Contents

	Abstracts of papers	XIII
	Biographical details of contributors	XXV
	Abbreviations used in the text	xxxi
	Foreword to the IYOD, by Frank A. Heller	xxxv
	Introduction to Volume III, by Robert N. Stern and Sharon McCarthy	xxxvii
OF I	RT 1: THEMATIC FOCUS: THE ORGANIZATIONAL PRAC DEMOCRACY	CTICE
SECTI	ION A. IMPLEMENTATION	
1.	Changing work patterns and social climate in shipping Eliezer Rosenstein	5
2.	Curriculum consultants in schools: Towards participatory processes David Cohen	37
3.	Diagnosing the potential for labor-management participation Arie Shirom	53
4.	The Post Office experiment: An analysis of industrial democracy meetings David Taylor and Mary Wright Snell	7 5
SECTI	ION B. EDUCATION FOR PARTICIPATION	
5.	Education for workplace democracy in Sweden and West Germany	
	Norman Eiger	105

viii		Contents
6.	Training for work environment reform in Norway Bjorn Gustavsen	. 125
7.	Training workers for participation in India B. R. Virmani	. 141
SECTIO	ON C. RECENT RESEARCH	
8.	Codetermination and the quality of working life Wolfgang Scholl	. 153
9.	Collective outposts: An empirical comparison of self-managed and capitalist firms in Chile, 1977–81 Ben Ross Schneider	
10.	The social impact of automation on industrial workers Betty Jacob and Philip Jacob	
11.	Participation in business: Is it viable? Under what circumstances? Gilbert Tarrab and Pierre D'Aragon	245
	T II: EVALUATION OF THE FIELD	
12.	Participation through representation: A review of constraints and conflicting pressures Michael Poole	
13.	Economic democracy and pension funds Tom Schuller and Jeff Hyman	
SECTI	ION B. LANDMARKS REVISITED	
14.	Controversies about control and democracy in organizations Arnold S. Tannenbaum	. 279
15.	Beyond the control graph: Steps toward a model of perceived control in organizations Barry Staw	d
16.	Back to basics: Beyond perception Arnold S. Tannenbaum	

PART III: COUNTRY STUDIES: DEMOCRATIC EXPERIMENTS SINCE 1970

17.	Corporate, corporatist, and co-operative initiatives for experiments with industrial democracy in the Netherlands Frans van Waarden
18.	Co-operatives and public action: The case of Italian young people's co-ops Adriana Signorelli
19.	Recent patterns in Swedish industrial democracy Richard Long
20.	Employee stock ownership in the United States Katherine Klein and Corey Rosen
21.	Integrating collective bargaining and worker participation at board level: The case of Ireland Aidan Kelly
22.	Participation in worker co-operatives in Poland Derek Jones
23.	Participatory experiments in India K. K. Chaudhuri
	Name Index
	Subject Index