

CONTENTS

PART II

SECTION I. EMPLOYER FLEXIBILITY

COMING TO TERMS WITH THE RISE OF THE CONTINGENT WORKFORCE <i>Richard S. Belous</i>	3
--	---

EXTERNAL AND INTERNAL LABOR MARKET FLEXIBILITY: AN INTERNATIONAL COMPARISON <i>Susan N. Houseman</i>	21
--	----

WORK REORGANIZATION AND FLEXIBILITY IN JOB DESIGN <i>Eileen Appelbaum and Peter Berg</i>	45
--	----

SECTION II. UNIONS AND COLLECTIVE BARGAINING

COLLECTIVE BARGAINING AND STRIKE ACTIVITY <i>Daniel G. Gallagher and Cynthia L. Gramm</i>	65
--	----

THIRD PARTY DISPUTE RESOLUTION: INTEREST DISPUTES <i>Victor G. Devinatz and John W. Budd</i>	95
---	----

THE TWILIGHT OF OLD UNIONISM <i>Leo Troy</i>	137
---	-----

MODELS OF UNION BEHAVIOR <i>John T. Addison and John B. Chilton</i>	157
--	-----

SECTION III. WORKPLACE DISPUTE RESOLUTION

WORKPLACE DISPUTE RESOLUTION <i>David Lewin</i>	197
--	-----

Contents	vi
THIRD PARTY DISPUTE RESOLUTION: RIGHTS DISPUTES <i>Trevor Bain</i>	219
EXIT, VOICE, AND LOYALTY IN EMPLOYMENT RELATIONSHIPS <i>Brian Bemmels</i>	245
ABOUT THE CONTRIBUTORS	261
INDEX	267

PART III

SECTION I. STAFFING AND REWARD

SELECTION AND JOB MATCHING <i>Cheri Ostroff and Teresa J. Rothausen</i>	3
THE ECONOMICS OF TRAINING <i>Orley Ashenfelter and Robert LaLonde</i>	53
THE ASSESSMENT OF JOB PERFORMANCE: FOCUSING ATTENTION ON CONTEXT, PROCESS, AND GROUP ISSUES <i>Robert L. Heneman and Courtney von Hippel</i>	79
PAY AND REWARD FOR PERFORMANCE <i>John A. Fossum and Brian McCall</i>	111
NONWAGE COMPENSATION <i>Renaë Broderick and Barry Gerhart</i>	145
GENDER GAPS IN BENEFITS COVERAGE <i>Janet Currie</i>	175

SECTION II. THE CHANGING EXTERNAL ENVIRONMENT

REGULATION OF THE HRM FUNCTION <i>Barbara A. Lee and Donna Sockell</i>	199
CHANGING MARKED ECONOMIES AND HUMAN RESOURCE MANAGEMENT <i>Calvin D. Siebert and Mahmood A. Zaidi</i>	233

THE MACRO SIDE OF HUMAN RESOURCE MANAGEMENT
*Christopher L. Erickson, Larry J. Kimbell, and
Daniel J.B. Mitchell* 259

CONCLUSION

HUMAN RESOURCE MANAGEMENT:
KEY THEMES AND INTEGRATION
David Lewin, Daniel J.B. Mitchell, and Mahmood A. Zaidi 289

ABOUT THE CONTRIBUTORS 323

INDEX 329

PART I

INTRODUCTION: SEPARATING IDEAS AND BUBBLES IN HUMAN
RESOURCE MANAGEMENT
David Lewin, Daniel J.B. Mitchell, and Mahmood A. Zaidi 1

SECTION I. EMPLOYEE PARTICIPATION: NONFINANCIAL

TEAM PRODUCTION
David I. Levine 35

VOLUNTARY AND INVOLUNTARY ASPECTS OF EMPLOYEE
PARTICIPATION IN DECISION MAKING
Adrienne E. Eaton, Paula B. Voos, and Dong-one Kim 63

EMPLOYEE COMMUNICATIONS: AN OVERVIEW
Morris M. Kleiner and Tzu-Shian Han 87

SECTION II. EMPLOYEE PARTICIPATION: FINANCIAL

EMPLOYEE OWNERSHIP, EMPLOYEE ATTITUDES, AND
FIRM PERFORMANCE: A REVIEW OF THE EVIDENCE
Douglas L. Kruse and Joseph R. Blasi 113

PROFIT SHARING AND GAINSHARING: A REVIEW OF
THEORY, INCIDENCE, AND EFFECTS
Derek C. Jones, Takao Kato, and Jeffrey Pliskin 153

Contents	viii
INCENTIVE SYSTEMS: THEORY AND EVIDENCE <i>Beth J. Asch and John T. Warner</i>	175
MACRO- AND MICROECONOMIC CONSEQUENCES OF WAGE RIGIDITY <i>Erica L. Groshen and Mark E. Schweitzer</i>	217
ABOUT THE CONTRIBUTORS	251
INDEX	257