailers 199, 200–201, 202
retaliation, employer 113, 116
revenue 94, 97–8, 99–100, 102, 103, 105–6
‘revolution’ 16
Rezler, Julius 22, 25
rights see democratic rights; human rights; immigrant rights; labor rights; property rights; rights disputes
rights disputes 57–8, 117
Rockerfeller, John D., Jr. 33
rules 70, 72–3, 74, 77
SAGE 149
salaries 126
see also wages
Samuels, Warren J. 9
Scholarly Publishing and Academic Resources Coalition (SPARC) 157
science-building 34–5, 42–3, 147–8, 156, 165
sciences 50, 167–9, 170
scientific management 16, 228
scientific method 38–9
secret-ballot elections 111, 112, 113, 120
sectoral bargaining 58, 59
self-actualization and self-development 37
Self-Employed Women’s Association of India 204
Sensenbrenner Bill 212
Service Employees International Union (SEIU) 201, 206, 213, 214
sessional instructors, business schools in Canada 133
Shaffer, Jono 201
Shailor, Barbara 205
Sharpe (M. E., Inc.) 151–2
single discipline-defining theories 48, 49, 50–51
skill development 186
Slichter, Sumner 36–7
Sloan Foundation 20, 22, 134–5
small journal publishing 151–2
social action 70, 164, 180–81
social capital 89, 91–3, 167
social capital and labor movement decline in United States conclusions 105–7 findings 96–105 college and university programs 104–5 federal agencies 96–8 neutral and professional associations 98–101 organizations allied with business 103–4 organizations allied with unions 102–3 methodology 94–6 theory of social capital 91–3 social contract 234–5 social democracy 72 social groups 164 social justice 37, 44, 221–2 social movements 144–5, 169 social problems 8, 167, 171, 221 Social Science Research Council (US) 33, 35 social sciences 21, 28, 50, 143, 167–71, 226, 234 Social Sciences and Humanities Research Council of Canada (SSHRC) 132, 133 social welfare function 37, 44 society, and employment relationships 27 Society for Human Resource Management (SHRM) 19 sociology 54, 146, 168–9, 227 Solow, Robert 40 Soskice, David 70–71, 174–6, 178 South Korea 175, 182, 183, 184, 185, 186, 187, 188, 189 stakeholder relations 26–8, 227 standards 44, 199, 203–4, 205 see also minimum standards state 9, 179, 180 see also government; nation state paradigms; state laws state laws 120, 221 Stiglitz, Joseph 44, 62 Streeck, W. 176, 179, 180, 181 strikes 42, 60, 98, 113, 116, 118, 196, 197, 213–14
students 126–8, 132–3, 135, 202–3, 218, 219, 220, 221, 222–3
supply chains 27, 200–203, 228, 232
Supreme Court (US) 113–15, 117–19
sweatshop conditions 196, 197, 198–9, 200, 204, 205, 207
see also anti-sweatshop movement
Sweden 182, 185, 186, 187, 189
Swensson, P. 177, 181
Synergy system 152, 153
Taft-Hartley Act (1947) 96–7, 102, 115, 117
Taiwan 201, 206
Taras, Daphne 78, 80
Taylor, Frederick W. 16
Taylor & Francis 152, 156
teaching industrial relations 60–61, 133, 134, 144–5, 147, 170–71, 215–16
see also academic programs;
business schools and marginalization of industrial relations in Canada; universities
terminology 8, 16, 17, 22–8, 33, 34, 167, 227
terms and conditions of employment 36–7, 39, 42, 44, 57, 113–14, 186–7, 189–90
textbooks 133
Thelen, K. 180
theology 52, 62
time 18, 19, 21, 48, 49, 50–51, 53–4, 55–7
see also multiple theoretical perspectives
‘three faces’ of industrial relations 34–7, 41–4
Tocqueville, Alexis de 92
town-gown divide 129, 134
Toyota 184, 185, 188, 189
trade unions see unions
transaction cost theory 176
triangular bargaining 196–8, 199, 203
truckers 201
tuition fees 127, 221
UCLA Labor Center 214, 215, 216–17, 218–19, 220–23
unemployment 10, 187
unfair labor practices 111
union contractors 197, 199
union jobbers 197
union–management relations 144, 147
unions
capitalism as moral problem 164–5
decline in Japan 204
decline in United States 56, 77–80, 81, 112, 120, 146, 147, 155, 165, 188, 199, 204
(see also social capital and labor movement decline in United States)
and explicit industrial relations 55–6, 57, 58–61
globalization and employment relations in the automotive industry 186, 187–8
in history of industrial relations 20, 22, 31, 144, 147, 164–6
and immigrant workers 213, 214, 215–16
in institutional environment Canada compared to England 75–7
as key actors 230–32
and labor journal publishing 149, 150, 151
and labor law in the United States 166
membership 116–17, 123, 198
and models of employment relationships 54
and politics 164
public sector 116–17, 123
in revitalized industrial relations 48–9
rights disputes 57–8
in teaching industrial relations 60, 144–5, 147
in the women’s apparel industry 196, 197–8, 199, 200, 201, 202, 203, 204, 205–6, 207, 208
unions–human resources’ professionals relations 26
unitarist model of employment relationship 53, 54, 55, 56, 57
United Association for Labor Education (UALE) 146, 149
United Kingdom 58, 59–60, 71, 75–6, 175, 179
see also England
United Nations 62
United States
  adversarial employment relationships 71, 79
  community–university relations 217–19, 222–3
  explicit industrial relations and employment and labor legislation 56–7
  explicit industrial relations and public policy 56, 57
  globalization and employment relations in the automotive industry 182, 184, 185–6, 187, 188, 189
  history of industrial relations 15–16, 17, 18–21, 22–6, 33
  labor movement and union decline 56, 77–80, 81, 112, 146, 147, 155, 165, 188, 199, 204
  (see also social capital and labor movement decline in United States)
  labor relations in the women’s apparel industry 195–200, 201, 202–3, 204–5, 206
  liberal market economy 71, 73, 175, 177, 179
  liberalism as nation state paradigms 72, 73
  New Deal era 81, 111, 226, 234
  PhDs in business schools 132
  pluralist model of employment relationships 53–4, 92
  public sector unions 116–17, 123
  research methods in industrial relations 68–9, 81–2
  social capital 89, 91–3
  (see also social capital and labor movement decline in United States)
  teaching industrial relations 60, 133
  union membership 116–17, 123, 198
  university corporatization 155
  see also immigrant workers and the American labor movement; labor and employment journal publishing in the United States;
labor and employment law in the United States
  United Students Against Sweatshops 202–3
  universities
    and community relations in the United States 217–19
    corporatization 155
    historical perspective on disciplinary fragmentation in the United States 143–6
  labor journal publishing in the United States 149, 151, 152, 153, 156, 157
  and labor relations in the women’s apparel industry 202–3
  and problems of multi-disciplinary investigation 170–71
see also Cornell University;
Immigrant Worker Resource Center (IWRC); MIT; UCLA Labor Center; University of California; University of Wisconsin
University and College Labor Education Association (UCLEA) 149
University of California 144, 145, 153, 156, 167, 221
see also Immigrant Worker Resource Center (IWRC); UCLA Labor Center
University of Wisconsin 144, 145, 163
see also ‘Wisconsin School’
varieties of capitalism 70–71, 73, 74, 174–81
see also globalization and employment relations in the automotive industry
voice
  and ethical/ideological approach in original industrial relations 37
  as explicit objective of industrial relations 51, 52–3, 55, 56, 57–8, 59, 61, 226, 227
  and human resource management (HRM) 52
  and labor and employment law reform in the United States 231
wages
  in competitive demand/supply labor market model 38, 39–41, 42
  and equity as explicit objective of industrial relations 52
  globalization and employment relations in the automotive industry 186, 189–90
  immigrant workers and the American labor movement 213–14
  and institutional isomorphism 168
  and labor relations in the women’s apparel industry 195–7, 199, 202, 203, 204, 205
see also salaries
Wagner Act (National Labor Relations Act) (1935) 75, 79, 110, 111
Wailes, N. 177, 180
Waldinger, Roger 213
Walton, Richard E. 26, 27, 54, 168
Webb, Beatrice 32–3
Webb, Sidney 32–3
Weber, Max 17
Whitley, R. 182–3
Wiley-Blackwell 149, 152, 153, 156
‘Wisconsin School’ 33, 168
Witte, Edwin E. 8–9
Womack, James P. 26, 185
women’s apparel industry see labor relations in the women’s apparel industry
Wong, Kent 212, 213
work, nature of 228–9
work–family policies 229
Work in America Institute (WAI) 94, 95, 101
work slowdown 114–15
worker centers 216, 219
see also Immigrant Worker Resource Center (IWRC); UCLA Labor Center
worker organizations 204–5
workers
  diversity 229–30
  labor relations in the women’s apparel industry 195–7, 199, 200, 201, 204–6, 207, 208
see also immigrant workers and the American labor movement
Workers Rights Consortium 202–3
working-class students 218
working conditions
  and equity as explicit objective of industrial relations 52
  of immigrant workers, and the American labor movement 213–14
  in women’s apparel industry 196, 197, 198–9, 200, 201, 202, 204, 205, 207, 208
see also anti-sweatshop movement; terms and conditions of employment
Working USA (WUSA) 145, 148, 151–2
works councils 57, 115–16
World Bank 89
Yamamura, K. 179, 181
Yates, Michael D. 220
Yeung, H. 182–3, 189
Yoder, Dale 35
Zabin, Carol 214
Zagelmeyer, Stefan 51, 55
zero transaction costs 41, 42