# CONTENTS

Preface vii Foreword: Human Resources as a Discipline 1

## Part One Work and Freedom

- 1 The Laboring Poor 11
- 2 What Workers Want 22
- 3 The Job Belongs to the Worker 32

# Part Two Career Plans

- 4 The Theory of Occupational Choice 47
- 5 Patterns of Career Development 58
- 6 Value Orientations in Work 72

# Part Three Personality and Performance

- 7 Sex and Class Behavior 91
- 8 The New Psychology 100
- 9 Leaders and Leadership 109
- 10 The Determinants of Performance 122

#### Part Four The Waste of Human Resources

- 11 Unemployed Coal Miners 141
- 12 The Great Depression: Living on Relief 159
- 13 Illiteracy in World War II 173
- 14 Wasted Manpower 189
- 15 The Management of Men 205

## Part Five Human Potential and American Democracy

- 16 The American Worker 223
- 17 Better Preparation for the Negro 235
- ix

X CONTENTS

18 Work in the Lives of Women 249
19 The New World of Work 257
Afterword: Research and Policy 273
Bibliography 279
Index 281