

Industrial and Labor Relations Review

VOLUME 56

NUMBER 3

APRIL 2003

C. I. S. L.

21 LUG. 2003

BIBLIOTECA

ARTICLES

Institutional Pressures, Human Resource Strategies, and the Rise of Nonunion Dispute Resolution Procedures

Alexander J.S. Colvin 375

The Effect of Implicit Contracts on the Movement of Wages over the Business Cycle: Evidence from the National Longitudinal Surveys

Darren Grant 393

Changes in Male Labor Supply and Wages

Paul J. Devereux 409

Wage Rigidity in Canadian Collective Bargaining Agreements

*Louis N. Christofides
and Thanasis Stengos* 429

The Earnings Effects of Sexual Orientation

*Dan A. Black,
Hoda R. Makar,
Seth G. Sanders,
and Lowell J. Taylor* 449

Wages, Hours, and Overtime Premia: Evidence from the British Labor Market

*David N. F. Bell
and Robert A. Hart* 470

Unions and Wage Inequality in Mexico

David Fairris 481

Changes in the Age and Education Profile of Displaced Workers

*Daniel Rodriguez
and Madeline Zavodny* 498

The Impact of Technological Change on Older Workers: Evidence from Data on Computer Use

Leora Friedberg 511

Does the Statutory Overtime Premium Discourage Long Workweeks?

Stephen J. Trejo 530

BOOK REVIEWS

Labor-Management Relations

Mutual Aid and Union Renewal. By Samuel B. Bacharach, Peter A. Bamberger, and William J. Sonnenstuhl. Reviewed by Bruce Nissen. 552

Economic and Social Security and Substandard Working Conditions

The Human Cost of Food: Farmworkers' Lives, Labor, and Advocacy. Edited by Charles D. Thompson, Jr., and Melinda F. Wiggins. Reviewed by Maralyn Edid. 553

Human Resources, Management, and Personnel

Headhunters: Matchmaking in the Labor Market. By William Finlay and James E. Coverdill. Reviewed by M. Diane Burton. 555

The Last Good Job in America: Work and Education in the New Global Technoculture. By Stanley Aronowitz. Reviewed by Ian Greer.

556

International and Comparative

Paying for Performance: An International Comparison. Edited by Michelle Brown and John S. Heywood. Reviewed by Yoshio Yanadori.

557

Created from NAFTA: The Structure, Function, and Significance of the Treaty's Related Institutions. By Joseph A. McKinney. Reviewed by Michael Luis Ristorucci.

559

Historical Studies

Culture of Misfortune: An Interpretive History of Textile Unionism in the United States. By Clete Daniel. Reviewed by Melvyn Dubofsky.

560

Unionisation and Union Leadership: The Road Haulage Industry. By Paul Smith. Reviewed by Robert Taylor.

562

RESEARCH IN PROGRESS

564

Industrial and Labor Relations Review

VOLUME 56

NUMBER 4 (C. I. S. JULY 2003)

4 - SEPT. 2003

BIBLIOTECA

ARTICLES

- The Revitalization of the CWA: Integrating Collective Bargaining, Political Action, and Organizing** *Harry C. Katz, Rosemary Batt, and Jeffrey H. Keefe* 573
- High Performance Work Systems and Organizational Outcomes: The Mediating Role of Information Quality** *Gil A. Preuss* 590
- Salaries of Recent Male and Female College Graduates: Educational and Labor Market Effects** *Lois Joy* 606
- The Nexus of Sexual Orientation and Gender in the Determination of Earnings** *John M. Blandford* 622
- Labor Market Dropouts and Trends in the Wages of Black and White Men** *Chinhui Juhn* 643
- The Hiring Decisions and Compensation Structures of Large Firms** *Luoqia Hu* 663
- The Long-Term Costs of Job Displacement for Young Adult Workers** *Lori G. Kletzer and Robert W. Fairlie* 682
- Work History and Later-Life Labor Force Participation: Evidence from a Large Telecommunications Firm** *Gangaram Singh and Anil Verma* 699
- Health Insurance Costs and Early Retirement Decisions** *Richard W. Johnson, Amy J. Davidoff, and Kevin Perese* 716

BOOK REVIEWS

Labor-Management Relations

- Unions in a Globalized Environment: Changing Borders, Organizational Boundaries, and Social Roles.* Edited by Bruce Nissen. Reviewed by Ian Greer. 730
- The Future of Private Sector Unionism in the United States.* Edited by James T. Bennett and Bruce E. Kaufman. Reviewed by Richard P. Chaykowski. 731
- How New Is the "New Employment Contract"?* By David I. Levine, Dale Belman, Gary Charness, Erica L. Groshen, and K. C. O'Shaughnessy. Reviewed by David Neumark. 733
- Economic and Social Security and Substandard Working Conditions**
- The New World of Welfare.* Edited by Rebecca Blank and Ron Haskins. Reviewed by Philip K. Robins. 735
- Raise the Floor: Wages and Policies That Work for All of Us.* Holly Sklar, Laryssa Mykyta, and Susan Wefald. Reviewed by Timothy J. Bartik. 736

Men of Uncertainty: The Social Organization of Day Laborers in Contemporary Japan. By Tom Gill. 737
Reviewed by Thomas Klikauer.

Labor Economics

Sustaining the New Economy: Work, Family, and Community in the Information Age. By Martin Carnoy. 739
Reviewed by Robert Drago.

International and Comparative

Beyond Sweatshops: Foreign Direct Investment and Globalization in Developing Countries. By Theodore H. Moran. Reviewed by Carol Pier. 740

Workers after Workers' States: Labor and Politics in Postcommunist Eastern Europe. Edited by Stephen Crowley and David Ost. Reviewed by Elena A. Iankova. 742

At Home and Abroad: U.S. Labor Market Performance in International Perspective. By Francine D. Blau and Lawrence M. Kahn. Reviewed by Steven G. Allen. 743

Research Methods and Information Sources

Analyzing the Labor Force: Concepts, Measures, and Trends. By Clifford C. Clogg, Scott R. Eliason, and Kevin T. Leicht. Reviewed by Theodore P. Gerber. 745

INDEX TO VOLUME 56, 2002-2003

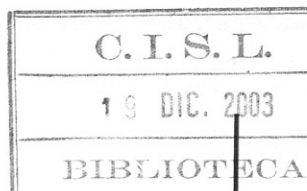
749

Industrial and Labor Relations Review

VOLUME 57

NUMBER 1

OCTOBER 2003



ARTICLES

John R. Commons and the Wisconsin School on Industrial Relations Strategy and Policy

Bruce E. Kaufman

3

A Meta-Analysis of Government-Sponsored Training Programs

*David H. Greenberg,
Charles Michalopoulos,
and Philip K. Robins*

31

The Hazards of Training: Attrition and Retention in Construction Industry Apprenticeship Programs

Cihan Bilginsoy

54

Unions, Work-Related Training, and Wages: Evidence for British Men

*Alison L. Booth,
Marco Francesconi,
and Gylfi Zoega*

68

Collective Bargaining and Staff Salaries in American Colleges and Universities

*Daniel B. Klaff
and Ronald G. Ehrenberg*

92

The Role of Temporary Agency Employment in Tight Labor Markets

*Susan N. Houseman,
Arne L. Kalleberg,
and George A. Erickcek*

105

The Value of Bilingualism in the U.S. Labor Market

*Richard Fry
and B. Lindsay Lowell*

128

BOOK REVIEWS

Labor Economics

The Roaring Nineties: Can Full Employment Be Sustained? Edited by Alan B. Krueger and Robert Solow. Reviewed by Christopher Pissarides.

141

Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments. Edited by Philip K. Robins and Robert G. Spiegelman. Reviewed by Phillip B. Levine.

142

The Political Economy of Work in the 21st Century: Implications for an Aging American Workforce. By Martin Sicker. Reviewed by Christian E. Weller.

144

Human Resources, Management, and Personnel

Strategy and Human Resource Management. By Peter Boxall and John Purcell. Reviewed by Patrick Wright.

145

International and Comparative

Transforming Gender and Development in East Asia. Edited by Esther Ngan-ling Chow. Reviewed by Aihwa Ong.

146

Historical Studies

Immigration and American Unionism. By Vernon M. Briggs, Jr. Reviewed by Chris Minns.

148

The Color of Work: The Struggle for Civil Rights in the Southern Paper Industry, 1945-1980. By Timothy J. Minchin. Reviewed by Alan Draper.

150

| | |
|--|-----|
| <i>The Devil in Silicon Valley: Northern California, Race, and Mexican-Americans.</i> By Stephen J. Pitti. Reviewed by Raymond B. Craib. | 151 |
| <i>The Unmaking of the American Working Class.</i> By Reg Theriault. Reviewed by Lowell Turner. | 153 |
| Research Methods and Information Sources | |
| <i>A Guide to Sources of Information on the National Labor Relations Board.</i> Edited by Gordon T. Law, Jr. Reviewed by John C. Truesdale. | 154 |

Industrial and Labor Relations Review

VOLUME 57

NUMBER 2

JANUARY 2004
C. I. S. I.

26 MAR. 2004

BIBLIOTECA

ARTICLES

Mutual Gains or Zero Sum? Labor Relations and Firm Performance in the Airline Industry

*Jody Hoffer Gittel,
Andrew von Nordenflycht,
and Thomas A. Kochan*

163

Human Resource Management and Organizational Performance: Evidence from Retail Banking

Ann P. Bartel

181

Trade Unions and Family-Friendly Policies in Britain

*John W. Budd
and Karen Mumford*

204

Minimum Wages, Labor Market Institutions, and Youth Employment: A Cross-National Analysis

*David Neumark
and William Wascher*

223

The Labor Market Effects of Welfare Reform

Darren Lubotsky

249

Black Job Applicants and the Hiring Officer's Race

*Michael A. Stoll,
Steven Raphael,
and Harry J. Holzer*

267

A Comparison of Conventional, Final-Offer, and "Combined" Arbitration for Dispute Resolution

David L. Dickinson

288

BOOK REVIEWS

Labor-Management Relations

Industrial Relations to Human Resources and Beyond: The Evolving Process of Employee Relations Management. Edited by Bruce E. Kaufman, Richard A. Beaumont, and Roy B. Helfgott. Reviewed by Thomas Klikauer.

302

Economic and Social Security and Substandard Working Conditions

Low-Wage Workers in the New Economy. By Richard Kazis and Marc S. Miller. Reviewed by Susan Houseman.

303

The Economics of Work and Family. Edited by Jean Kimmel and Emily P. Hoffman. Reviewed by Caroline Ratcliffe.

305

Forging a Common Bond: Labor and Environmental Activism During the BASF Lockout. By Timothy Minchin. Reviewed by Michael Goldfield.

307

Labor Economics

Monopsony in Motion: Imperfect Competition in Labor Markets. By Alan Manning. Reviewed by Michael Rizzo.

309

International and Comparative

Inequality around the World. By Richard B. Freeman. Reviewed by Lars Osberg.

311

Making Sweatshops: The Globalization of the U.S. Apparel Industry. By Ellen Israel Rosen. Reviewed by Suzanne Loker.

312

Historical Studies

- Laborers Appropriate to Their Sex: Gender, Labor, and Politics in Urban Chile, 1900-1930.* By Elizabeth Quay Hutchison. Reviewed by John Lear. 313
- Harry Van Arsdale, Jr.: Labor's Champion.* By Gene Ruffini. Reviewed by Thomas J. Germano. 315
- Partners in Conflict: The Politics of Gender, Sexuality, and Labor in the Chilean Agrarian Reform, 1950-1973.* By Heidi Tinsman. Reviewed by Susan K. Besse. 317