

CONTENTS

Figures	<i>viii</i>
Preface	<i>ix</i>
Introduction	<i>1</i>
Chapter 1: Social Sciences and the Employment Relationship	<i>7</i>
Chapter 2: Origins of the Field of Industrial Relations	<i>37</i>
Chapter 3: Marxism, Economics, and Industrial Relations	<i>50</i>
Chapter 4: Social Systems, Conflict, and Change	<i>61</i>
Chapter 5: Neo-institutionalists, Economics, and Industrial Relations	<i>90</i>
Chapter 6: The Psychologists and Industrial Relations	<i>114</i>
Chapter 7: Industrial Relations and the Social Sciences: The Long View	<i>131</i>
Notes	<i>147</i>
Bibliography	<i>149</i>
Index	<i>157</i>

FIGURES

Figure 1.1. Human Resource Activity	15
Figure 1.2. Development Activities	21
Figure 1.3. Allocation Activities	26
Figure 1.4. Utilization Activities	29
Figure 1.5. Maintenance Activities	33