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ABSTRACT
This selective bibliography provides annotated references for 1,200 books and articles published between 1976 and 1978 which concern productivity—the relation between physical output and input. Publications deal with concepts and methods: measurement of levels and trends: the sources of productivity change (such as technology and research): the relation of productivity to economic variables such as wages, prices, and employment: and economic growth. Major sources drawn upon were the United States Department of Labor Library accessions lists, Journal of Economic Literature, and Dissertation Abstracts International—Humanities and Social Sciences. The annotated listing is divided into (1) concepts and measurement: (2) measures (total economy and private sectors, industries, public sector, international): (3) factors affecting productivity change: (work force characteristics: hours and work schedules: capital: technological change: research and development/innovation: management and other organizational factors: energy, economies of scale, and other factors): (4) productivity, prices, and costs: (5) productivity and employment: (6) productivity and economic growth: and (7) bibliographies, annual reports, etc. Each citation contains the following: author, title, place of publication and publisher or source of article, number of pages or page numbers, and brief annotation. Author and subject indexes are provided. (YLB)
Productivity: A Selected, Annotated Bibliography, 1976-78

U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Janet L. Norwood, Commissioner
April 1980

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Preface

Productivity—the relation between physical output and input—has been studied for many years in the Bureau of Labor Statistics (BLS). Such studies and research are conducted in the Bureau's Office of Productivity and Technology. The interest in productivity derives from a number of concerns—the pace of technological change and its effects on employment and skills; the trend in prices and costs; and the rate at which additional goods and services become available. Thus, the study of productivity is essential in understanding the factors giving rise to variations in income and wealth, and in determining economic policy.

This bibliography, the fifth in a series, is intended to facilitate such study. It covers a large selection of books and articles that were published between 1976 and 1978. It provides annotated references for 1,200 publications dealing with concepts and methods; measurement of levels and trends; the sources of productivity change (such as technology and research); the relation of productivity to economic variables such as wages, prices, and employment; and economic growth.

Many studies published in 1975 are included in this bibliography; they had not become available in time for inclusion in the previous one. Earlier BLS bibliographies on productivity include Bulletin 1226 (1958), Bulletin 1514 (1966), Bulletin 1776 (1971), and Bulletin 1933 (1977).

Major sources drawn upon were the U.S. Department of Labor Library accessions lists; the Journal of Economic Literature; and Dissertation Abstracts International—Humanities and Social Sciences, published by Xerox University Microfilm, Ann Arbor, Michigan.

The bibliography was compiled by Horst Brand and Harvey A. Belitsky, under the direction of Charles Ardolini, Chief, Division of Industry Productivity Studies.

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Contents

Annotated listing ........................................... 1
Concepts and measurement ................................. 1
Measures .................................................. 11
Total economy and private sectors ....................... 11
Industries ............................................... 14
Public sector .......................................... 17
International ....................................... 21
Factors affecting productivity change ................... 24
  Work force characteristics and education .......... 24
  Hours and work schedules .......................... 43
  Capital ............................................. 48
  Technological change ................................ 54
  Research and development; innovation .......... 65
  Management and other organizational factors .... 72
  Energy, economies of scale, and other factors .... 84
Productivity, prices, and costs ......................... 91
Productivity and employment ........................... 97
Productivity and economic growth ....................... 106
Bibliographies, annual reports, etc. ..................... 120

Author index ........................................... 123

Subject index .......................................... 134
Annotated Listing

**Concepts and measurement**


Deals with the index number problem, the general problem of limits, and the Laspeyres and Paasche indexes as well as the Fisher index.


The authors contend that investigators have used a very narrow definition of productivity in the empirical testing of the Ricardian theory of comparative advantage. They present their own concepts of labor productivity.


The contributors deal with improvements in the Leontief model to achieve more accurate projections of interindustry relations.


A collection of papers dealing with concepts, techniques, and problems of productivity measurement. They present comparative and country studies.


Argues that Leontief's data and assumptions, correct for 1947, are incorrect for 1976. Also asserts that Leontief's two-factor model is inadequate, that 1947 was an unrepresentative year, that identical production technologies were premised for a number of countries, and that the combination of physical and human capital in one capital figure is unsound.


Proposes two output price indexes which include the effects of substitution caused by price changes. Discusses the properties of these indexes.


The contributors discuss, for electric utilities, aggregate measures of productivity, including performance indicators; data requirements; managerial efficiency; and applications of productivity measurement.


Describes four methods for estimating a nation's gross national product in dollars. Concludes from data for 41 countries that the adjusted-exchange-rate and physical-indicator methods are equally good for approximating the repricing estimate, which is conceptually superior.

Examines Quesnay's ideas on growth and technical progress in agriculture. Formalizes these ideas in a dynamic model.


Discusses industry measurement, sectoral product differentiation, and sectoral market shares in a framework of industrial organization theory.


The authors discuss the theoretical context within which changes in product mix can be divorced from technological change and other factors. They estimate the degree of product-mix change within input-output industries between 1958 and 1963. They find little causal relationship between changes in product mix and changes in interindustry coefficients.


The authors develop a general methodology for industry identification in input-output systems and define technological similarity across industries. They analyze empirical results for the 1967 U.S. input-output table; apply the method to a Leontief approach; and discuss implications for testing certain hypotheses in economic history and development theory.


Volume I provides an overview of a widely used medium-term model of the Canadian economy. The authors discuss each of the model's twenty-five sectors and the principal linkages between them. Volume II documents the model variables, specifications, and estimation results.


The authors present a method that partially removes price distortions from socialist statistics and discuss the implications for measuring total factor productivity by Divisia indexes.


Formulates a growth model using quality augmenting variables. Includes, for labor, research and development (R&D), learning by doing, and education; for capital, R&D. Constructs pertinent indexes for 2-digit manufacturing industries, utilizing the Divisia indexing approach.


To help students and research workers analyze data, the author presents examples of time series and of graphing them; alternative probability models; and various forecasting procedures, including econometric models.


Argues that the U.S. Department of Agriculture should switch from the use of Laspeyres indexes for total output and total input. Favors development of a superlative index number procedure which can approach the basic production process and capture quality variation.

The authors discuss weight adjustments and their purpose and scope, together with shifts in the relative importance of major industry groups. They also deal with effects on stage-of-processing indexes.


The authors discuss improvements in such areas as 5-year benchmark estimates, non-benchmark estimates, price needs for constant-price accounts, flow of funds, and the rest-of-the-world account.


A collection of papers dealing with statistical problems, table construction, mathematical problems, and the application of input-output data to planning and economic analysis.


Discusses costs incurred to protect the physical environment, together with estimation procedures and derivation of the estimates; costs incurred to protect health and safety of workers; and costs of dishonesty and crime. Discusses the combined effects.


Argues that newly produced capital goods are not directly proportional to output, taking time to be absorbed in the productive process. Develops a theory of capital gestation, from which he deduces cyclical fluctuations in the growth rates of planned economies.


The authors suggest sets of properties for indexes, and investigate the consistency of the sets. They generally find inconsistencies for the Fisher tests.


The authors distinguish four topics: growth dynamics, distributional effects, the Keynesian constraints, and microeconomic base.


The authors define productivity and explain concepts and measurement. They describe applications in steel processing and chemical manufacturing and discuss some implications for planning.


Considers measures of production that permit direct comparisons across time and industries. Argues that real value added should measure the value of production by an unchanging standard, and should therefore reflect relative prices as well as quantities. Discusses the "ideal form" of the value-added deflator.


Discuss social cost-benefit analysis, focusing on project impact upon national objectives such as income redistribution and autonomous industrialization.

The authors derive a "residual" measure of efficiency limited to measurement errors due to imperfections in underlying data, methods of aggregation, or other mismeasurements not bearing on the operation of the slave system. They then identify the specific features of slavery which account for individual parts of the residual's aggregate value.


Argues that economic activity expands and contracts in long waves. Describes computer simulation of economic behavior. Finds that capital investment fluctuations account for long cycles and that current economic conditions and their antecedents confirm the existence of such cycles.


Considers cyclical variation, inflation, and economic growth. Combines macro and microeconomic approaches and relates short-run to long-run analysis of the economy.


Discusses principal improvements in the production measures for oil and gas extraction and refining, electric and gas utilities, and industries that produce chemicals, construction products, and motor vehicles. Holds that the revised data suggest greater expansion in plant capacity and output per unit of energy and labor in recent years than shown by the earlier index.


The authors analyze the relationship between speed, accidents, and gasoline consumption to reveal tradeoffs made by individuals and governments in their choice of speeds and speed limits. They use a production function approach to accident causation.


A collection of essays considering applications of the input-output technique, giving special stress to the time dimension.


A wide-ranging text dealing with economic institutions, economic reasoning, the market system, the business cycle, international aspects, and quantitative methods.


Discusses concepts, definitions, and measurement of services. Argues their distinctiveness from goods, as well as their quantifiability, without which they could not be priced. Examines also the distinctions between private and public goods and private and collective services.


Finds that skill intensity explains international trade patterns better than physical-capital intensity. Argues that physical and human capital be treated separately for analytical purposes.


Argues the superior capability of her model for combining factors such as education, inflation, and aid to explain different growth rates.


Presents main recommendations and guidelines relating to current statistical methodology.

Presents the basic received models of growth. Analyzes the Cambridge controversy, ideas on technical progress and their integration in growth models, and the concept of optimal growth.


Discusses the measurement of economic growth, the relation of economic welfare to gross national product, and “subjective” welfare.


Presents essays discussing such subjects as long-run programming of economic activity, growth models, optimal planning, determination of the growth rate of national income, and the normative efficiency of investment in a centrally planned economy. Also reviews Soviet price formation.


Presents estimates of wealth in capital goods and natural resources (i.e., structures, equipment, land, and inventories). Breaks down aggregates by major sector and industry.


Deals with concepts, measurement, and analysis. Describes national and sectoral trends and discusses causal factors and the relation of productivity to costs and prices.


Analyzes productivity in terms of price effects, non-neutral scale effects, and biased technical change. Uses total factor productivity as an index of technical change. Develops a characterization of U.S. manufacturing technology.


Explores procedures used to identify classical business cycles. Holds that growth cycles are best examined as a modern expression of the process that produced past business cycles.


Basing his study upon models of classical multiple regressions, generalized regression, and recursive systems, the author examines the possibility of extracting information from observations with missing measurements and analyzes suitable methods of investigation.


Defines the conditions for an efficient allocation of inputs and outputs when production activities produce external diseconomies in the form of pollution.


Discusses the range of applications of the idea of best use of scarce resources. Deals with the production program of individual plants or enterprises, the history of pertinent analyses and their chief exponents, and the theory of optimal economic growth.

Compares Marxian, Marthallian, and post-Keynesian models of growth, arguing that an adequate conception of technical change in capitalist production can impart greater validity to all of them. Deals with certain indeterminacies of Marxian economics, particularly those pertaining to the "organic composition" of capital.


Deals with theoretical problems of devising indexes of quality change, and with practical problems of deriving them from market data. Discusses earlier attempts.


Discusses the inadequacies of gross national product as an index of welfare, and examines two attempts to construct a more satisfactory measure.


Discusses such topics as national accounts, measurement of industrial concentration, input-output analysis, national economic planning, and factor costs and use.


After describing the United Nations input-output model, the author examines the disparity in per capita gross product between developed and developing nations. Projects no diminution in the disparity by the start of the 21st century. Argues for reduced defense expenditures to make more resources available.


The authors provide examples of input-output analysis. They also deal with technical change, sectoral price movements, regional interdependence, energy policy, unemployment, and material supplies.


A collection of papers on static and dynamic theory, input-output techniques for inter-regional analysis the capital structure of the American economy, the use of technological data, and consumption and final demand.


Pointing out that cost control and efficiency in the operation of service departments are usually ignored, the author argues that productivity can be improved in such departments through a three-step program involving systems analysis, individual task analysis, and optimal level analysis.


Develops a transportation model and applies it to the three airports in the Washington-Baltimore area, with differences that travellers place on the value of their travel time playing a crucial role in the model.


Discusses research techniques to assess service delivery needs; availability and coordination of service delivery resources; and the effectiveness of the services provided.


Deals with typical disequilibria arising from changing labor supply, technology, and supply of natural resources. Examines paths an economic system must pursue in order to
resolve the disequilibria. Takes account of free market institutions as well as of centrally directed economies.


Explores the question as part of the problem of the dissemination of knowledge. Deals with some measurement problems and the relation between physical measures of acquisition and enlargement of knowledge.


Argues that the post-World War II boom and recent flagging of Western economies can be explained within the theoretical framework of Marx. Explains recurrence of trade cycles in terms of the secular tendency of the rate of profit to decline.


Defines concepts. Discusses data availability, limitations of the data, and industry measures and their uses.


Traces the concept of productivity and argues for the productiveness of human services. Also discusses the difference between productivity and effectiveness of government output.


The authors present their 20 years of work with John von Neumann’s equilibrium model of an expanding economy and show how the model can be used in simulation.


Discusses the optimum use of mathematics in economics in the free market economy as well as in the socialist economy and in economic planning. Deals with Japan’s economic system and its relatively recent take-off. Believes any economy must be concerned with efficiency and should distribute profits on the basis of the optimum that is mathematically derived.


Investigates taste and quality change in the economic theory of index numbers. Raises doubts about the welfare conclusions often drawn from price differences between varieties of a good.


Argues that Smith’s failure to discover comparative costs was fortunate because he was free to adopt a more realistic model of the domestic economy. Points out that Smith’s analysis incorporates long-run changes in factor supplies and their productivity, through capital accumulation and division of labor.


Reviews measurement models at both the departmental and institutional levels.


Extends neoclassical growth theory to exhaustible resources. Also examines the influence of resource-saving technical progress.

1.70 Ohta, H. “On Efficiency of Production Under Conditions of Imperfect Competition.”
Evaluates recent contributions to the discussion of efficiency in the theory of imperfect competition.


Presents a model covering a sample period, 1955-66. Argues that businessmen use simpler rules of thumb than implied by ex ante profit-maximizing assumptions. Intensity of capital and labor usage, short-run expectations, and customer reactions are believed to be the proximate determinants of businessmen's actions.


A collection of papers grouped under three main headings: Macroeconomics; allocation and efficiency, including review of the concept of efficiency; and growth, development, capital, and trade.


The authors provide a theoretical model which translates various qualitative factors into a quantitative index. The index makes it possible to determine the degree of uncertainty involved in a project.


A collection of papers dealing with advances in dynamic systems for price and output analyses, production functions, interregional input-output models, and applications of input-output models to industrial planning and environmental and energy issues.


Inquires into, and establishes statistically, the share of national income and product originating with the production, processing, and distribution of information goods and services. Finds that nearly one half of the gross national product and the labor force are bound up with information activity. Articulates certain information policy issues. Vols. 1 and 2 represent the "most critical part" of the report series; Vols. 3-9 represent supplements.


Offers a critique of current orthodox economic theory. Deals with market equilibrium, the theory of the firm, prices, growth, and international trade. Concludes by doubting that economics can any longer satisfactorily address the problems arising from inflation, environmental pollution, and inequitable distribution of income.


Describes essential features of the economy, including population and labor force, capital stock, and technological progress. Also discusses such major problems as employment and price stability.

The authors describe a new procedure which changes the timing of price indexes used in deflation to a delivery basis.


Discusses real value added as the contribution of primary inputs, economies of scale, and technical change in the production process. Crucially reviews the use of Laspeyres and Paasche indexes for double deflation.


Defines a product within the framework of consumer preference theory. Examines certain properties and consequences of the definition.


The authors argue that the decisionmaking process usually attributed to the financial firm is inconsistent with acceptable definitions of outputs and inputs, and also inconsistent with the technical aspects of production and cost for the firm.


The authors investigate the usefulness of the policy field of integrating an input-output matrix in a macroeconomic model. They find that investing in agriculture to raise its efficiency would stimulate industrial output and total output more than new public investment in industry would.


Discusses background of and reasons for such measurement. Deals with comparisons of company and industry productivity and defines the concepts.


The authors show that an approximation of the continuous Divisia index can be calculated using data only from the beginning and end of a long period of time. They argue that accurate productivity measurement is possible with use of decennial census data.


Argues that X-efficiency can be accommodated within the traditional theory of allocative inefficiency.


The authors present papers of a conference dealing with post-World War II growth in developing countries, laws of social change, the question of circular flow vs. evolution, and certain welfare questions.


Presents the theory of inflation measurement in terms of the Consumer Price Index and other measures of price change. Surveys empirical work on errors in price indexes due to quality changes.


Using hedonic methods to adjust for quality change, the authors present a new index of refrigerator output. They compare their measure with conventional ones, finding significant deviations.

Describes differences in the returns to faculty in different fields. Holds that variables that represent faculty outputs are only proxies for quality and quantity measures. Finds teaching may not be rewarded as highly as administration, and publication of articles.


Appraises the nature, scope, and contents of government accounting. Deals with functional areas, such as budgeting, performance measurement, enterprise accounting, and taxation. Also discusses possible improvements.


Presents essays on techniques and pertinent data. Gives examples, and deals with research in measurement. (Essays are listed separately under subject headings.)


Argues that there is misallocation of electrical energy among consumers within regions, and that generating electricity on a national basis would improve efficiency.


The authors examine the internal efficiency of higher education in the United Kingdom and the cost of supplying educated manpower. They outline the theoretical problems involved in measuring university inputs and outputs.


Reviews the concepts of quality historically, in both medicine and economics. Argues that economic theories of quality variation suggest improved techniques for assessing cost-quality relationships in health care. Outlines a procedure to develop an output approach to quality control.


Investigates the effects of inefficiencies and suboptimal scale on costs. Derives input productivities from an estimated production function. Finds too few middle-level practitioners and nurses employed per physician.


The authors discuss the meaning of efficiency in the social service field, suggest alternative ways of measuring it, and argue that microeconomic principles can be applied to increase efficiency.


Examines determining factors, and develops indicators and variables in the measurement of absorptive capacity. Develops a predictive model. Focuses on transfers of military technology.


The authors apply benefit-cost analysis in public policy decisionmaking. They discuss social innovations, nuclear power plants and reactors, the impact of the national health program, energy, and environmental issues.
Measures

Total economy and private sectors


Discusses and shows differences in rates of change in constant-dollar gross national product over time, depending upon the base year chosen.


After discussing underlying assumptions, the author deals with personal consumption expenditures, private investment, foreign trade, and the government sector. Also discusses the industry structure of demand.


The authors present tentative estimates of growth in total factor productivity and labor productivity in the agricultural sector. They point out the many difficulties in making such estimates.


Arguing that conventional input-output data fail to reveal clear patterns of postwar structural change, the authors reclassify the data into 11 functional industries. They find distinct shifts in the use of inputs and discuss the implications.


The authors test the accuracy of input-output-based forecasts. They find that constant-dollar forecasts by industry are more accurate in the long run.


The authors evaluate three projected growth paths, postulating changes in output per job, employment, and other variables. They also discuss government policies, income flows, consumer expenditures, and other final demand categories.


Computes and compares alternative measures of productivity for both long-term trends and successive business cycles. Finds productivity growth in services lags consistently behind that in manufacturing.


After dealing with underlying assumptions, the author discusses aggregate demand, income distribution, and employment and hours.


Presents total factor productivity calculations. Analyzes production structure in terms of technological change, the supply of land, and family labor. Explores reasons for low return to farming.


The authors examine agricultural productivity in relatively high income countries, including the United States and Germany.

Examines the slowdown in the growth of labor productivity, structural changes involved in the process, the influence of changes in real wage rates and in labor force composition, and other variables.


Using 1958 industry input-output data, the authors measure the impact of various factor intensities on comparative advantage. They argue that capital intensity raises comparative advantage.


Presents estimates of imputed dollar values, found to be equal to 40 percent of Gross National Product in the two years examined. Discusses measurement issues.


The authors discuss definitional and classificational revisions, particularly for capital formation, consumption, and government transactions. They then deal with the statistical revisions in Gross National Product and its components, present constant-dollar estimates, and give highlights of revisions for the postwar period.


Discusses causes of productivity advance, the slowdown after 1965, and prospects.


Presents new projections made in light of 1974-75 recession, and changes in energy prospects. Assumes higher unemployment and slower economic growth.


After reviewing the factors influencing productivity change and historical movements, the authors discuss the role of intersectoral shifts in the slowdown; the changing composition of the labor force; capital-labor relationships; the effects of pollution control; and energy.


Basing his study on the 4-digit level Census of Manufactures for 1967, the author finds that multiple technologies and efficiency practices exist among plants in the same industry, evidenced by wide differences in value added per man-hour and per establishment.


Reviews trends in labor productivity, emphasizing longer term movements. Also discusses underlying factors of change.


The authors deal with farm management and production economics; productive efficiency in agricultural marketing; postwar trade
policies in agriculture; agricultural price analysis and outlook; agricultural finance and capital markets; and technical change in agriculture.


Using an econometric model, the author analyzes the nature and causes of the slowdown in productivity growth over the 1966-73 period. Discusses model structure and theory, long-run demand for factors of production, cyclical effects on factor demand, and other topics.


Discusses concept and estimation of gross State product. Examines economic growth in the Southeast, and per capita output trends. Deals with the role of productivity in the region's economic growth.


The authors discuss the change in concept from the private nonfarm sector to the private nonfarm business sector.


The authors discuss reasons for the deviation of actual from projected results, dealing especially with "errors" in the projections of employment by industry.


Discusses reasons for the recent productivity slump, the relation of productivity to technology, environmental quality, and demand for services, and makes recommendations for increasing productivity.


Discussing both food surpluses and food shortages during the last 10 years, the authors present a simulation model to evaluate policy alternatives for the future. The model shows that a more efficient agriculture can be pursued if exports of sufficient magnitude are maintained.


Presents charts and text on trends in productivity, costs and prices, and other variables relating to productivity growth.


Seeks to explain the structural transformation of input use in agriculture. Finds commercial inputs to have been the major source of expanding output relative to inputs of land and labor.


Considers policies designed to stabilize construction, including adjustment in timing of projects, applying market incentives and disincentives to counter the construction cycle, and use of monetary and fiscal policy.

Presents projections of such variables as population and labor force, gross national product and personal income, government receipts and expenditures, and employment and hours. Discusses the rationale for projections, including assumptions regarding energy policy.


The authors examine changes in the economy over the postwar period, including the decline in growth since the mid-sixties, and the growth of government. They present projections of such variables as hours of work, productivity, the capital stock, research and development expenditures, and the gross national product and its major components.


The authors present a detailed method for measuring household output, together with aggregate measures of household work and measures of individual types of household work, e.g., food preparation, care of family members, and care of the house.

Industries


Constructs a weighted cost index for the construction industry in the antebellum period. Finds costs and productivity to have been stable over a very long time period, and that industry did not replace factor inputs to lower costs.


Examines factors of productivity change, determining their magnitudes. Studies 29 plants, 1972-74, finding that increased utilization of capacity, and packaging in quart and third-quart containers raises productivity. Contrasts “best” plants with “poorer” plants.


After reviewing long-term trends in productivity and related variables, the authors discuss changes in industry structure and in technology and store operations, together with the likely impact of current organizational trends on future productivity movements.


After discussing trends in productivity and related variables, the author analyzes changes in demand and how they affected segments of the industry. Also discusses reasons for declining labor inputs, and technological changes.


After discussing trends, the author deals with employment and capital expenditures, as well as with types of output produced and underlying technologies.


After discussing long-term trends in productivity and related variables, the authors discuss employment and hours, structural changes in the industry, and labor-saving innovations in food preparation.


Maintains that better management would make it possible to reduce input costs without reducing the level of educational output. Explores some techniques that could aid in attaining better input and output mixes. Provides an
overview of the input-output concept in education and reviews the literature on the educational production function.


After discussing long-term trends in productivity and related variables, the author discusses scale economies and new technologies in repair services, as well as output and demand patterns, and changes in employee-hours.


After reviewing trends in productivity and related variables, the authors discuss major factors in demand, the reduction in employment, and changing sawmill technology. They also discuss regional variations in output and employment.


After discussing trends in productivity, the author deals with underlying factors such as housing demand and technological developments.


The authors analyze requirements by occupation and type of contractor, the distribution of costs, and regional differences. They examine on-site as well as off-site employee-hour requirements.


A collection of papers treating such topics as the educational production function, using a variety of output measures; analytical methods applied to compensatory education for disadvantaged students; the demand for, and productivity in, higher education; instructional costs of university outputs, and policy issues.


Discusses comparisons of the company's with the industry's productivity. Relates steps that led to productivity improvements.


Examines feasibility of various production functions in addressing issues of capacity needs, pricing, foreign competition, and supply and demand. Finds that the form of the production function differs among steel producers.


Using building permits as means of measurement, determines the extent in time and space of long urban-building fluctuations, and how the cycle compares with business cycles. Also considers degree of similarity of fluctuations in various countries.


By means of a national survey, the authors found respondents worked 46 hours a week, on average; spent half their work time in hospitals, with 20 percent in the operating room; and performed 170 operations annually.

After reporting on productivity trends, the author discusses factors underlying changes in demand, as well as employment and the "limited" extent of innovations.


Summarizes findings on trends in productivity and related variables in a large number of manufacturing and nonmanufacturing industries.


Summarizes findings for a large number of manufacturing and nonmanufacturing industries.


Summarizes productivity trends in 1975 in a large number of manufacturing and nonmanufacturing industries.


After discussing long-term changes in productivity and related variables, the authors describe technological improvements, changes in industry structure, and capital expenditures.


The authors investigate various definitions of productivity. They classify existing literature in terms of input, technology, environment, and output. They also evaluate recent research on nursing productivity, and present recommendations.


Presents data on the volume of photocopying and discusses the implications of copyright laws for photocopying.


Examines the industry's rapid growth in the seventies, its evolution, and its influence on U.S. eating habits.


The authors present industry breakdowns of projections of real gross national product, and certain policy assumptions.


The authors and panel participants discuss new technologies, productivity, and the economics of air transportation.


Treating libraries in terms of systems theory, the author discusses them as memories. He deals with feedback from this memory, including access and retrieval. He also discusses the function of libraries in the era of photographic and electronic reproduction.


After discussing trends, the author discusses major underlying factors of change, as well as labor and capital resources, and technology.

Discusses standards for productivity comparisons in terms of appropriate ratios, stressing the importance of precise definitions. Deals with the items entering productivity measurement, and their interpretation.


Presents articles on productivity in health care, education, the consumer and productivity, and output measures. (Separate articles are listed under subject headings).


Deals with productivity measurement for applications in rail, air, and motor freight transportation, and discusses various conceptual problems.


The authors find that the impact of insurance coverage on length of visit is not substantial, but that both family income and the physician-population ratio in the county in which physicians practice are positively related to length of visit.


After reviewing long-term trends in productivity and related variables, the author discusses changes in output, demand, and employment, and technological changes.


Presents measures, in the form of indexes and charts, reflecting the relations between output and employment and employee-hours for a wide range of manufacturing and non-manufacturing industries. Also discusses current developments and long-term trends, and outlines methods used in deriving the measures.


Discusses the importance of shipbuilding productivity in view of large Government expenditures for shipbuilding. Offers 70 suggestions to improve productivity in facilities acquisition and management; production planning and control; labor morale, absenteeism, and turnover; preventive maintenance; industrial engineering; and other areas.


A collection of essays dealing with medical manpower, hospital utilization and costs, physicians' patient volume, case mix and resource use, and other topics.


After discussing trends in productivity and output, the authors deal with employment, technological change, capital expenditures, and re of the industry.

Public sector


Discuss how cost increases in urban services occur. Also discusses productivity in these
services. Finds that innovations in transportation account for most of the reduced density in central areas.


Derives various output measures. Finds unit cost rankings and scale estimates to be sensitive to output specifications. Notes implications for incentive reimbursements and regionalization proposals.


Discusses conceptual issues, measurement and information systems, motivation, influences upon public agencies, and related topics.


The authors examine institutional factors affecting placement productivity in the employment service. They focus on the internal organization of high- and low-performing agencies, and on their linkages to State and local government.


Describes a method to measure productivity of public agencies not only in traditional terms, but also according to how satisfied employees are with their jobs, and how satisfied citizens are with the services provided.


Considers the costs of national forest management and of all outputs of the forests. Discusses acreage, yields, prices of products, and potential. Concludes that national forests are managed inefficiently.


Seeks to define the dimensions of State and local productivity and to identify opportunities for improvement.


Finds that private sector employees and managers usually consider their organizations more effective than do public sector employees. Also finds that public sector employees do not have a high regard for the competence of their supervisors and senior managers.


The authors argue that customary profit and loss accounts do not adequately allow for long-run structural and technological factors which are not immediately subject to managements' action.


The authors explore the importance of distribitional equity as well as of economic efficiency, the role of decentralization, and effects on the economy as a whole. They consider housing programs, education, social security, and public finance.

Presents papers on the relationship between the two subjects. Discusses productivity measurement on the State and local level, and the implications for personnel managers.


The authors measure output in the form of government activities or services, rather than dollars spent. They conclude that measures show a steady decline in performance.


Examines productivity in eight communities. Discusses results of productivity programs and concludes that they lead to a better understanding of managerial change and innovation.


A collection of papers concerned with the measurement and analysis of productivity.


Briefly describes over 400 projects in local communities which produced cost savings and/or improved services.


Traces the growth in public employment. Discusses occupational and industrial distribution, as well as race and sex patterns.


Analyses the problems of red tape, drawing heavily on administration in the Federal Government. Reviews strategies for improving the situation and their prospects for adoption.


The authors do not find important economies of scale in the industry. They conclude that contract collection of refuse is less costly than private or municipal collections. They also argue that a user charge would improve efficiency.


The authors discuss the relation between the national economy and productivity in government; productivity programs in the Federal Government; city and country productivity programs; the relation between State and local productivity and the private sector; and related subjects.


Probing for cost-effectiveness of service delivery, the author discusses police performance measures. He also discusses recent employment and expenditure trends in city police departments, police unionism, and paraprofessionals for police.


Presents an urban model which shows the usefulness of dynamic benefit-cost analysis.


Examines the nature of public output. Develops measures under various assumptions, such as budget maximization. Also studies the effect of price, quality, and quantity variations.


The contributors focus on increasing the productivity and improving the operation of the labor market. They discuss such subjects as the Employment Service's potential impact on the economy; the feasibility of developing a computer matching system; improvement in the quality and dissemination of labor market information; and special needs of minority groups.


The authors seek to identify areas of program improvement, and outline measures to improve productivity. They also consider measurement and analysis of efficiency, quality, and effectiveness.


Examines the extent to which allocative decisions within an agency reflect productivity and merit. Analyzes the rules and regulations governing internal movements of employees, and competitive and noncompetitive promotion policies. Finds little relation between movements of employees and productivity considerations.


Examines recent advances in public sector productivity measurement, especially in the Federal sector. Also deals with the bias introduced into overall productivity measures by assuming zero productivity improvement in governments.


Argues that his measures show that public goods provide an element of increasing returns, while public “bads” introduce an element of diminishing returns.


Examines social costs and benefits of a corrections system. Treats prisons as social investments, and examines their rate of return.


The authors argue the case for relatively simple measurement techniques. They discuss levels of increasing sophistication, beginning with work simplification.


Proposes full-cost accounting, alternatives analysis, and partnership efforts to overcome crippling red tape and paperwork affecting major Federal programs. Presents case studies.


Finds “unenthusiastic” reception of the Civil Service Commission’s leadership training functions by Federal agencies, and no methodical assessment of Federal training management. Also finds no effective evaluation of training programs by agencies.


Specifies the components of effective long-range analysis. Finds that long-term agency objectives were often not clearly defined and that decisions to undertake long-range analyses did not necessarily result from systematic review of issues.

Details improvements in efficiency in local, county, and State governments in a variety of services, including food stamp applications, water supply and distribution, and road repair.


Reports on productivity improvement techniques which have been applied in a broad range of inspection-related responsibilities, including construction, occupational safety and health, fire, and streets and sidewalks.


Argues the use of productivity measurement to assess management actions, analyze future investment, and heighten government credibility. Analyzes examples of agency productivity improvement.


Develops an adaptive expectations model of budgeting behavior, with time series data for the U.S. Securities and Exchange Commission. Finds that the appropriations process may penalize agencies that perform better than expected by reducing their following-year budget.


The authors investigate productivity concepts and suggest types of measurement to estimate police productivity.


The authors compare trends in productivity and related variables, as well as in hourly compensation and unit labor costs.


Explores the comparative merits of capitalism and socialism in terms of levels and growth of productivity. Analyzes general economic performance as well as specific sectors. Discusses reforms instituted in 1965 and development policies since Stalin.


Examines production and factor inputs in the spinning and weaving sectors. Finds technological change rather than capital investment to have contributed most to the industry's growth.


Finds that the long-run rate of increase in per capita gross national product in China has been less than the average for developing countries, and that inequalities in income distribution are similar to those of other countries.

Follows the method developed by Denison and compares the results with those for the United States, Japan, and Northwest Europe.


The authors discuss slowed productivity gains, linking the slowdown to decelerated output growth. They also deal with labor cost trends.


The authors identify the sources of growth, discussing trends in labor, capital, reallocation of resources, advances of knowledge, and economies of scale. They analyze the reasons for low output per worker as compared to the United States.


Estimates the growth of Soviet industry in terms of elasticity of substitution among factor inputs and parameters of technical change. Finds a higher estimate of technical change than earlier, and the possibility of material-saving progress.


Derives measures of the progress of economic integration for developing countries. Observes that such countries can secure economies of scale through integration, thereby raising productivity of their manufacturing resources. Argues that all countries within an integration group can benefit from industrialization, but that exports of the weaker and geographically outlying countries need to be promoted.


The authors compare the structure of industry in the British economy to that in West Germany, France, and Italy, using 1963 data focusing on concentration of industry, growth, and productivity. They compare the importance of increasing returns and labor productivity at the industry level, and consider the relationship between changes in output and output per person.


The authors examine long-term trends in outputs, inputs, productivity, and factor prices. They analyze the contributions of various factors of production within the framework of an aggregate production function. They also measure the social returns to public investments in rice-breeding programs.


Analyzes the patterns of industrialization and trade for 25 industries in 29 countries at all levels of development. Considers the relevance of the traditional comparative advantage model and discusses models that incorporate human capital and technological change. Concludes that the scarcity of skilled human capital is the major drawback to developing countries.

Examines the historical development of cotton textiles, individual and total factor productivity trends, capacity utilization, and capital formation. Presents industry outlook to 2000.


The authors examine the agricultural, industrial, and service sectors. They hold that the major challenge has been to achieve full employment.


Reviews methods used in comparing productivity among countries, and summarizes results of major studies, with emphasis on the period since the late 1930's. Examines comparisons of product per capita and of labor productivity at the aggregate level, for major sectors, and for individual industries.


The authors present data based on measures of purchasing power for 16 countries, and derive the remaining data by extrapolating the relationship found for these countries between real gross domestic product per capita and certain independent variables.


Presents factor productivity estimates derived from capital stock data. Finds that postwar growth arose mainly from expanded use of labor and capital inputs, and only slightly from productivity gains.


Focuses on comparisons of manufacturing trends, emphasizing differences in concepts underlying the data. Discusses long-term rates from 1960 forward, as well as comparative productivity levels.


The authors discuss trends, as well as shifts within countries and comparative productivity levels. They present a large number of statistical series.


Deals primarily with improvements in the standard of living in the three countries, but major conclusions of the study are related to productivity. Finds that rises in real wages have been smaller than increases in labor productivity.


Compares the domestic labor productivity in the United Kingdom with the overseas operations of these same companies. Also compares the performance of American, French, German, and British companies. Explains the differences, and suggests several ways to increase productivity, including narrowing of the range of products, and long production runs.


Traces British economic trends from the beginning of the century to 1973, providing a background for the analysis of economic issues in the 1960's and 1970's.

Presents a review of world demand for cutting and forming tools, as well as country reports on the state of the industry. Also discusses numerical controls, programming, and other technological developments.


The papers cover such topics as agriculture, the defense burden, energy, industry, research, trade, and foreign aid.


The authors present economic models for 13 nations and attempt to link the models to analyze worldwide economic changes. They present simulations, such as the trend in gross world product.

Factors affecting productivity change

Work force characteristics and education


The authors contend that application of models initiated in the West places unwarranted confidence in the contribution of education to economic development.


Presents estimates of the degree-holding population and evaluates the quality of the data. Analyzes degree conferrals in terms of their growth, structure, and sex and age group distribution.


The authors develop models relating per pupil school expenditures to achievement, verbal ability, years of schooling, and earnings. They find that rates of return to increases in per-pupil expenditures are high for whites and very high for blacks.


Examines impact of formal and informal education on workers' productivity and earnings. Finds mental ability, socioeconomic background, father's schooling, and other variables contribute to cognitive as well as social skills. Also finds lifetime earnings to be related to these skills.


Links government trainee program records with social security earnings history. Finds that training programs have been reasonably effective.


Arguments that differences in educational attainment between young black and white males are largely traceable to differences in returns to education.

Argues for the provision of fitness and recreation programs at the workplace. Examines the effectiveness of such programs in improving productivity and lowering costs of "unfitness."


Synthesizes papers dealing with the sociotechnical arrangements needed to achieve greater humanization of work. Discusses such topics as the labor market in post-industrial society, and organizational ethics.


Summarizes findings on age-related changes in psychological processes affecting worker performance. Finds declines in performance slight, except in physically demanding jobs. Also finds declines in general intellectual ability minimal. Recommends altering occupational tasks, especially those involving memory.


Tries to determine whether adjustment to new technologies can be facilitated if employees undergo continuing training and education associated with their jobs.


Considers the advantages and disadvantages of different kinds of training. Details successful cases of retraining for new technologies when advance notice of technological change is provided.


The authors argue that work sharing and "cyclic" life plans would lessen mounting pressures to provide the young and the elderly with jobs, while enabling workers in mid-career to enjoy more free time. They present much data to support their views.


Argues that the failure to account correctly for on-the-job training overstates the returns to education.


Inquires into reasons why secondary and university graduates suffer high employment. Traces it to changing structures of employment, and strong demand for higher education, itself the outcome of job shortages. Also examines changing educational standards of the labor force.


Investigates wage/salary differentials which, but for the labor market power of unions, would favor college graduates. Also deals with the effect of labor shortages on these differentials.


Discusses, first, the basic methodological approach to human capital theory in terms of its foundation in individual behavior. Reviews this approach for secondary education and
labor training. Proceeds to review the findings of prominent theorists in the field. Also discusses findings on private and social rates of return and the earnings function. Finally reviews the screening hypothesis as a rival theory.


The authors analyze the joint determination of work and investment in human capital over the life cycle. They distinguish between low and high rates of "impatience," finding that high impatience makes for increasing work hours and schooling spread beyond the beginning of life.


A collection of papers discussing the current status of health professionals: the need to investigate clinical outcomes; and the contribution to future systems of health care, particularly in a system of national health insurance.


The authors investigate the relation between labor market employment and various indicators of human capital.


Finds job switching to be related to the demands of the technical system rather than to social and psychological needs. Also finds it to be associated with task identity, and negatively related to age, status, job satisfaction, and other variables.


Explores differences between workers' and researchers' concepts. Finds that, for the former, work quality is intrinsic to work aspects, while for the latter it extends beyond, to organizational and career aspects. Warns against resultant analytical pitfalls.


Deals with the relation of education to the structure of economic life, and the bearing of this relation upon personal development. Discusses education change, and its linkages with capital accumulations and white-color employment.


Presents projections of requirements, together with estimates of the number of expected graduates and of Ph. D.'s currently employed in "nontraditional" jobs.


Examines unemployment, labor force participation, job tenure, turnover, job satisfaction, and other variables in terms of the labor market segmentation approach. Finds that personal traits such as race and marital status outweigh human capital in importance, and that labor market outcomes are shaped by institutions which define job content and circumstances of employment in different job classes.


Reporting on a survey, the author finds that the values of individualism and hard work received least support among surveyed persons, while the "humanistic" belief system—stressing personal fulfillment at work and a
supportive social environment—received most support.


The authors investigate work attitudes, particularly of younger workers and women, premising their investigation on high unemployment rates attributed frequently to changing values of work and lack of creative jobs.


After classifying the issues raised in the literature—e.g., the persistence of poverty and of income inequality—the author critically reviews the major theories, such as job competition, dual labor markets, and radical approaches. He also offers a historical perspective, discussing institutional and structuralist theories. He then presents an analysis of the modern neoclassical response, and shows how this response deals with specific issues, e.g., occupational mobility, discrimination, and unemployment.


Projects especially strong growth for white-collar and service workers. Discusses assumptions and alternative projections, as well as implications for training.


The authors estimate rates of return to investment in schooling, in census years, by sex and race. One of their findings is that rates for whites' high school investment declined in the 30-year period.


The discussants examine such subjects as women in labor organizations and in the health professions. They also examine career choices of women.


Treats the subject as part of human capital theory and in terms of consumer allocation of nonworking time. Also presents a case for public intervention in the health insurance market to achieve economies of scale.


A collection of papers discussing the second-order effects of industrial growth on health. Social and environmental effects are also discussed.


The authors examine new approaches that have been suggested to measure human assets. They emphasize such uses as evaluating managerial performance.


The authors investigate the theories underlying certain strategies, including autonomous work groups, job restructuring, participative management, organization change and behavior modification, flexible work hours, and the Scanlon plan. They assess a large number of pertinent work experiments.

Evaluates incentives for underemployed persons to migrate, and pertinent cost-benefit studies. Finds profitability of migration to be much lower than usually assumed.


Hypothesizes that interpersonal wage rate differentials and the wage gap between races are independent of investment in human capital and labor market structure. Finds that levels of human capital are in fact determinants of wages, and that interpersonal wage differences were determined by local labor market characteristics.


Deals with the tendency toward democracy in the workplace. Discusses job enrichment, Scandinavian industrial democracy, changes in the workweek, and self-employment. Also examines job design on the basis of case studies, and related experiments.


The authors deal with educational adaptation and the process by which the educational composition of the adult population is modified in response to changes in technology and the economy.


Explores whether increases in educational attainment will continue to result in increases in national income comparable to findings for growth accounting. Also investigates the historical and future relation between education and personal income.


Argues that the net private benefit of higher education is higher than its net social benefit in most developing countries, contributing to favoring of investment in education over generating employment opportunities.


Investigates the worker attributes and behavior rewarded in the large enterprise. Assigns importance to boss-worker relations, as opposed to the neoclassical stress on people-nature relations.


Argues that humanization of work should include workers' personal development and participation in decisionmaking, and not merely ergonomic considerations. Also holds that workers' representatives must be involved in management projects dealing with working conditions.


Estimates managerial efficiency by comparing actual expenditures on inputs with a hypothetical minimum, calculated from factor prices and production function parameters. Finds, for given sizes of farms, that farmers with above average education operate more efficiently than average.


Shows connections between specialization, learning by doing, and optimal amount of learning. Shows how optimal amount of learning may be determined.


Analyzes job market for college-educated people and the reasons for its depressed state. Forecasts trends, concluding that the economic position of males with new bachelor's degrees will not improve until the early 1980's.


Examines the quantitative dimensions, causes, and consequences of the downturn in the job market for college graduates.


Finds satisfaction to be a major determinant of labor market mobility, reflecting aspects of the workplace not captured by standard analytical variables.


Questions the theory which postulates a direct connection between expansion of an educational program (such as home economics) and expansion in the occupation to which the program applies. Argues that home economics programs were largely aimed at stalling the movement of women into paid employment.


Attempts to determine the benefits an employer gains from training prospective workers. Finds that personal characteristics are unrelated to improved efficiency, that training reduces turnover, and that productivity improves.


The authors find that years spent in the labor force have declined for men, risen for women.


Argues that conventional ways of organizing work conflict with creative needs. Analyzes the adverse effects of this conflict upon work satisfaction and labor market behavior, and participation in cultural and educational activities. Advocates shorter work hours, flexible career patterns, and more flexible relations between work, family, and nonwork activities.


Basing her study mainly on interviews, the author examines the way people cope with routine and monotonous work. Finds, along with resentment and boredom, an urgent desire for accomplishment.


Shows that greater unemployment among blacks is due in large part to their overall lower levels of educational attainment and academic achievement.

Analyzes the chief institutions and mechanisms shaping the development and utilization of manpower. Examines differences in acquiring skills, differences in affording employment opportunities, and related topics.


Discusses occupational choice, career education, educational planning, and related subjects. Also examines worker discontent and the quality of working life, holding that reform of the workplace will meet with but limited success. Other essays treat science policy and employment implications of Federal budgeting decisions.


Presents research findings on quality of worklife programs. Discusses changing orientations toward worklife, the organization of work, worker motivation, and other pertinent subjects. Case studies include a wide variety of firms.


Explores the impact of prison vocational training programs on post-release job opportunities. Finds that impact to be favorable for technologically advanced programs, less so for clerical, operative, and service worker skills; and that benefit-cost ratios were highly favorable for the former group.


Describes a quality-of-worklife questionnaire used in measuring progress in job satisfaction. Also discusses union-management agreements on quality of worklife and innovations furthering it.


The authors argue that the health care industry affords expanding employment opportunities, but that employment access is limited by requirements for education, experience, and training which tend to exclude especially workers from disadvantaged groups. They discuss characteristics of health personnel, implications of licensing and certification, and related topics.


Examines the role of the secondary school and other training in preparing youth for careers. Compares graduates from various high school curricula and concludes that vocational school students are not better prepared for work than students in the general schools.


Explores beliefs and behavior of American working people during the 19th century. Discusses such themes as Protestantism, the industrial city, black coal miners, and labor radicalism in the Gilded Age.


Finds that displaced professionals, after a sustained period of unemployment, were more willing to change occupations than initially, and that salary aspirations also changed.

Argues that the rate of return to Egyptian nationals migrating to Arab oil-producing states is very high. Evaluates export of human capital from a less developed country in terms of Egypt's experience.


Augments human capital theory as an explanatory variable in salary differentials by measures of "raw ability," including openmindedness, readiness for change, commitment to work. Assumes that employees who have these characteristics would draw more pay than employees who do not, although endowed with an equal stock of human capital.


Argues that capabilities are the key variables in the labor market, with individual preferences guiding job choice. Finds that capability development explains the age-income profiles.


Surveying poultry processing plant workers, the authors find cumulative discontent with employment and the work setting. They argue for modification of the job structure and development of the human aspect of management.


Discusses education under Chinese communism, and Marxist interpretations of the relation between education and economic growth. Analyzes educational practices since 1949 in terms of those interpretations. Finds that costs of educational investments outweighed benefits in terms of growth, the time it takes to learn having been underestimated.


Stresses work as the chief source of personal satisfaction, and the need to provide opportunities in order to motivate. Distinguishes between the "accomplisher," who regards work as integral to his life, and the "careerist," who divorces his work from personal values. Finally, discusses participation and job design, emphasizing that they are not necessarily related to productivity.


Focusing on noncollege women, the author examines their occupations and reasons for entering them. She concentrates on five traditional female occupations—beauticians, saleswomen, waitresses, clerical workers, and homeworkers.


Examines whether investment in education and extension services improves the performance of U.S. cornbelt farmers. Concludes that response to changing economic conditions requires allocative ability acquired by investment in useful information and education.


Reports on the implementation of the ILO-developed training system of modules of employable skills in Middle Eastern countries. Features a detailed explanation of the principles underlying the system.

Following Adam Smith's theory of labor specialization, the author develops a human capital model to derive relationships to test the theory. Finds strong support for Smith's theory in an examination of the U.S. shipbuilding industry during World War II.


Presents a survey of attitudes of clerical workers towards their work, and of the influence of these attitudes upon their lives generally. Discusses the relation of the surveyed workers to the organization in terms of security, status and advancement, and other factors.


The authors investigate comparative salaries of college-educated workers in the seventies, and changes in job opportunities. They also explore the kinds of jobs opening up.


Argues that reducing absenteeism and, at the same time, lowering labor costs, may be as important as raising productivity through the use of new equipment. Recommends that enterprises improve their data on absenteeism.


The authors find that most mature males who are unemployed want to work, and that variation in labor supply results largely from variations in attitudes, health, and demographic factors, not variation in wages.


Based on survey results, the author finds that workers with intrinsic work value orientation are more satisfied with their jobs, and more productive, than workers with extrinsic orientation.


The authors find that education and postschool investment in training are important determinants of lifetime earnings but that socioeconomic background affects lifetime earnings only indirectly through its initial impact on education.


Based on 10-year data on the earnings of cohorts with identical engineering education qualifications, the authors find that younger members of the same experience cohort are more efficient in producing human capital.


The authors argue that the business cycle affects rate-of-return estimates by way of changing the composition of employment and the structure of wages; and that the degree to which the increased relative rate of return to black workers is attributable to comparative gains in quality of schooling may be overstated.


Discusses the performance of adults in family, work, and community roles; their physical condition and personality, their learning of new competencies; and other aspects.

Points out that the most successful managers and administrators become proficient in the changing requirements of their jobs and careers through their ability to learn. Presents an experimental learning model and analyzes various learning styles.


Defines labor input in terms of the economic decisions involved in resource allocation, and discusses associated measurement problems. Discusses methods of field work related to labor inputs. Reports on practical aspects of work measurement.


Discusses pilot projects to improve the quality of working life in the Federal government of Canada as well as among private businesses. Points to lower absenteeism and worker turnover, and higher productivity.


The authors first determine the forces which favored, and which opposed, joint projects, and analyze the reasons for support or opposition to these projects. They then discuss the conditions conducive to the projects, and, finally, the results obtained.


Discusses growth in occupations not usually requiring a college degree. Assesses economic returns, and characteristics of persons employed in such occupations. Relates occupational growth and vocational school enrollment.


Traces the evolution of medical studies in the United States. Discusses changing admission procedures and foreign training of doctors. Emphasizes the large demand for medical education in the United States and the impact of medical schools in shaping health care.


Examines differences in formal education and training to evaluate differences in occupational advancement between whites and blacks. Also examines the impact of labor market segmentation on advancement.


The authors attempt to determine the effects of educational expenditures on future earnings and productivity of the individual and the economy. They examine allocation of funds between lower and higher education; application of linear programming to the process of resource allocation at the university level; prediction of expenditures; enrollment in vocational programs; and educational opportunity costs.


A text dealing with the dynamics and institutions of the labor market, preparation for employment, remedial manpower program, minority income and employment, and manpower and economic policy.


The authors discuss means used by the military services to attract needed manpower; compensation practices; training and education provided; and the responsibilities assumed for those who leave the service.

Developing a theoretical model, the author argues that, as worklife expectancy of a family head declines, the period to benefit from migrating shortens, and the present value of benefits declines.


Estimates earnings determinants for a sample of male electrical engineers who received a graduate school education. Finds that returns to education are grossly understated if controls for experience are left out of the model.


A collection of essays on female participation rates, female-male unemployment differentials, the female-male earnings gap, and women's nonmarket activities.


Compares the earnings and employment of Federal workers having similar productivity characteristics, but differing in race or sex. Finds that, after adjusting for productivity differentials, earnings and employment opportunities in the Federal service vary by race and sex.


Argues that employment discrimination and/or lower productivity may explain differences in employment and earnings between white males and males of Spanish origin. Also argues that the severity of discrimination differs among occupations.


Analyzes U.S. export performance in relation to the stock of knowledge embodied in the exporting industries and their human capital. Also deals with changes over time in U.S. export performance.


Presents a survey of the aims, approaches, and scope of educational efforts undertaken by major corporations. Discusses staffing and organization, use of outside resources, after-hours and during-hours programs and their prevalence, and the relation between companies and schools. Presents several case studies.


The authors test the usefulness of the manpower requirements approach to educational planning. They find that the labor market for engineers affords considerable opportunity for substitution between labor inputs.


Discusses the contributions of education, the increasing demand for education, and the increasing cost of education caused by growth and inflation.


Based on a survey of completers and dropouts, the authors find that a high ratio of former apprentices were working in the trades for which they had been trained, and that they were working at the journeyman or higher level. Outstanding in training relatedness were plumbers, sheet-metal workers, electricians, and stationary engineers.

6.103 Maurizi, Alex. "Rates of Return to Dentistry and Decision to Enter Dental School." *The
Finds that the rate of return to dentistry, compared with alternative occupations, influences eligible students to apply to dental schools. Believes that many students would consider dentistry an attractive human capital investment, even if full-cost tuition were to be charged.


Evaluates the cost effectiveness of traditional instruction, instruction by television, and computer-assisted instruction. Examines variations in student performance on the basis of instructional technologies.


Argues that a major influence on the investment in a college education by black males is the expectation of a high rate of return. Finds that greater enrollment in college by black males is primarily constrained by their limited primary and secondary schooling.


A collection of papers surveying past and present patterns of migration and the causes of migration; migration policies; and the legal and economic aspects of migration.


Examines reasons usually advanced, including differences in investment behavior of black workers. Finds that the smaller amount of self-investment by blacks is linked to trade union practices which in some cases exclude individuals on the basis of race.
affected by wives' earnings, in terms of decreasing hours of work.


Details the use of computerized information in accounting for staff time. Notes biases introduced when services received by clients, rather than hours expended on the service, are measured.


The contributors discuss the public employment service; the roles of help-wanted ads, temporary help services, and private employment agencies; and jobseeking behavior.


Inquires into reasons for persistence of low-level jobs, and argues for improvements in labor market adjustments.


Reporting on a sample survey, the authors find job satisfaction generally is not a central component of life satisfaction and that factors outside the workplace influence job satisfaction.


Examines the relation between work situations and coping behavior of individuals. Formulates a psychopathology of work to examine the limits of coping behavior. Discusses the relation of work and society, and work and the individual.


Reviews physical investment and human investment theories, and explores the sources of interaction between technical change, learning, and labor productivity in an economywide model. Argues that technological diffusion and educational investment must be seen as intimately related activities.


Argues that investment in civilian or military training significantly raises productivity and wages if individuals can use their skills in the occupations trained for. Finds returns to academic training usually to be overestimated, and returns to on-the-job training underestimated.


A collection of papers discussing such topics as income distribution, educational policy, and the impact of education on social mobility and earnings.


Uses data collected by member countries and finds that problems are partly the result of the mismatch between young people's expectations, their occupational preparation, and the nature of the jobs being offered and prevailing working conditions.


After critically reviewing previous work on labor force entry, the author examines first jobs obtained by a sample of male entrants, and their occupational mobility directly after entry. Examines mobility processes in terms of race, family, educational background, and previous work experience.

Presents the dual labor market theory, with three occupational groupings, distinguished by degrees of autonomy and participation at work. Finds that human capital characteristics explain the variance in annual earnings best for the top tier jobs, and moderately well for the lower tier.


In addition to reviewing the literature, the author examines the influence of such programs as job design, management by objective, and employee participation.


The authors find that manpower programs have favorably affected the labor market experience of program participants, as shown by higher earnings and greater participation in the labor force, but argue for more skill training.


Describing a nationwide sample, the author finds physician assistants to be working mostly in primary care specialties and in smaller communities. He found their role acceptance to be high, but their advancement opportunities limited.


Notes the differences between American and Swedish job design changes. Lists Swedish organizations engaged in job redesign and discusses results. Also discusses issues that arise on the firm level, as well as trade union and worker-management issues.


A collection of papers arguing that, for women to develop their skills, more education, guidance, and training are necessary, in addition to removal of discrimination.


Presents views of centers and Federal agencies. Concludes that the commitment of labor and management to joint productivity/work quality programs is limited.


Notes scarcity of domestic capital as against surfeit of educated persons in Ireland. Examines outflow especially of missionaries who in effect provide technical assistance to developing countries. Argues that religious zeal is but one factor causing such outflow. Estimates its cost to the Irish economy.


Finds that no increment in job satisfaction occurred with increasing educational attainment, although college graduates were consistently more satisfied with their jobs than workers who had not gone to college.


The authors generate age-income distributions by educational categories. They find that the rates of return did not decrease over the 1960s, and that the return to those completing 2-year programs may be higher than previously thought.

Analyzes efforts in a number of countries to improve the range and quality of guidance and other informational services to youth in their search for work, and in aiding youth to adjust to work. Also discusses the organization of such services and their relative effectiveness.


The authors argue that, while there is a need to devise improved measures of human resources, no attempts have yet succeeded in providing the needed information.


Seeks to identify rules for investment in education, given utility maximization. Also considers the opportunity costs of education and the distribution of physical capital among workers.


The authors evaluate changes in enrollment capacity, improvements in internal efficiency, relevance of training for jobs, and the cost-effectiveness of training.


Aims to convey an understanding of work from a sociological perspective, synthesizing current knowledge. Focuses on the changing nature of occupations and on the conflicts pervading the world of work.


Presents studies on improving the transition from school to work; unemployed persons with special disadvantages; older workers; alternative work patterns; and organizational arrangements. Urges wider adoption of practices described.


Analyzes the impact on ideas and ethics of work of change from a preindustrial, mainly artisan economy to an industrial economy.


Examines the historical forces that led to increasing demand for clerical workers. Discusses the increase in educational attainment and the effect of technological change in office production on required clerical skills. Finds reduced unit costs of clerical output owing to technological change.


Attempts to show that the level of technological intensity in a given industry is positively related to the level of labor skills or human capital. Finds close relation between U.S. trade performance and human capital and technology, but not with physical capital.


Analyzes planning for and utilization of managerial and technical workers. Focuses on excessive creation of managerial personnel and their suboptimal use by enterprises. Discusses reform efforts. Argues further decentralization is necessary to attain optimality of labor use.

Defines overeducation, and measures it in terms of educational attainment and skill requirements. Tests the notion that skill requirements have not risen, while educational attainment has. Finds that job skills have changed little since 1960, and that “overeducation” has increased.


Argues the need to optimize the link between manpower planning and the educational system. Holds that this would help control the process of graduate education.


The authors find that economic performance is closely associated with the level of formal schooling, status of women, degree of literacy, and family size.


Analyzes attempts to introduce technical education in 19th century Colombia by members of the political elite. Finds that while social values retarded this endeavor, lack of economic growth was the more important factor in its retardation.


The authors examine the empirical specification in human capital models of earnings in the presence of discontinuous work experience over the life cycle.


A collection of essays on such subjects as economic growth, medical science, and the “intelligentsia” in a “futuristic” perspective.


Discusses attitudes of highly educated persons toward their work and careers, emphasizing the relation between education and work satisfaction. Views this relation in part in terms of external influences, such as those exerted by World War II and the threat of nuclear war, but also by governmental policies and changing institutions.


Argues that service firms should not hastily substitute capital for labor, lest the same worker alienation problems arise as in manufacturing, and customer service deteriorate.


Uses data from aptitude tests to explore comparative advantage in the performance of tasks by individuals. Shows the effects of comparative advantage on the distribution of earnings.


Investigates aspects of work experience of male and female entrants into clerical, technical, and craft jobs traditionally held by members of the opposite sex. Bases her findings on sample surveys of employees and their supervisors.


Argues that the relationship of earnings to age and the effect of education upon it is sufficient to explain migration variables, i.e., distance moved, age, and education.

Reports on social indicators and employee surveys within establishments as means of assessing worklife quality. Discusses the conceptual foundations underlying employee surveys, as well as their generally management-oriented approach.


The authors argue the close relation between background and ability, and educational attainment, occupational status, and earnings.


Reports on a survey sample showing that, while satisfaction declines in the first few years of employment, it tends to rise thereafter. Attributes this rise to changes in work group composition due to attrition and turnover, and to a more realistic evaluation of attainable rewards.


Examines upward occupational movement among low-income workers. Analyzes the extent to which the supply of labor adapts to changing labor market requirements. Concludes that worker movement into higher classified, better paying jobs would be accelerated by policies that generate tighter labor markets.


Responding to the argument that much of the labor force is being "overeducated," the authors investigate the relationship between college education and job performance, and how utilization of college-trained persons relates to job satisfaction and income.


Reporting on research results, the author refutes the stereotype of the aged as incompetent and lacking in worth for work. He discusses age-related changes, linking them with work attitudes and job performance, and offers recommendations.


Discusses a range of factors such as unionization, productivity, utilization of allied health workers, economics of group practice, quality of services, and others.


Examines five pertinent topics—the optimizing system of natural liberty, the nature of human capital, its sources, its unnecessary costliness, and obstacles to its optimal use.


The authors review research done over the preceding 15 years on organizational factors affecting job performance. They deal with factors that can be manipulated to produce desired results and the processes required to introduce particular levers of action.


The authors consider such topics as the economic benefits of education, the problem of illiteracy, and the savings to society by investment in adult education.

Discusses limitations of human capital models developed by Becker and Mincer, arguing that a wealth maximization model partially overcomes these limitations.


Focuses on the relation of job satisfaction and motivation to productivity and discusses the factors affecting them in detail.


Measures occupation, experience, and size of firm as sources of labor input quality, in addition to age, sex, and education. Develops data for 1958-70, arguing that quality change is much higher than that indicated by comparable studies.


Discusses traditions, pressures, and proposed solutions affecting the quality of working life, as well as future trends. Deals with trade union involvement and work reorganization experiments.


Discusses structural changes in the economies of receiving countries, and changes in their economic policies, impinging on migration. Examines the dependence of labor markets on migrants, and trade union attitudes.


Reporting the results of a survey, the authors find male employees to be somewhat more work-oriented than female employees. They also find that female employees are more attached to extrinsic work features.


A collection of essays focusing on the "quality of life" as well as the material standard in real wage terms during the period 1790-1850.


Based on a survey, the authors find a strong association between work values and education and age, but little evidence for a pervasive generation gap.


Argues that overall job satisfaction cannot be used as a yardstick of well-being at the workplace, but that workers' reactions to specific aspects of their jobs are meaningful. Discusses promotion prospects and job content as important variables of job satisfaction.


Based on data from low-income black neighborhoods in Atlanta, the author investigates the factors influencing outcomes of the education process. Finds that teacher quality, student personality, and innovative technology promote academic gains.


Discusses human capital and educational planning theories of income distribution. Deals with the demand and supply of productive factors as they are related to income distribution.

Observes that most job improvement plans are initiated to solve such problems as high labor turnover, recruitment difficulties, low productivity, or industrial relations turmoil. Argues that at least British employers must adapt their workplaces to school graduates who desire to make more choices of their own than their predecessors.


The authors argue the need for start-up training to attract industry and upgrade disadvantaged workers. They discuss existing programs and explore their impact on industrial relocation and manpower upgrading.


Maintains that a great reserve of human resources and skills is trapped, and can only be freed by the elimination of stereotypic female occupations. Also argues for dynamic vocational training, legislation to promote equality at work, and comprehensive family welfare programs to ease the burdens undertaken by women.


The authors examine economic-demographic factors affecting the enrollment status and labor force participation of deprived urban youth, the effect of the lack of entrepreneurs in deprived areas, and nutritional and medical factors influencing the amount and quality of human capital embodied in the urban youth considered.


Reporting on a sample survey, the author finds that factors influencing job satisfaction are similar for men and women if certain variables, such as pay, prestige, and certain other working conditions, are held constant.


Examines the relationship between education and industrialization in 19th-century England and Wales.


Analyzes data presented in official reports (*Work in America and Survey of Working Conditions*). Disputes the high ranking given interesting work. Finds that disaggregating composite findings for all surveyed workers yields large differences in the ranking of "interesting work."


Presents essays dealing with job dissatisfaction, working conditions, and management interests.


The authors discuss the relation between career choices and opportunities. They evaluate various combinations of education and training courses.


Finds earnings to be positively related to mean education across occupations. Within occupations, observes no relation between schooling and earnings for most of his sample. Also finds that the sensitivity of earnings to education is greater for white men than for white women and much greater for whites than for blacks.

After defining his terms, the author projects a reduced supply of workers under “full employment” conditions, leading to higher wages, upgrading of jobs, and substitution.


Argues that social and demographic factors are reducing earlier sources of manpower for lower level jobs (e.g., blacks, rural migrants, immigrants). Develops supply-relevant criteria for ranking occupations and analyzes the relation between labor supply variables and relative wages. Assesses probable future labor market adjustments.


Analyzes the relation between organization structure and employee performance and the motivation of employee behavior. Discusses the selection of “enrichable” jobs, the management of job changes, and approaches to job design.


Argues that at least until 1960, Asian-Americans received less returns to education than the majority of the population. Concludes that they were subject to economic discrimination.


Formulates a method for analyzing and evaluating the establishment of vocational training programs. Finds no evidence of their superiority over other training methods.

**Hours and work schedules**

7.1 Bassett, Glenn A. *A Study of the Effects of Task Goal and Schedule Choice on Productivity.*


Summarizes findings from a Census query. Notes the increase in the demand for part-time work.


Examines demographic characteristics of part-time workers, and cyclical variations and trends in part-time work. Notes the transitional function part-time work serves for segments of the labor force (e.g., youths). Explores reasons for accepting part-time work.


The authors discuss means of remedying absenteeism, such as improving motivation and work environment. They examine absenteeism in relation to age, length of service, and other factors.


In addition to reviewing the literature, the author investigates factors affecting product quality and productivity, including the shortened workweek, job enrichment, and goal setting.

7.6 Bohlander, George W. *Flextime, a New Face on the Work Clock*. Los Angeles, Institute of Industrial Relations, University of California. 1977. 138 pp.
Discusses advantages and drawbacks of flexible work hours, union attitudes, and feasibility under varying conditions.


The authors explore the factors determining the spread of the practice of night work, and assess its physical effects, as well as its effects on family and social life. They also discuss the ergonomic aspects of night work organization, and recommend possible rearrangements.


Finds the growth in leisure time to have leveled off on average, a slight decline in the workweek having been offset by a slight rise in labor force participation. Proposes a theory of the supply of labor based on the propensity to work, related chiefly to tradition and habit.


Investigates the responsiveness of overtime and hours of work to demand from workers. Finds that they are sensitive to market conditions.


Compares payroll data and survey estimates. Discusses workweek by industry.


The authors trace historical trends, describe personal characteristics, and discuss occupation and industry.


Reporting on the results of a sample survey, the authors find that workers favoring a 4-day, 40-hour workweek tend to be young, to hold low-level jobs, and to have low levels of satisfaction with pay and kind of work. They also evince little sense of identification with the company.


The authors observe that time at work and productivity are not necessarily positively associated. They note that a flexible system of hours is easy to administer and can help improve the level and quality of worker participation.


Evaluating the literature, the authors focus upon the characteristics of flexitime programs and detail the effects reported. They find that, despite limitations, the data encourage more flexitime applications.


Explains reasons for long hours of work in the household. Finds that maintenance requirements have neither decreased the need for long hours nor improved the quality of household work. Investigates effects of sharing household work by all household members.


Investigates the relationship of work in the market to work at home and to leisure. Finds that an increase in income increases leisure and
reduces work in the market but leaves work at home unchanged. Also investigates the implications for fertility, demand for child care, and the measurement of home output.


Based on a lengthier study, the author reports that reductions in tardiness, absenteeism, and turnover, as well as higher productivity, were experienced by surveyed employers as a result of flexible work hours.


Discusses various measures of absence, applying them to survey data. Discusses industry variations as well as occupational and age-sex breakdowns.


Discusses some of the general aspects of flexitime, as well as flexitime systems in Europe. Also discusses scheduling, costs, and wage and hour laws, and the problems these give rise to.


The authors review reasons why certain cutoffs have been used to define full and part time. They discuss variations by industry, differences between hours worked and hours scheduled, and the problem of discontinuity should current definitions be altered.


Explores health, personal, family, social, and occupational effects of shift work, and means to alleviate problems. Also deals with managerial aspects and optimal shift-work patterns.


The authors examine the proportion of women experiencing part-week employment and their characteristics; wage effects; and impact of unemployment experience.


Argues the influence of status, race, ethnicity, and sex, as well as of economic factors, on household labor. Discusses relations between mistresses and servants, and the "servant problem."


Examines the extent to which the variability in hours of work available in a labor market conditions women's ability to meet their household obligations, and thus influences women's participation rates.


Finds that, since 1940, the average workweek for full-time workers has not declined, even after correcting for underreporting of paid leave. Explains reasons for this "secular rigidity" in terms of rising education, and rising earnings of women.


The authors describe forms and uses of flexible work hours, their history, and their advantages and limitations.

7.27 Leon, Carol, and Bednarzik, Robert W. "A Profile of Women on Part-time Schedules."

After reporting on such underlying changes as demographic patterns and the shift to service employment, the authors present a profile of the part-time worker, discussing age distribution, family responsibilities, education, and work schedules.


Finds that a reduction in the marginal tax rate on the income of married women would result in an increase in their hours of work.


The authors argue that stability in the 40-hour week has been mainly a post-World War II phenomenon, and that a shortening of the workweek is likely. They also argue that this would alleviate unemployment. They detail long-run and short-run trends, impact on productivity, collective bargaining over hours, and experience in both the United States and Europe.


Appraises the literature and presents the results of a survey, showing that most surveyed persons preferred nontraditional work schedules. Also finds no consistent relation between job attitudes and work schedule preferences.


Views the shorter workweek in terms of a changing work-leisure balance, resulting from a search for a more satisfying life style. Examines problems of individual adjustments to new time schedules, inquiring whether alternate work-leisure schedules are genuine social innovations.


Based on a survey, the author reports on the uses of time for household obligations, childcare, use of mass media, social activities, and activities related to paid work.


Finds that energy consumption in the transportation and commercial sectors would be reduced, but not measurably in the residential sector. Presents no conclusive findings for the industrial sector, owing to many complexities.


Discusses the international scope of job innovations, particularly flexible work hours, in terms of worker dissatisfaction.


Presenting survey results from a number of companies, the author finds that the 40-hour workweek is standard for plant and service employees in more than four-fifths of these companies. Practices of shift work and overtime scheduling are also discussed.


The authors develop a method to distinguish part-time from full-time occupations, and formulate separate labor supply functions.

Discusses the main sources of pressure to reduce the 12-hour day, not only among workers but from within the industry. Also notes public pressure to reduce the workday, and discusses reasons for the industry's persistent opposition to such a reduction.


Reviews studies examining the relationship between absenteeism and attitudinal and organizational variables; efforts to reduce absenteeism; and measurement problems.


A collection of papers on long-term trends in worktime; the relation between worktime and employment decisions; work sharing and unemployment; the relation between overtime pay premiums and employment; and retirement age policy and employment.


In addition to discussing recent trends, the authors present an analysis of cyclical movements in hours.


Discusses on-site labor requirements trends, distribution of costs, and characteristics of specific buildings.


Argues that union leaders have been skeptical of flexitime because they believe it may reduce employees' gross earnings, increase the intensity of work, complicate enforcement of wage and hour laws, and otherwise provide greater benefits to employers than to workers.


Discusses characteristics of part-time workers and their relation to various kinds of work schedules. Also discusses wage differentials and reasons why some full-time jobs cannot be readily converted to part time.


Discusses weekly hours worked by major groups in the labor force. Presents estimates of worktime in the household. Deals with reasons for the leveling-off of the workweek. Argues the high cost of childrearing as a factor stemming the decline in the workweek.


The authors describe flexible weekly work schedules, problems of adopting them, the "flexiweek" in public service, and benefits.


Reports the highlights of U.S. Senate hearings and a national conference on experiences with flexible working hours, part-time employment, and autonomous work groups.


Investigates patterns of emergence and growth of legal standards and relationships to broader economic, political and social changes. Devises quantitative indexes measuring change and diffusion. Describes processes of legislative change. State patterns, and related topics.

The authors present a survey of establishments, stratified by industry and office or non-office category, of workers of various types of work schedules. They discuss the advantages and disadvantages, as reported by employers, as well as reasons for discontinuing compressed or flexible schedules.


Argues that cost/benefit studies are needed to discover the optimal amount of shift work, and that such studies are made difficult by insufficient data, including, for numerous industrialized countries, the extent of night-shift work.


Reports on discussions of the "working year contract" in Sweden, France, and Germany, and how it would operate. Notes some social implications. Also discusses the contract as a management tool.


Discusses reasons for the use of flexible and compressed work schedules, experience with them, and Federal laws limiting them for Government contractors.


Contains testimony, statements, and communications from a wide range of witnesses.


Presents testimony, statements, and letters from a wide range of witnesses.


Contains testimony and statements from a wide range of witnesses, as well as a draft of proposed legislation.


Reviews the relevant literature. Seeks to determine whether the change-in-hours movement has been as widespread and successful as the literature implies. Also analyzes the presumed benefits of revised schedules, reasons for the initiation of changes in schedules, and related matters.


Examines extent of shift work and wage differentials under collective bargaining agreements; types of shift work; and studies pertaining to its physiological effects.


Discusses trends, regional differences, and key collective bargaining agreements pertaining to the shorter workweek.
Analyzes determinants of investment, dividend, and financing decisions and evaluates their interactions. Finds that modernization needs exerted pressures to reduce dividends, but not expansion needs. Also finds that poor profit performance and need for "defensive spending" reduced incentives to expand.


Discusses problems of financing investment, the relation of capital formation to economic growth, and specific industry shortages.


Presents conference papers dealing with the "Cambridge controversy" in capital theory; technological input-output relation specifications; and certain new approaches.


Shows that wage labor cannot be classed as capital, since laborers are not bought or sold, i.e., capitalized.


Examines the part which capital accumulation played in the economic system, how it responded to influences at home and abroad, and how it, in turn, affected economic development. Also deals with internal migration and its impact on labor market patterns.


The authors question the belief that Sweden's export competitiveness is linked to high capital intensity and inputs of technical know-how in combination with availability of forest raw materials. They find that capital intensity does not play the role claimed for it.


Investigates a two-sector model of economic growth, in which machines are shiftable only when new, and in which inputs and outputs in a process may occur unevenly over time.


Finds that previous studies significantly underestimated the negative effects of dependency, and exaggerated the negative effects of foreign capital inflows.


Offers a critique of the growth accounting techniques evolved by Denison, Kendrick, Griliches, and others. Argues that the technique lacks a theoretical base, and that no historical meaning attaches to the separation of technical change from investment in physical capital.


Discusses the relation of capital and growth in the United States and international differences in levels and growth rates of output. Also deals with the growth of capital in Japan.

Argues that claims of an impending capital shortage fail to take into account the adjustment mechanisms inherent in market interest rates; slowdown of discards of equipment in the face of higher capital costs; and shifts to less capital intensive industries and products.


Discusses projected needs, and the record and prospects for financing corporate investments. Also deals with the rate of return, the identity between saving and investment, and the effects of monetary policy.


Cites statistical estimates which show that social security leads to reduced private saving. Argues that a much smaller capital stock is the result, and that therefore productivity, real wage rates, and national income are lower than they would otherwise be.


The authors first review the literature on capital formation in a full employment context. They then discuss the effect on saving of income maintenance and income security programs, the differing effects of tax financing, money financing, and bond financing. They also deal with the impact of taxes, subsidies, and regulations on the allocation of private investment.


The authors postulate a data-generating model founded on the "putty-clay" hypothesis.


Argues that foreign direct investment by the United States and multinational corporations has been responsible for accelerating the relative decline in the American economy by diffusing economic growth, industry, and technology.


The authors demonstrate that the expected return on investment in new facilities must be substantial in industries whose equipment units and plants are subject to strong economies of scale. They criticize sole reliance on net present value budgeting.


Discusses conceptual confusions regarding returns to and costs of investment. Recommends altering accounting information in order to eliminate the differences between the accounting return on investment and the internal rate of return.

A collection of essays analyzing the use of input-output in determining effective supply over the medium-term future. Includes an overview of the current state of research in dynamic input-output models.


Evaluates capital formation by relating Soviet statistics on operating fixed capital to new capital investments. Estimates capital formation equations for six non-agricultural sectors and ten branches of industry.


Discusses such factors as net return, cost of funds, prices, and capital utilization, as well as the relation of inflation to investment. Also discusses the capital requirements issue. Outlines an econometric approach.


The authors suggest a type of analysis for simultaneously optimizing multiple objectives and describe a method of analyzing capital investment decisions where all inputs are identified.


Argues that changes in technology induce capital accumulation not usually taken account of in conventional production functions. Estimates the amount of the additional capital, resulting in twice as high a rate of technical progress as usually calculated.


Argues that total investment and stocks of capital associated with it should include tangible as well as intangible capital outlays, such as costs of rearing, research and development, health and safety, and mobility. Hypothesizes that comprehensive estimates of capital stock largely explain the growth of real product, and that the "productivity residual" is lessened when intangible capital outlays are combined with capital stocks.


Introduces and formalizes categories and concepts of Marxist political economy. Bases his analysis on a three-sector model—means of production, wage goods, and luxury goods. Relates the output of each sector to the value components of commodities—constant capital, variable capital, and surplus value.


Surveys theoretical and empirical studies dealing with the economywide rate of return to reproducible capital in developing countries. Also considers government project selection, and domestic savings and investment.


The authors question whether social security decreases saving and, if so, whether this is necessarily bad.


Investigates why foreign-owned establishments in Malaysian manufacturing operate their plant and equipment longer and more intensively than their local counterparts. Claims this is due to their greater scale of operation, and the greater capital intensity of their production processes.

8.30 Lynch, Gerald Joseph. The Effects of Export Instability on Capital Formation in the Less

Hypothesizes that countries with higher export instability borrow more to finance capital formation than do countries with low export instability. Argues that export uncertainty does not limit capital formation but affects the manner of its financing.


The authors evaluate tradeoffs and trends. They find that current regulations do not promote economic efficiency.


Challenges conventional concepts of growth, and views growth as transformation, with scientific knowledge as the base. Discusses implications for investment policy.


Argues that ignoring changes in utilization of capital equipment can lead to serious errors in estimates. Presents an example of a firm whose optimal expected utilization changes with changing factor prices.


Develops several production models, each being based on distinct assumptions concerning capital-labor substitutability. Concludes that major sources of interindustry variation in capital intensity appear to be relative factor costs and product group characteristics, rather than natural resource requirements.


Presents revised and extended estimates, as well as new estimates, by legal form of organization. Discusses the derivation of the estimates.


Considers particularly the role of the government in generating uncertainty by its manipulation of policy parameters.


Argues that a nation with a stringent retirement test and a relatively young population can use a national pension system to promote rapid economic growth over a long period of time. Analyzes impact of national pension system on aggregate saving.


Argues that in the coming period Japanese investment will take on more of the characteristics of U.S. investment, and reviews recent Japanese investment to support this point.


The authors stress the limitations in current econometric work in fixed and inventory investment, surveying critical issues and potential approaches.


Examines the two main surveys which provide information on investment intentions in
the United Kingdom. Concludes that neither survey does well in forecasting investment, but that the two surveys may improve forecasts of future investment when considered in terms of econometric relationships.


Finds that saving of raw materials tends to lower the capital-output ratio, mechanization to raise it, and saving of labor to be neutral.


The authors examine possibilities of influencing land prices and capital accumulation by taxes on rent and capital gains on land. They find that higher taxation usually increases the investment ratio and decreases the price of land.


The authors present analyses of such subjects as capital requirements; business and housing investment; investment in human capital and knowledge; and the relation of productivity to regulation and tax policy.


Quantifies farm capital flows and finance accounts. Identifies outmoded concepts and data gaps preventing accurate monitoring of economic performance. Concludes that the national farm capital accounts improve income and production analysis.


Deals with conceptual issues underlying capital measurements at the macroeconomic level, proposing a new method of measurement.


The authors derive capital stock-adjusted indexes of productive efficiency which show Mexican workers to be less efficient than U.S. workers in nearly all industries sampled.


Based on a model linking the two variables, the author finds that aid flows and domestic savings are favorably affected by foreign capital.


Discusses the level of fixed nonresidential investment which would be in harmony with the long-run objectives of full employment, increasing productivity, environmental improvement, and energy conservation. Also deals with procedures for estimating investment requirements. Concludes that the objectives will not be achieved by 1980 unless a higher proportion of gross national product is made available for investment.


Presents a statistical overview of demand, supply, and technological growth of the industry. Finds that severe excess capacity is intrinsic to the industry, but that higher occupancy rates may be achieved through better scheduling.


Deals with definitions and measures of real capital, and with problems associated with the perpetual inventory model. Examines sources and methods of existing estimates.

Discusses problems of distinguishing between concepts and measures of capital, as well as the differences between various stock and flow measures. Gives special attention to measuring gross capital stock and the difficulties involved in using the perpetual inventory method.


The authors discuss resource availability and financing. They consider some recent long-term forecasts of investment and saving, and discuss the financial flows inherent in the forecasts. They conclude that competition for investment resources need not result in financial distortion or capital shortage.


Argues that capital cannot be measured in purely physical terms since it has time and value dimensions. Attempts to dispel certain doubts on the neoclassical theory of resource allocation and income distribution.


Presents a model to test the importance of technical progress embodied in new capital goods as a source of productivity growth. Concludes that embodied technical progress has not been a major source of growth of output per employee hour.

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Technological change


Surveying 25 British firms, the author stresses organization-level factors that facilitate or impede technological change and discusses obstacles to use of new technology.


Argues that rising use of tractors, while displacing tenants and adversely affecting income distribution, is not directly related to the Green Revolution, the technology of which can provide both higher yields and more employment.


Discusses the slow productivity growth between 1840 and 1870, and the subsequent rapid growth. Identifies the techniques responsible for the advance. Explains much of the American experience by changes in the composition of available iron ores.


The authors examine such industries as iron and steel, machine tools, and chemicals, and also discuss military technology and industrial process control.


Considers the upgrading of small industries, with particular reference to Asian countries. Discusses such topics as enterprise-to-enterprise transfer, upgrading subcontracting firms, Japan's promotion policy, and the role of a local research institute in accelerating technological transfer.

Belitsky, A. Harvey. New Technologies and Training in Metalworking. National Center for Productivity and Quality of Working

Describes the use of programmable controllers and programmable hand calculators. Holds that the two innovations are cost-effective in certain metal-cutting and machining operations in small-batch production. Also deals with training requirements and sources of training.


Constructs performance measures and finds American producers of textile machinery to have developed only a minor portion of all innovations studied, and that U.S.-foreign lags have been relatively long. Also finds that American textile mills were slow in adopting foreign-introduced innovations.


The authors present evidence on substitutions between energy and nonenergy inputs in U.S. manufacturing, 1947–71. They find energy to have been price-responsive. They also find that energy and labor, and labor and intermediate materials were substitutes, while energy and capital were complements.


A collection of essays dealing with concepts and measurement of labor intensity and capital-labor substitution possibilities in such industries as canmaking, jute processing machinery, sugar processing, copper, aluminum, and others.


Discusses some reasons for adopting capital-intensive as opposed to labor-intensive technologies, e.g., preference of the engineers involved. Argues for tax and other levies on machinery where social costs of unemployment justify them.


Deals with the sources of Joule's ideas, his scientific skills, and his relationship to 19th-century industrial technology.


Discusses the role of abundance of land in the social relations of production in northern agriculture, and the development of consumption and investment patterns. Compares the linkages between agriculture and development with those in England and the South. Also examines the relation between resource abundance and mechanization in industry.


Focusing on manufacturing technology in the dyehouse, the author develops a demand function for women's hosiery. He finds that rising costs compelled introduction of new technology which, in reducing labor costs, sustained historic margins.


Discusses factors influencing future technological development, and policy implications.


A report discussing such subjects as technical cooperation among developing countries;
transfer of patented technology through technical assistance programs; financing of local costs; and technological self-reliance. Also presents papers on individual countries.


Argues that differences between countries in the rate of growth of manufacturing output can be explained by differences in a country's ability to borrow technology from the industrial leaders, and by the effort made to assimilate this technology.


Reports on increasing use of computers, and need for scientific and other highly trained workers. Discusses fuel inputs. Also deals with high-voltage transmission, investments, and research.


Discusses changes such as entailed by computers, advanced production machines, and automatic assembly lines. Argues that these changes will spur hiring of many specialists but slow demand for semiskilled workers.


Suggests the possibility of expanding output and productivity through the greater development of such artificial environments as plastic snow. Concludes that economists can help to sharpen incentives for substituting artificial environments.


Argues that technology is not predetermined and unchangeable, but instead depends largely on its designers; and that it is possible to choose among alternative technologies that offer improved working conditions. Discusses the levels of decisionmaking which determine technology and working conditions.


Presents articles discussing the revolution of electronics, the role of computers and their impact on banking and marketing, satellite communications, medical electronics, and electronics in process control and national defense. Also discusses research areas.


Analyzes demand and supply of marketability services in the over-the-counter market and the New York Stock Exchange. Studies the relationship between efficiency and types of information produced. Finds new technologies have greatly raised efficiency and lowered access costs.


Summarizes the industry's present status, basic problems, and future prospects. Finds much antiquated equipment, lack of innovative management and trained manpower, and inability to meet foreign competition.


Emphasizes how economic and institutional considerations determine the choice of production technologies for materials handling. Discusses the microfoundations of the materials balance approach, the use of user charges for solid waste management, and methods of increasing efficiency in collection and disposal of solid waste.

The authors deal with various forms of technological change and their impact on productivity, supply response, and income distribution.


Argues that multinational firms may increasingly sell more labor-intensive technologies and that they will probably export more appropriate technologies in manufacturing from developing countries.


Discusses classical economics, Marx, Schumpeter, production theory, and other influences on theories of technical change. Also discusses the relation between technical change and economic growth, monopoly power, and economic policy.


Analyzes methods of Soviet acquisition of Western technology, and the impact of Soviet attitudes and policies on the process of transfer. Also analyzes changes in the orientation of Soviet policy to the international economy.


Likening the diffusion of technology to the spread of an epidemic, the author develops a family of models related to these "epidemic" processes, also discussing Schumpeterian theories in this context.


Discusses the significance and extent to which solid state watches have replaced—conventional watches. Applies the Delphi method of sequential interviews of experts to forecast trends and discusses problems encountered with this method.


Argues that the technology of such systems evolved from intrinsic needs of the systems rather than from science. Discusses pertinent engineering research.


The authors, after reviewing recent developments, deal with the antecedents, context, sponsorship, and contents of one of the key reports by the National Resources Committee of the New Deal era.


Discusses the effects of advanced technology on employment and occupational requirements. Also discusses training requirements, hours of work, and problems confronting the chemical industries.


Discusses mechanization and its social consequences, wage determination, vocational training, safety and health, and energy policy in relation to the coal mining industry.


Discusses technological developments, manpower, and production. Examines accident prevention, industrial safety and health, and related subjects in the context of the iron and steel industry.

Shows that multinationals at first export much technology, but that at later stages of their development they increasingly import technology.


Reviews the major theories linking international trade and changing comparative advantage to investment in knowledge. Considers the multinational firm an effective tool for the economic development of poorer nations.


Studies four principal efforts to acquire foreign technology, involving the Main Battle Tank; MALLARD (a communications system); Band Four Head (a radio system); and RATAC (a radar system). Examines the processes, benefits, and problems associated with the transfer effort.


Discusses the greater dependency upon leaner ores and argues that the shift to iron ore pellets spells lower energy and labor requirements per ton of molten iron than high-grade, naturally concentrated ores.


Contends that the transfer of technology to less developed economies is typically associated with a conflict of interest between the supplier and the recipient of technology. Argues that control is allied to the power to determine the rate and type of accumulation of capital. Considers mechanisms to settle conflicts.


Analyses adoption and use of the new seeds of wheat and rice, and the impact on income and employment. Recommends changes in land tenure, development of indigenous technology, and continued research on new seeds.


Finds that indigenous technological capability correlates with age, customer and competitor influence, complexity and integration of the technology, and the overseas component of the "environment." Also finds innovative organizations to be more sensitive to the influence of the environment than less innovative ones.


The authors present and evaluate macro- and microeconomic data bearing on the industry and its future. They discuss the impact on employment, economic growth, and other variables, as well as the costs and benefits of pollution controls.


Discusses the availability of domestic and municipal technologies, dealing particularly with the supply of fresh water, washing and refrigeration equipment, and with the impact of the inadequacy (or lack) of such technologies in working class households on women's work in the home.


Surveys the studies available on the subject. Examines decisionmaking in developing nations for obtaining technological knowledge
from multinationals. Evaluates problem areas, such as pricing of transferred knowledge.


Reviews water supply technologies and derives trends in unit costs associated with subproject tasks. Finds changes in unit costs to have been associated with scale economies. Also examines technological changes contributing to the reduction of physical and engineering uncertainties.


Investigates such questions as price-cost margins, the realization of scale economies in production, progressiveness in design and manufacture, and quality and variety.


Finds uninterrupted technological progress in manufacturing, 1966-75, although its momentum declined during the world recession of 1974. Also finds that efficiency of labor rose more rapidly than of capital, and that productivity was correlated with output and capital intensity.


Examines the constraints on securing scale economies and argues that technological innovation is often needed to extend the range of output over which costs decrease.


Examines factors involved in the supply of, and demand for railway innovations. Considers changes in market structure, research and development, management organization, and interaction between the railroad and pertinent government bodies. Considers various constraints, such as managerial inflexibility and the early choice of narrow-gauge tracks.


The authors deal with the determinants of the substitution rate, applications to energy production, and diffusion processes.


Examines reasons for persistence of handloom beyond the middle of the 19th century. Investigates pertinent labor market conditions. Also discusses technical change in powerlooming in the general setting of 19th-century technical change.


Studies the impact of developments such as substitution of mechanical harvesters for hand labor, on the economy and people of the South.


Focusing on technological capabilities foreign collaborators generate indigenously, the author develops measures reflecting their learning economies; their learning efficiencies; the dimensions of scarce resource utilization efficiencies; growth in their production functions; technological progress; and performance. He uses experience in India as a test case.


Examines the relation between resource use and technological change. Discusses the resource and energy outlook.


A collection of conference papers dealing with the technological factors that are likely to permit continued growth. Subjects include the long-term availability of resources, food production, the relation between engineering and the natural environment, and demographics.


Considers the effects of factor intensity reversals on trade. Finds that under certain conditions, switches in specialization and trade patterns occur.


Surveys the development and availability of electric power, the planning and operation of power systems, and difficulties besetting the industry, such as environmental regulations, fuel shortages, and demand uncertainties.


Describing laboratory experiments, the authors argue that computer design of assembly work must deal with such questions as how close-tolerance parts can be mated by robot-arm systems, or what a computer-controlled assembly machine must “know” to be operable. They argue that such machines could be cost-effective for low-volume assembly line production.


Discusses changes in the occupational structure of employment, and how technical progress has affected employment and earnings at the industry level. Also examines the dual labor market thesis.


Attributes the rapid acceptance of reapers and mowers to the many technical improvements which raised machine productivity. Also examines the divisibility of machine services, and changing sharing and contracting patterns.


Examines the history of technology, 1100-1870, in terms of specific objectives derived from certain aspirations and the discipline needed to attain the objective. Also discusses current directions.


Tests Richard Nelson’s theory according to which productivity differences between developed and developing countries are linked to the persistence of large firms using older technologies in developing countries. Finds this theory to be complementary to neoclassical explanations.


The authors examine computerized catalogs and other kinds of information retrieval. They also deal with difficulties raised by “inappropriate” data.


Examines the market for technology in developing countries. Develops criteria for determining which firms should enter this
market. Deals with market analysis. Also discusses direct investment as a form of exporting technology.


Considers technologies for central-station generation of electricity, the cost of research and development, and the time to commercial introduction. Examines the trend in efficiency in the past, projecting it for the period 1985-2050. Applies cost-benefit analyses. Presents interviews with experts in the field, and bases his forecasts upon them.


The authors oppose the use of raw materials as political bargaining levers to the detriment of developing countries, and favor closer regulation of multinational corporations, as well as the transfer of technology adapted to suit the developing countries.


Argues for a systems approach in introducing technological change, in particular for planning the impact upon manpower; full communication; permitting participation by those affected; training for changed occupations; and other factors.


Examines the diffusion of numerically controlled machine tools in a sample of firms in 10 industries. Finds that the rate of diffusion is positively related to the profitability of the innovation and expenditures for research and development in an industry, and inversely related to the degree of seller concentration and the scale of operation in the industry.


Argues that while originally American technology drew upon British experience, it grew ever more resource-intensive, developing new technologies, especially in woodworking. Discusses the relation between resource intensity and the evolution of standardization and mass production, particularly in capital goods industries, and the importance of relationships between producers and users of capital goods.


Examines the origins of American technology; the generation of new technologies; diffusion and adaptation of technology; the interaction of technology and the environment; and the growth of knowledge.


Examines the impact of the diffusion of technological innovation upon the future course of technological change itself.


Discusses the relation between technology and economic growth. Examines concepts and present concerns. Proposes pertinent policies.

Rost, Ronald F. *Pollution Controls and Labor Productivity.* Doctoral dissertation presented to Northwestern University. 1978. 130 pp.

Analyzes the contribution of stricter pollution control to the apparent productivity
slowdown, 1967-75. Finds a break in productivity trend at the industry level, but no shift to lower productivity industries. Also finds large impact on the slowdown from reduced construction activity. Asserts that pollution abatement investment replaced capacity expansion investment.


Focusing on the role of science and technology, the author examines the concept of self-reliance in relation to the changing pattern of international relations.


Argues that direct foreign investment has effectively introduced foreign technology in developing new products, and imparted exporting know-how. Also shows that it has stimulated new industries.


The authors explore the roles of labor, scrap, and energy inputs as they affect cost structures and location.


Deals with the effects of changing household technologies upon the structure of American households, the behavior of middle-class women, and the functions families performed. Also discusses diffusion of those technologies.


Argues the importance of large increases in agricultural productivity. Holds them to be feasible with existing scientific technologies, in view of high-yield varieties which small farmers can adopt.


Argues that technology has become "inappropriate" because of its size, complexity, cost, and the frequent hazards associated with it. Holds that either the most primitive or the most advanced technologies are available, and that the need is for an intermediate technology.


Using input-output techniques, the author measures shifts in capital and labor resources due to shifts in technology resulting from efforts to minimize pollution and reliance on foreign energy supplies for the 1958-67 period.


Discusses industrial enterprises in the context of the small market areas they serve. Regards their technology as appropriate, with some of it "scaled up" and modernized and some of it "scaled down". Believes that the employment impact remains limited, but that impact on productivity and attitudes is substantial.


Discusses the relation between technology and basic needs in developing countries. Analyzes the determinants of a country's technology mix; the selection, transfer, and diffusion of appropriate new and existing technologies; problems of training; and institutional requirements for appropriate technology.

9.84 Singh, Vidya Nand. *Transfer of Technology, Technological Change and Economic


Formulates a framework of analysis to study the relationship between the transfer of technology, technological change, and economic development. Finds that India has failed to fulfill the conditions for effective technology transfer, in part because of undue restriction of the private sector where technology transfer would bear more fruit than in the public sector.


While narrating the development of Harpers Ferry Armory from 1798 to 1861, the author discusses such questions as why the technology used there remained highly labor intensive in the face of advancing armory technology elsewhere, and why it nevertheless remained competitive. The social factors supporting conservative technological attitudes are also discussed.


Examines the interaction of economic, technological, and legal factors affecting the industry, and the factors underlying its rapid technological growth. Projects continued growth and U.S. dominance.


Discusses governmental attempts to deal with an external diseconomy by inducing private sector innovation. Examines market failure associated with technology forcing.


Discusses changes in technique, and the effects of the change. Investigates computer prices and quality as a basis for constructing price and quantity series free from quality changes. Also discusses the technology of computer production and technical change.


Investigates diffusion among 20 innovations so as to determine the influence of economic and regulatory factors. Links competitiveness, as well as easier regulatory climates, with innovativeness.


The authors examine arguments opposing mechanization, and analyze circumstances which justify certain types and degrees of mechanization. They discuss the scope of policy, including training and education, manufacturing, distribution and repair, research and development, and other aspects.


Focuses on the possibilities of interior resource development. Applies the characteristics of frontier penetration, as defined by C.E. Ayres. Criticizes current dependency theories for neglecting the potential for increasing domestic technical creativity.


Attempts to resolve the issue of the rate of adoption of the latest steelmaking technology by examining profit-maximizing goals and rates of return. Finds that the rate of adoption was too slow.

Discusses computer-integrated manufacturing, particularly with reference to small batch production, and in the context of the lag in the American rate of increase in productivity compared with other advanced nations.


Surveys U.S. and international patenting patterns, and discusses patents as a technological resource. Analyzes patent activity in geophysical exploration for hydrocarbons.


Discusses the pulp and paper, hydraulic cement, steel, and aircraft and missiles industries, and wholesale trade.


Discusses the apparel, footwear, motor vehicle, and railroad industries and retail trade.


Includes testimony and statements by public officials and others.


Discusses such developments as fabricated foods, the retortable pouch, electronic checkouts, recyclable containers, and other pertinent technologies. Also discusses processing and packaging, and distribution technologies.


Describes some uses of automated office equipment and presents examples.


Examines resources adequacy, and the process of substitution among materials. Also discusses institutional problems.


Discusses the impact of regulation on progress and recent trends in telecommunications, as well as methods of technology assessment. Examines relevant institutional and technological innovations. Also ascertains desirable regulatory responses.


Argues that the technical preconditions for the introduction of computers were ripe in the twenties, and examines reasons for the delayed introduction until after World War II. Finds that the radical nature of the computer inhibited its diffusion, and that the war speeded its adoption, which otherwise would have been greatly delayed.


Argues the indispensability of technology in adapting to changing man-made needs and
Changes in nature resulting from human actions. Believes, however, that the impact of changing technology on society is moderating, since new technology will increasingly deal with maintenance rather than change of living conditions.


Finds that Pakistani entrepreneurs, being exposed to a relatively competitive environment, have been compelled to adopt "appropriate," that is, labor-intensive technologies.


Argues that the East European socialist countries are in several fields already abreast, or ahead, of the advanced capitalist countries; and that the flow of technology to the West includes sophisticated machinery, equipment, and plants as well as licenses. Foresees a tendency for new patterns of industrial specialization to emerge.


Examines industrialization objectives to establish criteria for technology choice in a low-wage economy. Finds that technology is chosen from a wide range, and that its selection does not accord with criteria, largely due to failure of planning system.


Measures "non-neutral" technical change in the postwar primary metals industry. Focuses on the effect of technical change upon the structure of production.


Measures the impact of technological change for the period 1948-63, when Puerto Rico was transformed from a preindustrial to an industrialized economy.


The authors argue that technical change in the nonagricultural sector contributed more to per capita growth than in agriculture, and draw conclusions for developing countries.


Argues that the militaristic orientation and the wars fought against China and Russia contributed significantly to Japan's technological development during 1868-1911. Reexamines the view that Meiji militarism was basically detrimental to economic growth.


Explores the impact of lasting machinery upon skilled lasters and their union, and the adaptive policies the lasters attempted to pursue.

**Research and development; innovation**


Investigates reasons why productivity and mass production in the auto industry have caused innovation to wane. Discusses technological change in the industry. Presents a model of innovation and process change. Discusses at length the evolution of automotive engine plants and automotive assembly plants as examples of rigidity and flexibility in industrial design.

The authors explore the changing character of innovation as an enterprise matures, emphasizing the transition from "radical" to "evolutionary" innovation, and its management.


The authors consider recent evidence on the returns to investment in national and international agricultural research systems and the relevance of social and economic factors for the organization of such systems. They deal with productivity of national research systems in both developed and developing nations, and productivity of international systems.


Discusses the nature and function of agricultural research and extension services and other educational institutions. Stresses the effect on growth of well-adapted high-yield crop technology.


Considers various means of promoting science and technology in the Soviet Union, ranging from research and development to ultimate application. Evaluates the organization of technological improvements under Western capitalism and in the Soviet Union through a comparison of legal structures.


The authors argue that factory-built housing will likely remain unimportant in the United States, holding that building products will be improved for more direct use by on-site workers.


Evaluates the Soviet economy's capacity to generate technological innovations. Concludes that the innovation decision is made in terms of four properties of the economic system: Prices, decision rules, incentives, and organization.


The authors detail innovations and explain causes and timing factors in their introduction. They also deal with the transition to automated transfer mechanisms.


The authors relate the historical analysis of the sources of technical change to the norms of research resource allocation, and combine varying approaches to the analysis of the rate and direction of technical change into one investment framework. They also explore the implications of the concept of induced innovation for development theory.


The authors examine the treatment in the literature of service productivity measures, innovation, and the effect of innovation on measured productivity and other variables. The bibliography contains over 1,700 entries.


Shows that the high rate of growth in Russian freight traction requirements was met by
the input of very large freight locomotives. Input-output ratios tended to decline but the decline had little effect on the growth rate of real gross national product.


The authors survey the literature and indicate factors determining investment in research and extension services.


The authors present estimates of the marginal product and internal rates of return, by commodity group. They conclude that the payoff to research is greatest for commodities with the largest absolute value of output.


The authors argue that effluent charges are preferable to private bargaining or regulatory devices, since charges are likely to stimulate improvements in water pollution abatement technology.


Differentiating between invention, development, and innovation, the author discusses the controversies that surrounded Rudolf Diesel's role, the early evolution of the diesel engine, and the nature of technological development.


Based on six case studies, the author explores underlying factors, especially the extent of the agricultural research base among parent firms and its influence on R&D in Kenya.


Examines the evolution of the industry and the relation of input into R&D to output. Also deals with earlier studies and their rationale.


Based on a 1971-72 survey, the author presents pertinent data, finding that U.S. firms' research abroad is mainly conducted in Canada, the United Kingdom, and West Germany; and that the entire R&D effort abroad contributes to technology transfer to foreign nations.


Examines such "predictors" as locus of control, collaboration, coordination, team size, task uncertainty, and task interdependence. Finds strong positive relationships between team cohesiveness and team collaboration and productivity.


Measures broad trends in labor-, material-, and capital-saving innovations in eight European nations, the United States, and Japan. Correlates international variations in these trends with variations in relative factor cost levels. Concludes that a high correlation significantly influences innovation trends.

Examines such subjects as technological opportunities and transfer of technical information; technological choices in agriculture, services, and small-scale enterprise; and policies for promoting choices of appropriate technologies.


The authors present compilation of international data on research and extension activities aimed at raising agricultural productivity. They provide data on numbers of scientists and extension workers, and on scientific publications, considered a proxy of knowledge creation. They develop a knowledge production function.


Presents the program to initiate and support the development of scientific and technical information services. Discusses the rapid growth in literature, the demand for information services, the current state of information services, and the role various public institutions play in the program.


Examines the innovative process and techniques, primarily in the United States and West Germany. Discusses the role of government, with emphasis on a German law affecting inventors, as well as aspects of German and U.S. patent policies.


Evaluates the concepts, measures, and findings of a large sample of studies of the economic effects of research and technological innovations. Places special emphasis on studies using production functions, total factor productivity, and input-output approaches.


Deals with the impact of managerial activities (rather than role satisfaction) on the career satisfaction of scientists. Finds that the exercise of the managerial function is valued by highly professionalized employees, and contributes to their career satisfaction.


Investigates the economic characteristics of Australian wool textile firms which introduced new technology most quickly. Finds that large and profitable firms predominate among the early adopters.


The authors discuss issues in designing future programs affecting innovation, including the promotion of technological innovation for economic purposes, using innovation for social goals, and controlling the adverse consequences of new technology.


The authors examine the premise that advertising and promotional activity expenditures are wasteful. They also discuss the contention that much of research in the industry is unproductive, and is undertaken merely to produce a substitute for competing products, rather than to discover new drugs.

Deals with the relation of engineering to scientific discovery and experiment, especially discussing the Manhattan Project.


Examines the diffusion of innovations and estimates the production costs of different ironmaking processes. Finds that technology advanced through a gradual process involving clusters of interrelated changes, rather than through a series of specific innovations.


Deals with the origins and evolution of the National Science Foundation support program; the importance of the program for academic institutions; the complexities of determining priorities; and problem-oriented research.


Discussing the findings from R&D projects, the authors examine the demand for rural labor, including such factors as farm mechanization and wages; the supply of rural labor, including educational and migration factors; and public employment programs in rural areas.


A collection of papers discussing the centralized management of science in Russia; the conflict between freedom and control in the United States and Great Britain; and linkages among science, technology, history, and ideology in France, Japan, and Sweden.


Explains the U.S. comparative advantage in manufactured goods in terms of the differences in industries' research intensity.


The authors first define three probabilities of success. They study the effects of several factors on these probabilities. In particular, they examine the degree of integration between R&D and marketing, and the degree of formality and quantification of the R&D selection system.


The authors examine the social and private rates of return from industrial innovations; the determinants of development costs; the relationships between innovation, development, and size of firm; and the speed of application of new technology.


Based on a survey, the author investigates whether effective management is validated by a hierarchical leadership theory (based on human relations, technical and conceptual/administrative skills) or by the influence of scientific culture upon professionals. Finds the hierarchical concept to be confirmed.

The authors explain the "permissibility" and timing of four innovations across a sample of local jurisdictions, finding their adoption to be explained by certain attributes of local firms, unions, building officials, and housing demand.


Examines such subsystems as the number of research scientists and engineers; number of supervisory levels; project teams; technological forecasting activities; and budget. Evaluates their relative importance for innovation.


Argues that the performance of new technology was unsatisfactory for the period 1966-1973. Attributes the failure to the absence of pertinent regional research and such crucial inputs as irrigation water. Points to increases in productivity in regions placing most emphasis upon research.


The authors replicate a study of production functions in the transport of crude petroleum pipelines done 17 years earlier, but with current technology. They find that improvements have occurred in the use of all resources.


Presenting the findings of a 5-year study, the author emphasizes the link between effective management and productivity.


Shows that differences in industry reaction to innovations may be explained in part by such industry characteristics as degree of competitiveness.


Surveying 42 R&D units, the author finds them to have been established to help transfer technology; to develop new products expressly for the foreign market; to develop new products for both the foreign and U.S. markets; or to generate long-term technology expressly for the U.S. parent.


Examines the distinctions drawn among the separate stages of the innovation process. Argues that the concepts employed distort the perception of technological events, making it difficult validly to relate technological change to economic growth.


Finds that techniques discovered from R&D become technically obsolete at a rate that is less than the rate of physical deterioration of innovations embodying the techniques. Presents annual estimates of private industrial R&D and its related technical knowledge stock for 1948-70.


Discusses the relationship between research and agribusiness, and the impact of technological changes on farming and farm laborers.


Examines relationships between costs to innovators and costs to imitators, studying 28 innovations. Also examines the relationship between patents, firm size, and imitation costs. Studies international differences in the rate of innovation, and notes high relation between R&D and innovative output.

Analyzes determinants and practices of R&D investment decisions in Canada. Investigates the effects of R&D on shifting the resource shares of labor, capital and energy. Identifies environmental conditions and selection processes.


Argues that controlling prices of drugs may have adverse effects on innovation, and that encouraging innovation is more important than the alleged monopoly problem in the pharmaceuticals industry. Applies benefit-cost analysis to calculate whether investment in R&D was justified during a recent period.


Examines the institutions and methods involved with the R&D of new drugs. Argues that competition is strong, and the evidence of monopoly power inconclusive.


Discusses the evolution of an R&D project involving airplane stability and control analysis in World War II.


Discusses the activities of government agencies and R&D centers in France, England, and The Netherlands, and the basic considerations in making technical assistance available to developing countries.


Defining innovation as output, and productivity as quantity of innovation, the author applies peer ratings as criteria measures, and tests organizational variables, culled from the empirical literature, for their relationship with the criteria. Finds rewards for innovation to be positively related to innovation, as well as frequency of communication with other scientists or engineers.


Classifies R&D projects in terms of basic capability, mission orientation, and massive mobilization. Proposes changes in funding categories, as well as cost-benefit analyses, particularly for mission-oriented projects. Discusses many other problems impinging upon R&D.


Describes salient characteristics of national patent legislation, and discusses international treaties pertaining to the patent system. Also discusses certain characteristics of patent grants, such as the nature of ownership, uses, and distribution by field of technology of patents.


Presents studies on the relation between defense-related and civilian-oriented R&D priorities; the effectiveness of Federal civilian-oriented R&D; the relation between Federal, State, and local government support for R&D; and Federal support of R&D in the private sector.

10.59 U.S. House of Representatives, Committee on Science and Technology. Federal Research
Management and other organizational factors

10.60 Omitted


A collection of papers dealing with specific innovations in industries, as well as industry-university cooperation in solving specific industry problems. Also includes papers on long-term output and productivity trends, research issues in manufacturing, entrepreneurship and innovations, and related topics.


Presents text, charts, and statistics on the resources for R&D, innovation, science and engineering personnel, and public attitudes toward science and technology.


Discusses the problem of "choice of technique" in terms of beneficiaries; organizational and institutional structures; urban-rural and sector/bureaucracy relationships; and technological factors. Finds participation by marginal farmers and landless laborers to have been minimal. Also finds organizational and political factors to have been obstacles to success.

The authors test the effect of property rights on labor productivity using data from the U.S. East and Gulf Coast oyster industry. They argue that common property rights adversely affect economic efficiency in comparison with private rights.


Tracing the evolution of the movement, the author emphasizes the 1932-34 debates. Argues that Technocracy failed in part because of its inability to reconcile its ideas with democracy.


Finds that Saudi managers working for American firms differ from American managers than from Saudi managers in attitude. Details the personal characteristics of the former class of Saudi managers, as well as the efforts made by American firms to integrate Saudis. Holds that Western managerial skills are accessible to nationals of developing states.


Argues that the most feasible way of improving agriculture is through the formation of production cooperatives because only then can economies of scale be secured by introducing new technology.


The authors discuss the rapid growth of the nonmarket sector, with resultant pressures on resources. They examine public expenditures, presenting comparisons with the United States and Canada. They also assess the chances for success of recent economic policies.

A collection of essays examining the upsurge of worker militancy and its impact on the industrial relations system in Europe, Canada, and the United States. A major conclusion is that unions are pressing for, and achieving, greater participation in decisionmaking, especially in Western Europe.


The authors find that the consultative management style, in which problems are discussed with subordinates before making decisions, is most closely associated with quality performance and job satisfaction.


The authors discuss the institutional framework within which nationalized fuel industries operate; theoretical problems of public investment; problems in determining optimum plant mix; and related topics.


The authors identify and briefly describe the formation of committees, and their cooperation in adapting to productivity-related problems.


The authors analyze labor-management cooperation. They discuss committee involvement in such problem areas as energy, conservation, employee morale, and work methods.


Deals with the impact of modern culture upon economic and social behavior, particularly with the problems arising from managing complex organizations when social values are predominantly hedonistic.


Discusses the objectives of manpower planning, and such elements of it as analysis, forecasting demand and supply, and financial constraints. Also discusses the impact of productivity change.


Discusses kinds of participation, distinguishing the degree of control by employees over particular decisions; the issues over which such control is exercised; and the organizational level. Also deals with such elements of participation as access to management level information.


Discusses a collective bargaining agreement regulating mechanization, and treats it as a trade of work-maximizing restrictive work rules for income maximization. Evaluates whether this has raised output, lowered costs, and raised wages. Finds this to have been the case.


Believes skepticism over worker participation schemes will diminish with time. Refers to two major programs initiated by the United Automobile Workers union which could
enhance the dignity of workers on the job, involve them significantly in making decisions, and make for democratization in the workplace.


Defines the nature and locus of entrepreneurship, exploring the role of rice millers and fertilizer distributors. Discusses entrepreneurial training and other factors promoting entrepreneurship.


Measures preferences of workers and managers for 16 participative forms of practice, including setting own work time; participation in personnel action; solving organizational problems; and election of representatives to policymaking bodies. Finds no "overwhelming" desire for participation.


Discusses such questions as decentralization and organizational effectiveness; pricing; investment and the degree of control by central authority; integration of socialist economies; and differences in national interests.


The authors compare Japanese and American industrial systems. They discuss several forms of technical inefficiency, while noting the exceptional productivity advances that have been achieved in Japan. They conclude that productivity is more likely to be enhanced by shifting capacity away from small establishments than by promoting very large plants.


Discusses the factors of production, and productivity. Also discusses technological change, business practices, and organizational forms.


The authors propose a method for allocating aid among countries based on need and performance, measured in terms of relative effort to save, export, control inflation, and make efficient use of resources.


Discusses changes in business management, focusing on human relations and organizational innovation. Deals with such topics as innovations, competence, rationalizing the large firm, and government/business relations.


Presents a model for development planning, integrating manpower planning and social planning.


 Recommends goals for public service and discusses a framework for public personnel management, the role of the manager, performance standards, and collective bargaining.


Explores the relation between control over labor and the changing size and structure of U.S. corporations. Discusses managerial principles developed by such authors as Frederick Taylor, Elton Mayo, and Alfred Sloan, and
argues their inadequacy. Deals with new managerial principles of labor control.


Recapitulates the thought of Frederick Taylor as advocate of high wages, elimination of undue physical strain, and full personal development. Notes the general ignorance of Taylor’s thought and points to ways of applying it today.


Explores character of key inputs, such as resources from the past, motivating ideology, and institutional transformation. Assesses the extent to which objectives were attained.


Summarizing a study covering experiences in a number of firms, the author reports that productivity improvements depend on improved coordination and on joint problem solving leading to improved operating methods; and that worker participation leads to social, hence technical, learning.


Asserting that management philosophy is based on adversary relationships at the work place, the author argues that antagonism should be reduced by defining and working for congruent goals, and by motivating workers by tying pay to productivity improvement.


Deals with the application of the computer to corporate, industrial, and urban national policy design. Provides a method to quantify and program for the computer the analysis of decisionmaking. Also discusses market growth as influenced by capital investment and industrial dynamics.


The authors consider issues encountered by managers of large, complex organizations. They deal with economics and social progress; modern institutions and economic freedom; and technology and the quality of life.


Examines reasons of wheat growers for adopting high-yielding varieties. Finds that the local production environment, especially topography, mostly explains such adoption, while market-related factors explain variations among farmers.


The authors describe major job design approaches, and explore the motivational assumptions underlying them. They also review some job design experiments and evaluate findings.


Deals with the impact of the shift toward automated processes on the degree of social integration of the work force within the enterprise, and the pattern of industrial relations. Also discusses the implications for trade unions.


Views economic motivation as being of major importance in the success of Scanlon-type plans. Criticizes the belief that worker participation in decisionmaking improves productivity.

Discusses such major sources of advance as managerial commitment to building Japanese prestige; high ratio of engineers to wage earners; frequent transfer of personnel to different production teams; long-run, process-oriented research programs; and comprehensive planning and centralized control.


Reporting on a survey of participants in New York City's productivity improvement program, the author finds moderate to strong commitment to this program. Also reports that managers mostly believed they played a primary role, unlike union representatives, who mostly believed they did not.


Presents a comparative study of variations in enterprise management resulting from different kinds of economic reforms in the German Democratic Republic, Hungary, and Yugoslavia during the second half of the 1960's. Examines the impact of the reforms on managerial operations, and the tendencies toward decentralization they embodied.


The authors show the use of mathematical models to forecast manpower requirements; analyze the impact of proposed changes, as in promotion and retirement rules; and in structuring the manpower information system for better analysis and planning.


The authors define the new management as a blending of the new areas of computer-based information systems, strategic planning, management science, and organization development, with the older areas of law, accounting, and research and development. They identify the communications gap between older line executives and younger research-based staff professionals as management's most critical problem.


Finds that collectivization raised rural output through better use of labor, and that mechanization of agriculture further raised productivity. Lowering of prices paid by peasants and raising prices they received also promoted rural development.


The authors examine how to "diagnose" a job before changing it, and the steps to take on the basis of the diagnosis to generate beneficial results.


Argues that post-Civil War economic stagnation of the South resulted from certain conditions in agriculture, including tenant farming, an inadequate agricultural credit system, slow diffusion of technological innovations, and the poor state of race relations.


The authors analyze the view that the growth in concentration is due mainly to modern technology, and argue that such growth results in fact mainly from mergers.

Argues that efficiency in the "modern" sector, principally finance and trade, has declined, as it may also have in agriculture. Believes that Egypt's system of agrarian cooperatives is the only exemplary feature of Arab socialism.


Examines the consequences of Federal economic development and manpower policies for nonmetropolitan areas. Argues that people in rural areas of the United States lack adequate access to economic opportunity, and that development of lagging regions requires increased linkages with more dynamic sectors of the economy.


Argues that pressures will grow for people to become more involved in decisionmaking at the workplace, and analyzes patterns of participation at various organizational levels. Describes numerous developments indicating heightened participation.


Examines methods of change which result in improving the productivity of organizations in serving people, and in developing individuals in organizations. Discusses organization models and hierarchies of organization methods.


Discusses the future of capitalism and the role of multinational corporations.


Argues that foreign assistance increases public investment but also leads to reduced tax and borrowing efforts, and increases in public consumption.


Discusses restrictive work practices as barriers to new technology, more productive existing technology, and the most productive assignment of workers. Also discusses attempts to overcome these barriers.


A collection of essays covering reforms made between 1947 and 1951 aimed at adapting East European economies to the Soviet system.


A collection of essays dealing with Japan's industrial policy, distribution of income and wealth, fiscal incentives to export, raw materials policy in the United States and Japan, Japanese foreign direct investment, and international corporate investment in Japan.


The authors present views on some organizational requirements for improving productivity. They explore labor-management committees to foster productivity gains.


Surveys the role of the Labour Market Board, central investment planning, industrial relations and trade unionism, and worker issues and problems in Sweden.

Develops background for enterprise-level efficiency analysis. Finds that public enterprises represented a "guiding" sector during the period of rapid Korean growth.


Discusses reasons for lagging productivity, including management's overdependence on technological improvements and failure to change employee behavior. Recommends close union-management collaboration, better measurement procedures, focus on employee attitudes, and continuity of effort.


The authors present abstracts of 103 field experiments aimed at understanding and improving worker productivity. They divide the experiments into 14 categories, such as management by objective, job development and promotion, goal setting, and job design.


Argues that such major economic ills as declining living standards and cyclical disruptions are due to the excessive size of nations. Contends that economics must return to a broader philosophic base so that theoretical emphasis on growth economics gives way to emphasis on structures and harmony of proportions.


Reviewing the literature, the author develops a composite model of organizational change processes. Surveys 22 organizations concerned with improvement of quality of work, and obtains management perceptions of change processes and the results of changes.


Discusses organization and management of farms, ownership of producer goods, and distribution of income and output. Examines policies regarding innovation, soil conservation, and related matters.


Examines corporate changes in employee selection procedures, in the involvement of work force in plant design, and pay systems and structural hierarchy when staffing new plant. Describes effectiveness and diffusion of the new approach.


Presents an analysis in which the individual, rather than the firm, is the basic decision unit, effort is the basic variable, and costs are determined by interrelated individual effort decisions. Argues that concern for self-interest will probably cause individuals to select effort positions that do not maximize their contribution to a firm's output.


Argues that economic agents should not be assumed to be simply economically calculating, but that motivations are more complex. Holds that individual behavior in a group partly explains the often observed sluggishness in large bureaucracies.


Debating the merits of planning, Leontief urges the development of a detailed statistical matrix to formulate alternative plans, to be adopted democratically. Stein argues the adequacy of current economic performance and of the market mechanism as an effective instrument of resource allocation.

Discusses modes of industrializing of service by means of technological as well as organizational tools. Cites numerous examples. Argues for the mass production of services to result in high service productivity.


Deals with productivity in services, and whether it can reach the same levels as in manufacturing. Discusses management's role in raising service productivity. Argues the importance of technology for service productivity.


Argues that the degree to which the market replaces government, and government replaces the market, is basic to distinctions between types of government. Discusses the competence of markets and of authority systems, as well as the variety of market systems. Also discusses the relation between private enterprise and democracy, the communist system, and planning.


Hypothesizes that the formal pattern of organization will be more strictly enforced in assembly-line than in continuous-process organizations; that impersonal control mechanisms will be more developed in the former than in the latter; and that managerial ideology will be more conservative, non-innovative and less people-oriented. Finds these hypotheses confirmed by his studies.


Discusses the use of engineered work standards, focusing on custodial maintenance. Analyzes results for productivity improvement. Stresses the need for worker participation.


Assesses productivity in various areas of construction prior to adoption of productivity bargaining. Examines the development and process of productivity bargaining and investigates its impact on productivity and the bargaining relationship.


The authors deal with organization as the setting for Japan's industrial success. They analyze the paternalism/lifetime-commitment model of the Japanese factory, and present a critique of it. They also discuss the social integration of the employee in the company, performance of Japanese firms, job satisfaction and work value, and other topics.


Describes practices initiated at the model village of Tachai, their spread, and consequent increases in productivity through such measures as land reclamation and river control.


Traces reasons for the relative decline of efficiency as an organizational goal. Discusses the rise of bureaucracy, and bureaucracy as a means to efficiency. Also discusses the treatment of efficiency in managerial science.


Finds that participation sharply increases acceptance of decisions but affects the attitudes

Arguments that the spread of multinational corporations represents a structural transformation in the economy, and that conventional fiscal and stabilization policies are impotent to deal with the results.


Summarizes conditions under which low participation might be acceptable, e.g., where speedy action is necessary or clearly defined goals exist.

Based on Chilean establishments, the author examines the characteristics of efficient and inefficient firms, finding that 75 percent operate at a level of efficiency 50 percent below that of the most efficient firm.


Argues that decisionmaking in industrial enterprises has tended to shift from cost-minimizing to cost-maximizing under the impact of expanding military procurement. Also argues that defense spending has undermined the cost-minimizing/mechanization nexus, and therefore has caused productivity improvement to stagnate.


Indicates that by 1970 Yugoslavia's economic reforms were unsuccessful in terms of desired levels of self-management, efficiency, equality, and harmony among various nationalities. Describes reforms of 1970's as being neither market- nor planning-centered.


Examines the functional autonomy of craftsmen; union work rules; and mutual support of diverse trades in rule enforcement. Discusses the impact of scientific management and employers' open-shop drive on these control devices.

Mueller, Ronald E. "National Economic Growth and Stabilization Policy in the Age

Examines managerial decisionmaking and optimization behavior of managers. Investigates savings-investment relations in an all-corporate economy. Also argues the case for his theory, partly on the basis of Japanese experience.


The authors suggest that central fabrication is more efficient for some independent retail meat departments. They favor a new profit model over the more traditional linear programming technique for evaluating relative efficiency.


Argues that socialist countries economize on urbanization by "internalizing" the costs of infrastructure. Also contends that they industrialize by forcing up capital-labor ratios in comparison with market economies.


Critically analyzes how inequality arises and how it is legitimized. Examines whether, and how, achievement in industrial organizations is related to reward. Argues that recruitment and promotion procedures do not so much reward technical performance as they do acceptance of the organization's power relationships.


Discusses the sources and causes of growth in the context of organized interest groups and their impact on growth. Argues that such groups tend toward monopoly, and that growth is most rapid when they are few.


A compilation of conference papers dealing with economic and sociological aspects of the Japanese work force, and such consequences of industrialization as demographic transitions, income inequality, and poverty.


A collection of papers interpreting economic and historical development in the United States in terms of changing organizational structures. Subjects include the vertical integration of manufacturing; the structure of industry; the development of conglomerate firms; and the emergence of mass-production unionism.


Presents a survey of companies that rely heavily on mathematical techniques in devising managerial systems, employing a special staff to do so. Examines pertinent projects and the position of the management scientist in the organization.

Assesses the impact of trade policy on resource allocation and growth, income distribution, employment, and the relations between trade, technical efficiency, and industrial organization. Notes that despite some allocative inefficiency generated by the high level of protection, the Israeli economy sustained a high rate of growth.


Evaluates the extent to which native managers employed by American firms apply new managerial technologies. Finds it to be limited. Also finds Mexican managers employed by Mexican firms to enjoy much wider authority than those employed by American firms. Also finds, however, that local educational institutions are deficient.


Addresses the relation between worker ownership and control of organizations, and worker attitudes toward the organization. Finds that participation in decisionmaking and perceptions of performance rewards and pay equity are greater in cooperative than in conventional organizations, and that cooperative members are more committed to their organization than members of conventional firms.


Deals with four varieties of mistakes and attributes them to the transitional nature of the work setting, the specialized nature of the work performed, and the “negotiated” process by which the work gets done. Also discusses the management of the mistakes.


Examines trends in land yields, institutions that affected the yields, and whether changes in the institutions caused yield improvements.


Deals with the impact of technological development on management. Also considers operations research and computer systems analysis.


Examines aspects of industrial management structure, such as the role of ministries in supervising managers, the role of non-ministerial agencies, labor, interenterprise relations, and the effect of reforms on workers.


An analysis, together with comments by conference panelists, of the systems and measurements required to operate corporate personnel systems. The authors discuss staffing patterns, human resources flows, and the development of human resources.


A collection of papers arguing that regulation fails to encourage innovation and invention, that competition is not necessarily related to good performance, and that regulation should address efficiency and effectiveness rather than reasonable rates. Technological improvement and pollution control are also discussed.


Argues that self service expands with the rising expense and associated low productivity of marketed private services. Examines self service in terms of consumers’ time, economics,
and impact on private consumption, and notes its impact on the allocation of time between "market" and "leisure" activities.


Suggests that international mobility of scarce factors such as technological know-how, management, and marketing may yield uneven division of gains when combined with no international mobility of unskilled and semiskilled labor. Advocates host country bargaining over sharing in the rents and quasi-rents of the scarce factors.

11.104 Suojanen, Waino, W., and others. *Perspectives on Job Enrichment and Productivity*. Atlanta, Georgia State University, School of Business Administration, 1975. 279 pp.

A collection of essays dealing with the relation of job enrichment to management theory, organizational change, and job satisfaction. Case studies are presented.


Considers the choice of mathematical techniques available to optimal planners such as linear programming and input-output. Outlines the relation of the price mechanism and the incentive system to the theory of optimal planning.


Determines the relations indicated from a survey of eight large departments in selected hospitals. Derives productivity and efficiency measures from American Hospital Association data definitions. Examines relationship between management style and other variables.


Discusses ways of aggregative planning, identifying demand patterns and appropriate deploying of resources.


Discusses major trends in host and home country policies. Analyzes patterns and trends in activities, and evolving relationships. Also describes new directions, such as in strengthening the capacity to deal with transnational corporations, and alternative forms of cooperation.


Finds that inadequate resources and lack of authority stymied the Center's efforts. Also holds that it lacked an overall plan to achieve objectives. Urges greater Federal involvement to improve productivity.


The authors discuss advances in managerial techniques and business organization, and some promising technologies in agriculture. They credit enhanced knowledge and other unmeasured factors for most of the productivity growth for Japan. They also consider Western Europe and Britain.


Appraises the theoretical implications of decentralization under worker management. Discusses the Yugoslav economy in terms of the theory. Also deals with investment and funding, and concludes with a chapter on the implications of self-management.


Examining a number of such projects, the author argues for high value and industrial
crops; careful feasibility studies and pilot projects; close proximity of the project to a suitable labor force; training of host nationals; appropriate incentives; and the project's being part of a regional development plan.


Discusses examples of functioning labor-management committees and provides suggestions for similar efforts to sustain productivity growth and improve the quality of working life.


Discusses uniqueness of firms' programs, resulting from differences in personnel, products, and problems. Case studies emphasize productivity gains and worker satisfaction.


Discusses efforts to improve productivity and work quality in the steel, automotive, railroad, and retail food industries. Also deals with communitywide efforts.


The authors discuss difficulties in measuring productivity, workers' concern with job content, and problems of institutional change.


Discusses mass production systems in industries producing complex items. Also discusses the concept of functional work groups. Presents case studies.


Examines programs that promote rural development. Distinguishes technological and "problem-solving" approaches, finding them to be two options impinging on organization, community leadership development, and extension work. Also finds underlying differences in concept of people and their capabilities. Examines implications for the dualistic form of economic development.


Investigates two basic forms of participation: Joint worker-management policy-making councils and committees, and organizational-level experiments with autonomous and semi-autonomous work groups. Tests effects of organizational and democratic theory including the success of democratic structures in improving productivity. Finds severe limitations stemming from management's meritocratic premises.


Reporting on an experiment, the author discusses cooperation between management and labor in technological change, job security, and attrition. Finds workers accommodate to change if they perceive that it benefits them.


Discusses the effectiveness of attrition clauses in collective bargaining contracts in three firms.

Energy, economies of scale, and other factors

12.1 American Rural Small-Scale Industry Delegation. Rural Small-Scale Industry in the Peo-

Deals with worker incentives, the economies of rural small-scale industries, machinery production, chemical fertilizer technology, the relation of the administrative system to small-scale industries, and the impact of small-scale industry on Chinese society.


Investigates capacity utilization in several hundred industries by a stabilization examination of market position, product characteristics, production, productivity, and other variables. Explains investment by examining sales change, profitability, and capital stock variables.


Refers to the substantial disagreement over the value of the elasticity of substitution between capital and labor in U.S. manufacturing. Notes that usually time-series studies report smaller estimates than cross-sectional analyses.


The authors try to determine whether financial intermediation is a condition for economic growth. They find no conclusive relationship but suggest that intermediation could become more pronounced at advanced levels of the saving-investment processes.


Points out that many years of abundant industrial raw materials tended to favor industrialization of U.S. agriculture. Argues that gradual depletion and rising prices have slowed the pace of industrialization, with differences evident for crops, livestock, and marketing.


Investigates the economies of scale in collectively bargained, multiemployer pension plans in the construction industry. Relates administrative expenses to active participants and investment activity. Finds economies of scale in long-run average administrative expenses.


The authors develop a statistical proxy based on census data to designate industries in which disadvantages of small scale are great, and minimum efficient scale therefore is important. They find that multivariate analyses of market power in U.K. and U.S. industries improve the statistical significance of the scale-economies measure.


The authors comment on current and projected capacity and utilization. They discuss potential output concepts, the impact of energy costs on output, and other topics.


Finds that, by various measures of efficiency—including intensity of cultivation, profitability, and cost of production per unit of output—small farms are as efficient as large farms.

Analyzing data for 1955 and 1970, the authors find that, while in 1955 there were significant scale economies available to nearly all firms, by 1970 the bulk of U.S. electricity generation was by firms operating in the essentially flat area of the average cost curve.


The authors use sectoral analysis and input-output techniques to analyze variations in energy consumption among nine highly industrialized nations. They interpret the contributions of economic structure and characteristics of energy utilization to intercountry variations in energy and output. They find the greatest intercountry differences in the transportation sector.


Identifies causal factors and determines their relative importance. Explores four energy technologies, finding such factors as technical readiness, program management and political support, as well as economic factors such as utility, of importance to the progress of energy technology.


Develops a model isolating those elements of market structure that influence the degree of scale efficiency in an industry. Also examines relevance of location theory. Finds that such variables as market size, transportation costs, market share, and tariff protection affect scale efficiencies.


Investigates why Thai living standards failed to rise despite strong growth of rice exports, accompanied by displacement of native handicraft by imported manufactures. Finds failure of agricultural productivity to improve due to lack of governmental efforts. Examines reasons for such lack.


Explains the importance of utilization rates, their derivation, and reasons for revisions. Provides historical data and bibliography.


Estimates the long-run average cost curve for the Canadian life insurance industry with an output measure consisting of a weighted sum of activities. Finds statistically significant returns to scale.


The authors present data which indicate that the international movement of people, capital, and goods was extremely fluid and took place under highly diverse conditions of population change and economic growth.


Argues that the food production and processing systems in the United States and the United Kingdom consume large amounts of fossil fuel energy. Discusses ways of saving energy.


Discusses economies of scale in power generation, effect of market structures on costs of generation, and marginal costs of service to different customers. Also discusses mergers and power pools as means to achieve scale economies.

The authors discuss measurement problems, patterns of utilization of capital and labor, relative factor prices, efficiency of capital and labor, and cost-price relationships.


Examines globally the actions thought to be needed to assure energy conservation and the development of alternative sources of energy. Discusses the efficient use of existing energy. Concludes that for many years the world's major opportunities will be in energy conservation.


The authors hypothesize that labor productivity, in the short term, first rises towards, then falls away from, peak levels as output and employment are increased. They find support for the hypothesis from data on 14 U.K. manufacturing industries.


The authors find that government investments are guided mainly by the criteria of social rates of return. They also find that government tends to be overly responsive to short-run economic fluctuations, causing long-run inefficiencies in social resource allocations.


Explores some common ground between input-output accounting and Cobb-Douglas production functions. Considers the problem of expressing value added as a function of labor, capital stock, and time.


The authors stress reliance on the market system for R&D decisions, with governmental intervention where the market fails to meet certain social needs.


The authors quantify the impact of alternative energy policies on future energy prices, energy utilization, and U.S. economic growth and structure.


The authors find diseconomies of scale for firms beyond a moderate size for several operating cost categories and for fixed costs, and little support for holding-company efficiencies. They discuss performance evaluations by utility commissions and the natural monopoly status and nontraditional cost functions of electric utilities.


Examines the interindustry ramifications of planning when input coefficients are dependent on the scale of production. Discusses investment allocation and the transfer of labor from the agricultural sector.


The authors consider comparative efficiency of resource allocation under sharecropping,
fixed rental, wage cultivation, and owner cultivation. They conclude that land redistribution to peasants and substitution of owner-cultivators for share tenants tend to improve agricultural production efficiency and resource allocation between the farm and other sectors.


Argues that the process of constant growth in the United States has ended, and a new era of permanent recession has begun. Finds an absence of such necessary preconditions for constant growth as cheap energy, cheap raw materials, cheap venture capital, low rates of inflation, and low interest rates.


The authors survey Mexico, Taiwan, and the Soviet Union. They discuss the relation between industries making farm equipment and fertilizer, and increases in farm output. They argue for agricultural experiment stations.


The authors discuss energy and environmental problems in U.S. agriculture. They cite large-scale, mechanized organic farms that use little or no inorganic fertilizers or chemical pesticides as a possible alternative.


The authors discuss the theoretical framework for the estimates, and present results for 1953-71. They deal with capacity growth since 1971, and offer projections to 1981.


Argues that the 1970 recession, and relatively weak profits during the 1971 trough, discouraged expansion and brought about the undercapacity that marked the subsequent business cycle peak. Also holds that environmental controls were not important in preventing expansion of capacity.


Discusses rates of utilization of equipment in U.S. metal working industries, and the extent to which the standard theories of capacity utilization can explain them.


Based on capital input data from the 1972 Census of Construction Industries, the author estimates production functions. Determines elasticities of substitution and returns to scale. Finds great diversity in skill composition, construction projects undertaken, degree of unionization, and other factors.


Examining 450 industries at the 4-digit SIC level, the author finds that the largest firms in most industries have higher labor productivity than the rest of their industry.


Presents estimates of the impact on costs and output per unit of input of environmental constraints and energy-related cost increases. Finds that annual cost increases for energy-related inputs for major crops considerably exceed those due to environmental constraints.
Expects that cutbacks in the use of fertilizer, irrigation, and pesticides will contribute to falling yields.


Applies a theory of the profit function to characterize the commercial-bank production function. Argues that there are increasing returns to scale in banking.


The authors explore the reasons for the cyclical volatility of the Canadian economy during the seventies, and investigate structural changes that may underlie lagging growth and productivity.


Links the age of capital equipment to pollution and to labor productivity, noting the dependence on capital investment to alleviate the pollution problem and diminish energy needs.


Shows that the share of transnational corporations in manufactured exports from developing nations is smaller than widely believed. Argues that a strategy of development placing reliance on foreign capital to promote manufactured exports is not always in the interest of poor countries.


Analyzes the utilization of storage capacity and the associated optimal prices. Argues that storage permits the substitution of off-peak production and/or sales for peak production and/or sales and the fuller use of plants in the off-peak periods.


The authors define a measure of the degree of scale economies, indicating that it can be calculated from the input and output elasticities of the production transformation function.


 Discusses trends in population, industry, finance and banking, and other sectors. Analyzes prospects.


 The authors present statistical findings, provide tables of historical data, and compare their own with other estimates.


Inquires how a firm's production function is influenced by its innovative activities so that the production function is uniquely determined at a point in time. Also seeks to determine what incentive a firm has to undertake research at various levels.


Elucidates labor productivity in terms of the real wage rate and the capital-labor ratio. Derives a generalized production function from empirical findings.

The authors investigate the usefulness of qualitative data on capacity utilization in approximating various macroeconomic variables not covered by direct statistical measurement.


Examines the relation between micro- and macro-production functions in a competitive industry. Presents a solution to the problem of aggregation of production functions with heterogenous capital. Utilizes data from selected industries in Japan, Norway, and the United States.


Finds that it takes 8 years for the capital-labor ratio to adjust completely to a change in the factor-price ratio. Also finds that cyclical fluctuations in output cause cyclical fluctuations in the observed capital-labor ratio.


The authors discuss ways of applying newly developed energy-conserving technologies. They deal in particular with the concepts of solar energy and on-site electricity production for each building.


Discusses small mines and hydrogenerating stations, noting that the former extract one-third of China's coal, and the latter one-third of her electricity.


Analyzes the role of military expenditure in advanced capitalist countries since the Second World War. Finds by cross-section analysis that high military expenditures are associated with lower investment and lower growth.


Deals with nutrition, the impact of health on economic development, population growth, expenditure and financing of health services, health centers and hospitals, and health personnel. Present some findings indicating increases in output from improvements in the health and life expectancy of the work force.


The authors note some obstacles and methodological issues in estimating agricultural capacity, assuming that estimates must be consistent with those for other economic sectors and in accord with estimates of productivity and efficiency. They recommend survey methods, and the production possibility function.


Notes Yugoslavia's growing instability and the emigration following strong economic growth in 1952-61. Explores the reasons. Believes the output slowdown to have been attributable to factor substitutions rather than structural changes.

The authors discuss the opportunities for saving energy developed from waste heat, the byproducts of stack gases of electric power plants, the desulfurization of fuel oils, and the byproducts of social waste. They also examine the possibilities of enlarging the energy supply by exploiting new sources of energy.


The authors discuss substitution among energy and materials uses, as well as the substitutability of energy and employment in industry. They also examine the consumer's role.


Examines the relation of industrial structure and growth, drawing national comparisons. Investigates factor intensities, including relative capital intensity by industry branch and labor skills as factors of production. Also examines differences in the growth of productivity, and their relation to structural change and prices.


Discusses determinants of plant capacity and efficiency, and the status of numerically controlled equipment operations. Criticizes inadequate managerial effort to improve use of such equipment. Offers recommendations.


The authors examine relative factor intensities, scale economies, and national characteristics.


A collection of papers analyzing such subjects as the relation of adequate credit to agricultural productivity; of land reform to agricultural production; of education to economic and social development; and of health to increased productivity.


Argues that rapid urban population increase has spurred economic growth during the post-war period. Finds migration to be a response to income differentials, and a means to change them through its effect on labor and capital productivity.

Productivity, prices, and costs


Evaluates postal workers' wage rates in terms of a human capital model that relies on the inverse relationship between quit rates and wage rates in an industry. Concludes that postal workers are overpaid.


Argues that persistent disparities in wage rates for low-skill workers should lead industrial employers to subcontract such workers where feasible even though it is illegal in many developing countries. Finds subcontracting widespread among industrial firms, despite their large-scale operations.

Amsalem, Michel A. *Technology Choice in Developing Countries: The Impact of

Examines alternative technologies available to perform industrial operations in the textile and pulp and paper industries. Finds costs of analyzing alternatives in pulp and paper to be too high for consideration of relative factor costs. Also finds frequent adoption of capital-intensive technology in textiles despite availability of labor-intensive technologies and their greater utility.


The authors argue the advantage of charges over direct, regulatory controls in abating environmental pollution. They discuss the economic rationale for charges, and present examples.


The authors examine how social functions assigned to wages could be discharged in other ways and how the wage system could be restructured to improve productivity and move towards full employment, optimum labor allocation, and appropriate manpower development.


Investigates why the stability of unemployment rates persisted across 27 States between 1970 and 1975, and why wage differences and worker mobility failed to eliminate the differentials.


Examines the effects of price rigidities on freight car allocation and supply. Points out that rigid charges provide no incentive to use cars economically, creating chronic disequilibrium in freight car supply.


The authors find substantial managerial slack and no economies of scale in contrast to the commercial insurers.


Analyzing the administrative cost structures of commercial health insurers, Blue Cross-Blue Shield, and Medicare, the authors find that the administrative cost ratio falls for commercial insurers, but that Blue Cross-Blue Shield do not display cost-minimizing behavior.


Finds that substantial benefits arise from the use of foreign workers because the costs of childrearing and the education of the foreign workers were assumed abroad; and that net benefits are not markedly reduced by the monetary remittances of foreign workers.


Examines the impact of such a fund upon the marginal productivity of capital, disposable-income distribution between labor and capital, the propensity to save, and the real wage rate.


The authors show that the higher-than-average hourly earnings paid by firms in concentrated industries are related to high capital inputs and associated labor quality.

Reports the results of a cross-section study of wage inflation in 15 industrialized countries. Finds no evidence to support a wage leadership view of inflation.

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Addressing the decline in employment in the Netherlands since 1971, the authors find that it was due to accelerated rises in real labor costs.

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Examines recent theories of wages that have affected wage policies in developing countries. Discusses the theories in terms of labor surplus, incomes, needs-based wages, and interindustry wage differentials.

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Finds that wages of men were considerably higher than wages of women in jobs with identical job descriptions within narrowly defined occupations of the same establishment.

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Adapts cost-benefit analysis to apply to a high-unemployment region in a developed economy. Finds that regional "shadow" wage rates are considerably below market wages, indicating the desirability of wage subsidies as against the current tendency in the United Kingdom to favor capital subsidies.

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Reviews recent trends by industry and occupation, as well as by union and nonunion affiliation.

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Examines the interaction of wages, productivity and relative wages between 1951 and 1971. Discusses cyclical and seasonal unemployment in construction.

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Presents essays on the disaggregation of labor markets; union power over wages; and the impact of bureaucratic controls.

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Examines the relation between an individual's wage growth pattern and his or her employment history. Finds that young workers receive about one-third of their total compensation in the form of human capital, and that aging is an important determinant of wage growth among them.

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Discusses the relation of wage incentives to productivity, with special reference to the garment industry. Treats the function of managerial controls, principles for a wage incentive system, work standards, and related topics.

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Specifies the factors associated with lower costs through use of current work force on an overtime basis, as compared with hiring new
employees. Finds that overtime may take place during periods of stable demand as well as when demand is increasing.


Argues that since the money wage may not measure the impact of a worker's employment upon an economy, economic cost must be priced. Hence, investigates these costs. Also discusses structure of labor markets in developing countries, as well wages and productivity in Far Eastern countries.


Presents estimates by sex and union affiliation. Finds weak association between earnings and nonlabor inputs and no significant regional differentials.


Argues that natural resource endowments and comparative labor costs are complementary explanations of the regional distribution of manufacturing output in the United States.


In addition to reporting on recent developments, the authors analyze the concept of, and trends in, unit labor costs.


In addition to discussing recent developments, the authors analyze the relation between productivity and the capital/labor ratio, and of the farm-to-nonfarm shift.


The authors discuss recent developments, with emphasis on manufacturing.


After discussing recent developments, the authors analyze pertinent trends in the durable and nondurable manufacturing industries, including cyclical shifts.


After discussing recent developments, the authors analyze differences in cost and productivity movements between the total private sector and the nonfarm sector.


The authors report on recent developments and discuss certain factors affecting compensation.


In addition to discussing developments for 1976, the authors discuss measures of the stock of tangible capital, as well as intersectoral shifts in labor productivity.


In addition to discussing recent developments, the authors analyze aspects of deflation of hourly compensation.

13.36 Norsworthy, J.R., and Fulco, L.J. "Productivity and Costs during Recession and

The authors discuss patterns of recession and recovery, and their impact on productivity, costs, and related variables.


In addition to discussing recent developments, the authors review the relationship between labor costs and compensation, and productivity.


Surveys legislative history in Ontario, female/male earnings and pay differentials, including occupational differentials; and identifies equal value jobs. Also discusses some implications of increased government intervention in the labor market, and labor market reactions to equal pay.


Explains the workings of construction labor markets in terms of wage changes, changes in the quality of workers hired, and entrances into and exits from the market. Discusses the relations between unions and employers, the duration of unemployment, hours worked, union objectives, and licensing laws and building codes.


Recommends greater disaggregation of the price determination mechanism. Argues that disaggregating output per worker-hour into manufacturing and nonmanufacturing segments is likely to improve estimates of unit labor costs.


Examines whether systematic cyclical patterns exist. Finds that hours and workweeks are cyclical but wages are rigid, with contrasts among union and nonunion workers, and between whites and blacks.


Reports that, as of 1974, British wage costs per hour, including social charges, were the lowest among the 15 industrial countries compared. Notes that this competitive advantage was offset by lower labor productivity.


Discusses differences in coverage, use of data, weighting structure, and reported results.


Argues that export-oriented foreign firms are unlikely to adopt technology that is more capital-intensive than that of domestic counterparts. Finds efficiency wage differentials between each investing country and Taiwan to be the most important determinant of the rate of investment.


Tests a theory in which wage levels arise out of the relationships between nutritional intake and the ratio of work time supplied to physical work done.


The authors present evidence supporting the hypothesis that on-the-job training is positively
related to expectations of future labor force attachment; and that on-the-job training is a major determinant of wages and wage growth among young women.


Postulates that employers are using more hours as fringe benefits rise, creating a "fringe barrier." Finds that the growth of fringe benefits relative to overtime premiums has led to increased weekly hours, and a loss of 25,000 employees over the 1958-76 period.


Defines investment as the consumption sacrificed to change the economy. Discusses the relative price changes that accompany growth, leading to a redistribution of wealth from those who undertake the capital expenditures that lead to growth to workers and landlords.


Examines the conventional view that prices rise at a faster rate near peaks of the business cycle while real output increases more rapidly during the early recovery stages of a cycle. Finds that the behavior of output corresponds, but the behavior of prices diverges from that indicated by the conventional view.


Estimates the pay differential between Federal and private workers. Finds that Federal workers earn substantially more than comparable private workers and that most of the differential is accounted for by "discrimination."


Argues that technical skills do not fully explain labor earnings. Examines the concept of productivity in terms not only of needed technical skills but of "social" skills related to organization of work in a particular economic system. Holds that returns to education and experience reflect both technical and "social" skills.


Presents indexes and percent changes of output per hour, compensation per hour, unit labor costs, unit nonlabor costs, and related variables, together with pertinent discussions and charts. Data for nonfinancial corporations are also included.


Discusses the cost-price behavior of the steel industry. Analyzes the industry's international competitiveness, emphasizing the question of its efficiency and modernization problems.


Discusses concepts, statistics on the level and structure of pay, statistics on changes in pay, and current-dollar and deflated series, and describes the various series published by BLS.


Includes testimony by various government officials and representatives of organizations representing public officials.

Deals with the scope, usefulness, and practice of value analysis, a method of identifying and removing all "unnecessary" cost. Also discusses value engineering.


Discusses the relation of bonuses to higher targets and the extent to which such targets are met. Believes the new system to be promising, and to be applicable to multidivisional firms in capitalist societies.


Considers the economic justification of rural electrification in terms of benefit-cost analysis. Gives pertinent criteria.


Discusses reasons for rising health costs and their containment. Also examines the relevance of the production function concept to the delivery of health services.

Productivity and employment


Presents a model relating the overall labor force participation rate to various income variables, population variables, the social security tax rate, and the previous period's participation rate. Argues that the "discouraged worker" hypothesis of labor force participation is of doubtful validity.


The authors find nonfarm rural employment to represent a growing proportion of total rural employment, owing in part to the slow expansion of farm jobs and in part to growing division of labor between farm and nonfarm jobs in these areas. They discuss the use of capital, employment growth, and productivity, as well as development issues.


Examines methods of labor information and allocation in small area markets, the constraints to efficiency, and needed policies of market intervention. Offers pertinent case studies.


The authors deal with employee-hours generated, noting a decline for a given level of expenditures. They discuss on-site and off-site labor requirements, distribution of costs, and regional trends.


Questions whether the installation of computers is appropriate in low-income and high-unemployment economies. Argues that computer applications that promise economies in the use of scarce resources such as capital are preferable to those that simply replace clerks.


The authors argue that while unemployment rates in Sweden are much lower than in the United States, the Swedish labor markets may not be more efficient in matching workers with available jobs. They find that the rate of turnover in the United States is about triple the Swedish rate, and the average duration of unemployment is longer for Swedish than for American workers.


The authors conclude that women in the Soviet Union have made much more progress.
than American women in professional positions, but differences are considerably less in managerial occupations. They infer that many more American women could perform effectively in such professional fields as economics, engineering, and medicine.


Based on experience in rice and wheat farming, the author examines the implications of alternative agricultural technologies for employment, and the effects on output and indirect employment.


The authors report on long-term developments among men, women, and teenagers. They discuss relationships to marriage patterns and fertility, educational attainment, and retirement patterns. They also analyze cyclical sensitivities.


Traces the deterioration in women's working conditions in the textile industry. Discusses protective legislation. Contrasts this evolution with the rise of trade unions organized by male workers, who, rather than also organize women workers, helped promote protective legislation for them, relegating them to a marginal role in the labor force.


The authors analyze the long-run decision to utilize capital intensively through the use of multiple work shifts. They demonstrate the impact of demand elasticity on the profitability of shift work, and discuss the long-run employment implications of shift work.


The authors find that, as in a capitalist firm, shift work is more desirable within a labor-managed enterprise since the weaker the workers' preferences in favor of daytime work, the higher the capital intensity of the production process.


In addition to discussing pertinent trends, the author deals with underlying technological changes, particularly earthmoving technology, as well as costs and hours.


Evaluates theories explaining why women earn less than men. Argues that commitment to work outside the household is a determinant of which women get the better jobs. Also holds that sex-based socialization affects women's earnings and occupational choice via education and childbearing decisions; and that discrimination is an important cause of sex differences in earnings and occupations.


Refers to the rapid decrease in labor force participation of the elderly at the same time that the health of this group has been improving. Differs from studies that attribute the great majority of retirements to poor health. Suggests that the social security system is the principal explanation for earlier retirement.

Examines labor force developments, especially changes in age composition. Forecasts declining overall unemployment and rising productivity to 1985, and slowed GNP growth thereafter.


Explores the effects of schooling, employment continuity, and experience. Also deals with the effects of mobility and motivation.


The authors, after an analytical introduction, present texts dealing with the role of women in terms of the industries and occupations to which they were attached.


Discusses the neoclassical, structural, and technological approaches to theory. Finds the relevance of theory limited, lacking empirical foundation or explanatory power.


Formulates a model dealing with unemployment and migration as well as output growth. Argues that enforcement of high wage levels compels capital deepening, which minimizes employment growth in the industrial sector and ensures a widening gap between the modern urban subsector and the rest of the urban economy. Deals with agriculture in similar terms.


The authors discuss industrialization, the role of capital goods, collective self-reliance, population policy, and related subjects.


The authors examine the effects of population growth on rural-urban migration, education, employment, the use of resources, and other factors.


Argues that, while within a 20-25-year span, population growth has little impact on the size of the labor force and land resources, a lower fertility will improve benefits from capital investment and reduce the size of the future labor force, thereby improving employment opportunities.


Discusses the evolution of the dual model theory, the presence of pertinent features in advanced economies, the actual movements of labor during 1950-70, and the likelihood that the dual model explains differences in growth rates.


Summarizes the Report, and offers a critique of the analysis it contains and of the optimistic view of the future of capitalism it offers.


Argues that a conceptual error in BLS and Lebergott unemployment estimates for 1930-43 has led to a large overstatement of unemployment levels as a result of counting
persons working in countercyclical programs as unemployed.


Examines the extent to which nursing personnel in short-term hospitals are technically substitutable for one another, together with the economic considerations involved.


The authors present a model to estimate input utilization, capital-labor substitution, technological change, productivity growth, and structural change. They conclude that technology displaces labor in the long run.


Applying stock-flow analysis, the authors are concerned with the month-to-month movements of persons into, out of, and within the labor force. They examine implications for unemployment, levels of labor force participation, and related subjects.


Explores factors and processes of growth and structural change in the labor force which accompany economic development. Deals with measures of labor force, regional patterns, decreases in male participation, and changes in female participation.


Discusses changes in employment structure and trends in tertiary industries, with emphasis on the fastest growing ones. Analyzes postwar changes in social security, presenting international comparisons.


Finding that the Sudan possesses large areas of fertile but underutilized land, the author recommends concentration on the development of agriculture. This would have far-reaching effects upon employment, but implementation would require educational, economic, and fiscal reforms.


Examines average employment size of plant in relation to size of national market and income level in several industries in a number of countries. Finds a positive relationship with market size, but an indeterminate one with income levels.


Uses definitions by Fritz Machlup and Daniel Bell to develop projections. Also bases his study on analyses by a Delphi panel of experts relating to 12 pertinent occupations.


Discusses changes in the forces of production and their effects on production relations, and the role of the State in agricultural legislation and research. Notes the substitution of capital for labor, and the resultant impact on productivity. Argues the bias toward capital intensity through research sponsored at Land Grant Colleges.


After discussing population trends and projected participation rates, the authors deal with
high-, intermediate- and low-growth paths, as well as socioeconomic implications. They also discuss assumptions and methodology.


The authors project slowed growth between 1975 and 1990. They discuss age and sex composition, earlier projections, and methods and assumptions.


The authors assess full employment and the costs and difficulties of finding jobs for more people. They deal with the responsibility of the Federal Government for job creation; policies to eliminate malfunctions of the labor market; and the limits to which an expanded job program can be pushed.


The authors examine management's concern with productivity, worker and union positions on productivity, and the conditions under which productivity bargaining has emerged. One paper studies the interaction between productivity bargaining and wage controls.


Estimates the marginal productivity of eight different occupations. Finds no evidence to support the marginal productivity theory. Also finds an apparently systematic difference between factor payments and productivities.


Argues that public finance policy can greatly help alleviate the persistence of mass unemployment resulting from the low rate of effective investment, significant underutilization of capacity, and declining labor intensity.


Based on an input-output model of the industry, the authors examine the employment generated by it, as well as the impact on labor of various energy-saving construction options.


Analyzing earlier theories of decentralization of employment, the author finds that such decentralization has occurred through development of outlying employment nodes, and that employment concentrations outside central cities can offset the disadvantage of distance from the central city.


The authors discuss the technological adaptations required to reduce unemployment. They examine labor-intensive technologies and productivity. They also investigate the employment-creating potential of multinational firms.


The authors discuss reasons for the persistent high unemployment rates among the uneducated, the unskilled, and the young. They also outline the effects of industrial incentives to promote private investment, public investment, and tourism.

14.46 Hussen, Ahmed M. *Economic Feasibility of Mechanical Strawberry Harvesting in Oregon: Estimated Private and Social Benefits and
Notes decline in Oregon's share of strawberry output owing to rising costs, which in turn stem from decreases in the supply of pickers. Shows wide range of cost in use of mechanical pickers. Also calculates social costs from worker displacement.


The report seeks to formulate policies to increase volume and productivity of employment, involving some redirection of investment and land utilization.


Papers exploring such subjects as the concepts of poverty, unemployment, and underemployment; the relation between economic growth, redistribution, and resource use; appropriate technologies; and employment strategies in India, the USSR, and industrialized market economy countries.


Concerned with the relation between the creation of employment opportunities and choice of technology, particularly the institutional biases in technology choice, the author explores why road construction in Iran (and other developing countries) is highly capital intensive despite the availability of large numbers of unskilled workers.


To evaluate the impact of job creation in a slow-growth region, the authors develop a model and find the social cost of creating temporary employment to be higher than for permanent employment.


Argues that the relative cost of employing social workers rose during the recent period of expansion; and that with no further growth in prospect, social work output could be increased with no extra cost by replacing some social workers with less expensive labor inputs.


The authors assess the adequacy of the theoretical and empirical foundations for forecasting outputs, input requirements, and occupations.


Examines the feasibility, social desirability, and implementation of labor-intensive techniques for road construction. Discusses specific techniques, e.g., wheelbarrows, hand excavation, etc. Examines productivity and costs.


Evaluates impact of the shift on productivity growth in agriculture and industry and on the supply of land. Also examines the increase in per capita income, and the role of the frontier. In addition, investigates decline in farm wage rates.

Discusses the method of shift-and-share analysis in determining the ability of regions to adjust to structural change in the economy. Examines structural and regional aspects of employment changes, 1961-70, region by region.


In light of employment problems facing Thailand and other developing nations, the author seeks to identify technically efficient labor-intensive techniques of road construction; to measure costs of alternative capital-intensive techniques; and to formulate policies for socially optimal techniques.


Presents an employment-oriented strategy for economic growth, based on agricultural development. Discusses the relation between agricultural modernization and the poor, and between industrial and rural growth.


Tests the operation of backward-sloping supply curve in Kenya. Concludes that workers resisting the move to better paying jobs are economically rational if account is taken of the high costs of forsaking village life.


Based on Marx, the author develops a mathematical approach to the relationship between the exploitation of labor and economic growth.


Examining the impact of Irish immigration on worker behavior and productivity, the author constructs a measure weighted by skill characteristics rather than sex characteristics. Also calculates a total productivity measure.


The authors relate employment increases to increasing reliance on domestic energy sources, and construction of power plants.


In addition to discussing recent developments, the authors analyze movements in real compensation since 1947.


In addition to discussing recent developments, the authors deal with the impact of changes in hours and employment on productivity.


Considers the relationship between the initial choice of technique and the growth of productivity. Reports that much of the substitution of labor for capital has occurred in auxiliary production processes, such as material handling and packaging.


Defines such sources as real wage growth, returns to scale, domestic share of value added, export share of value added, growth of export sector, and residual. Identifies their rela-

Compares a group of market and centrally-planned economies. Argues that marketing personnel in market economies are about twice the number in centrally planned economies; and that the extra shopping time of consumers in these economies is about equal to the labor time saved in the economy by having fewer marketing personnel.


Argues that Indian planning has failed in distributing the national income so as to increase employment and consumption of the poorer sectors of Indian society, even while succeeding in spurring growth. Analyzes different approaches to employment creation. Urges a trade-off policy, which would raise employment and consumption at the expense of growth.


Disaggregating manufacturing and services, the author finds that capital goods industries grew impressively. Believes that transformation accelerated with the introduction of planning in the early fifties. Notes shifts of the labor force from cottage industries to factories.


Presents estimates and forecasts of employment and unemployment for each of four major economic sectors requiring different levels of skill and capital investment. Anticipates declines in unemployment in the developed countries during the 1980s but increased unemployment and underemployment in the developing countries.


Discusses the framework of the Employment Cost Index, and the measurement of wage and salary changes and of benefits. Also discusses the determination of practices in the base period, base period hourly expenditure rates, and revision and rebasing procedures.


Analyzes incentive plans and collective incentive systems. Also examines effects of incentives on effort, output, wages, work performance, and the advantages to workers and to management. Also studies the effects on productivity.


The authors argue that rapid economic growth in Latin America has yielded little productive employment. They analyze the informal urban sector and the characteristics of those who work in it.

Stevens, R.G. "Measuring the Imaginary: The Employment Effect of Imported Steel

Compares the trend in steel imports with the course of employment, separations and layoffs, productivity, order backlogs, and capacity utilization in the U.S. steel industry. Concludes that in 1969-74, as in 1959-69, imports did not eliminate a significant number of steelworker jobs.


Argues that in view of growing environmental and raw material problems, large infusions of capital will not spur economic growth and high employment. Argues further that human resource development and public service employment should be emphasized.


The authors deal with aspects of human capital, food and agriculture, migration, and other subjects. They argue for labor-intensive forms of production.


Defines basic concepts such as dualism, disguised unemployment, and rural-urban migration. Analyzes the last-mentioned concept in relation to urban unemployment. Argues that marketed agricultural output must be expanded by increasing productivity before development can proceed. Also discusses the role of capital accumulation.


Estimates the financial surplus of Argentinian agriculture, 1950-67. Analyzes its trend. Argues that the large surpluses generated over the 1880-1930 period subsequently gave way to a "labor-surplus" economy, and that, agricultural interests having reaffirmed their control, intensive mechanization took place, displacing labor.


The authors argue that the use of less capital-intensive methods of production than those used in advanced countries could be one solution to the problems of unemployment in developing countries.


Argues that export of manufactures is not a general solution for the economic development of labor-surplus countries.


A manual designed to inform development officials how manpower and employment programs function as part of a total development effort. Surveys unemployment and underemployment in developing countries, rural-urban migration, employment problems in rural areas, income distribution, and the factors underlying high unemployment and underemployment.


Discusses assumptions underlying economic growth, and productivity and employment
targets for the 1973-85 period and subperiods. Also deals with financial requirements to attain these targets. Utilizes and discusses projection methods developed by BLS.


The authors find that capital in Yugoslavia is underpriced because workers earn imputed rents of capital, which are significantly greater in capital-intensive industries. They provide estimates of the scarcity rent (shadow price) of capital and the corresponding pure incomes of labor.


Explores black participation in nonfarm economic growth in 244 nonmetropolitan counties. Finds nonfarm industry to avoid these counties in favor of others predominantly white. Also finds that blacks do not share proportionately in job growth even in predominantly black counties, being underrepresented particularly in white-collar jobs.

Productivity and economic growth


Examines impact of slower U.S. growth on the growth of less developed countries, and generally the impact of the U.S. economy on other economies. Argues the deleterious effects upon less developed countries of slowed U.S. growth.


Questions use of conventional development programs to increase human welfare. Draws on recent findings and historical experience to suggest that equitable growth requires reorientation of development strategies.


Examines the contribution of labor input, capital input, and total productivity to the growth of 21 industrial groups, 1960-70. Finds light and consumer goods industries to be more efficient than capital goods industries.


Argues for growth policies that avert ecological disaster and improve welfare. Explores "unbalanced" growth in modern capitalism, focusing on income distribution, education, and other variables.


Examines import substitution as an economic development strategy, emphasizing its limitations. Outlines a method for deciding upon priorities. Argues that entrepreneurship rather than saving is the problem. Surveys problems of the "post-import substitution phase," and the dangers they hold for social stability.


Identifies some sources of Great Britain's relative economic decline, from the Industrial Revolution forward. Claims the decline can be directly linked to the failure to adapt to evolving technological and industrial demands.

15.7 Allvine, Fred C., and Tarpley, Fred A. "The New State of the Economy: The Challenging Prospect." In U.S. Economic Growth from...

The authors argue that societal attitudes have shifted from an ethic of pro-growth to one of conservation; that innovation in industry has slackened; and that energy costs have risen—all of which constitutes an erosion of major sources of growth.


Analyzes preconditions for regional expansion, including levels of factor prices that induce inward movements of inputs, and the relaxing of regional supply constraints.


Considers typologies of growth by Rostow, Gerschenkron, and some Marxists, and argues that the evidence does not fit any of the typologies for several countries. Also argues that a regional analysis of growth is more illuminating than a national analysis and calls for greater emphasis on the contribution of agriculture.


The authors assess the advantages and bottlenecks in economic development found in varying degrees in the Middle East. They consider oil, agriculture, industry, and manpower and employment.


A collection of papers dealing with the economic variables affecting Japan’s future growth, including land, labor, capital, structure of trade, and technology. Papers also deal with political variables, and with conflicting values bearing on tradition and modernity.


Argues that capitalism in its international aspects often had opposite effects in the advanced countries and their overseas offshoots, and that this was true for India prior to 1914. Also argues that technological change today often disrupts Third World societies. Proposes to spur the development of localized economies to overcome such effects.


Surveys developments in population, agriculture, extractive and manufacturing industries, foreign trade, the labor force and employment, and other variables.


Argues that claims of rising pollution and declining supplies of raw materials have no basis. Contends that higher output makes for more efficient use of resources by enabling acquisition of technical skills and organizational abilities.


The authors consider desirable responses by developed countries to the demands of the less developed countries. They deal with resource transfers; international trade; world food problems; and technology transfer and diffusion.


Surveys problems and theories of economic development. Also presents case studies, including Soviet Russia, China, Japan, and Brazil. Analyzes the political and social
characteristics of underdeveloped countries, and economic motives and behavior.


Discuss growth and cyclical variations, and assesses weaknesses and strengths of the development process. Underlines factors contributing most to the rapid rate of economic growth, focusing on labor supply and capital formation.


Calculating the growth rates of diverse inputs, the author derives residual growth rates for 2-digit industries. Finds growth in the stock of capital goods to have contributed most to output growth. Also studies the factors impinging upon interindustry growth differentials.


Studies investment in health in relation to agricultural production and growth in per capita real GNP. Finds health to be outstanding in importance for poorer countries, and to result in economic gains for the more advanced countries as well.


Demonstrates that long-run changes in production technology induced by environmental standards are a crucial adaptive link between continued economic growth and maintenance of environmental quality.


Presents papers dealing with such subjects as the forces governing the rate of technical change, economic growth in Britain, and long-term controls of international capital movements.


The authors find a quickening in the growth of labor productivity and in total factor productivity in industry. They attribute productivity gains to a more optimal allocation of the modernized capital stock. They also credit relatively long hours of work, high labor mobility, and strong commitment to work.


A compendium of papers dealing with the historical and contemporary setting of economic development in the black community, and assessing problems and current programs. Topics discussed include wealth accumulation of black and white families; barriers to black participation in the economy; black banking and business development; and others.


Based on experience in Greece, the author analyzes demand characteristics, interindustry relations, employment, and earnings. He also presents international comparisons of construction productivity.


Examines the impact of colonialism and the development of an agrarian colonial bourgeoisie. Argues that economic concentration, needed for economic development, was checked, resulting in failure of the forces of production to develop.

The authors examine the effects of zero population growth on per capita wealth and family size, and present projections of consumption expenditures under various assumptions.


The authors examine principal changes in economic structure that normally accompany economic growth. They focus on resource mobilization and allocation, particularly those aspects which promote growth.


Examines main features of the subject and presents a model seeking to explain them.


Suggests that development is dependent on effective programs in capital accumulation, increased participation in technological progress, and improvement in the quality of the black labor force.


A collection of essays discussing growth as both a value and an issue. Includes the views of those who would limit as well as those who would promote growth.


Examines the growth of market economies over the post-World War II era in terms of the transformation of output and employment patterns. Discusses the "dual" structure of capitalism, and deals extensively with manufacturing, as well as with the role of exports in output growth.


Arguments the relationship between economic development and the decline of traditionally structured agricultural export sectors. Finds sugarcane production to suffer from great comparative disadvantages, manifest in declining labor and sugarcane yields, as well as topographic obstacles to mechanization.


Arguments that productivity grows the faster, the lower unemployment and the stronger consumer demand. Also discusses the relation of productivity to labor and other costs and to profits, as well as the role of collective bargaining agreements in improving productivity.


Shows that foreign aid can produce a lower long-term growth rate than would occur without aid. Assumes that government uses some of the aid to supplant saving, thereby freeing revenues for consumption.


Discusses various pro-growth arguments. Defends the steady-state view, in part because it recognizes the finiteness of resources.


After discussing concepts, the author describes policies for a steady-state economy.


Based on the results of an econometric model, the author argues that Japanese growth was determined by "exogenous" demographic and technological factors, rather than by government policy, although such policy was contributory.


Shows that import substitution policies generally played a key role even beyond the early phases of industrialization. Finds that the switch to such policies proved to be conducive to rapid economic growth.


Outlines the development experience and problems of the Yugoslav economy since 1947, when the first postwar plan was implemented, showing how Yugoslavia has combined rapid economic growth with fundamental institutional changes. Among major factors viewed as likely to have influenced growth are improvement in resource allocation and maintenance of the rate of aggregate savings.


Discusses national and regional models, environment and energy models, and principal model users.


A collection of papers finding that U.S. growth in the next quarter-century will probably be limited by capital shortages rather than by shortages of energy or raw materials; that improvement in environmental quality can be made consistent with economic growth if controls are supplemented by economic incentives; and that energy demand will grow more slowly than GNP.


Finds that rapid economic growth, induced by the emergence of an oil sector, results in large investment in productive activities and social overhead, but is constrained by shortages of factors such as skilled labor.


Compendia of conference papers dealing chiefly with the subjects announced by the volume titles.


Presents a model focused upon urban housing. Tests existence of demand, potential for increased savings, and underutilization of capital. Finds that the provision of adequate housing financing transforms the latent demand for housing into effective demand.


Discusses methods and concepts, and presents projections.


In the first part of their presentation, the authors employ a business-cycle approach. Various time series are offered and discussed. Volume II contains theoretical analyses based on the findings in Volume I.


Examines how steady growth conditions are modified by the introduction of different types of technical programs, both for a closed and an open economy. Shows that optimal growth can be achieved with a slow as well as a fast rate of technical progress.


Examines a sample of multicounty areas that are remote from urban areas. Argues that this type of analysis, as opposed to one at the national level, permits a better understanding of the connection between economic growth and poverty. Finds that growth had a marked impact in decreasing poverty rates, and that whites and nonwhites were equally affected by economic growth.


Deals with the relation of economic growth to resources, distribution of income, and food supply. Also discusses growth theories, entrepreneurship, import substitution, and other pertinent subjects.


Discusses problems in sustaining Korea’s rapid rate of expansion. Deals with resource mobilization and allocation, and rural-urban income disparities.


The authors explore the evolution of market forces and the effects of productivity-raising improvements (passed on as cost reduction) as vehicles of growth.


The authors examine the view that emphasis on export of primary products, while initially raising productivity, may ultimately produce technological stagnation. They argue that development in several products within the agricultural sector has been important in the economic development of Australia and New Zealand.


Deals with the beginnings of economic growth, industrialization and its technology, changes in industrial structure, conditions of work and standard of living, the evolution from laissez-faire to the “mixed economy,” and the limitation of growth.


The authors present a macroeconomic model designed to predict the annual time paths of major aggregative variables over a 5- to 10-year span. They introduce interrelated demand functions for labor and capital and
discriminate among concepts of potential, full-employment, and capacity output.


Presents an overall picture of the Chinese economy from 1949 forward and projections to the year 2000.


Examines the extension of European capitalism to the entire world, and the associated rise of the middle classes, liberalism, and political democracy. Discusses the economic boom during the period, winners and losers in the struggle, and social changes.


Argues that the relative growth rates of infrastructure and consumption must be in harmony. Also points out that development of infrastructure is highly capital intensive, while its operation is labor intensive.


Analyzes the arguments that racial discrimination can slow the rate of development, and that development does not guarantee a reduction in discrimination. Holds that changes in racial relationships can be achieved more by political power than by market processes.


The authors examine factor supply and factor intensity in trade; employment generated by exports; the roles of government and multinational corporations in export growth; and growth rates of productivity for export- and import-substituting industries.


Arguments that most knowledge of economic development arises from what has taken place in temperate zones and involves their technology and highly trained labor force; and that nearly all tropical countries are poor or less industrialized. Holds that climate is a crucial, but overlooked, force in development.


The authors deal with population growth, the emergence of an Egyptian bourgeoisie, recent economic growth in Iran, labor in Turkey, and other topics.


The authors investigate the accelerated rate of growth in Ireland in the 1960's. They examine the behavior of exports, savings, and investment. They also evaluate management and its contribution to changes in the rate of growth, and stress the need for full employment.


Argues that the British economy did not expand as rapidly as resources and opportunities permitted, and that this reflected wealth holders' desire to avoid losses. Shows that foreign investment consumed resources needed to achieve faster domestic growth. Provides estimates of the degree of retardation. Also investigates the role of the financial system.


Expresses skepticism regarding development planning. Believes that reasons given for
its poor performance do not deal with the source of the problem, which is the naivete of the implicit model of government decision-making used.


Argues that a "more balanced" growth path is ahead. Examines the causes of Japan's post-war "miracle growth".


A collection of papers set in a framework of regional growth theory. Individual papers deal with agricultural productivity, net migration, the impact of banking, canal systems, and railroads, and other factors.


Analyzes Saudi Arabia's development with numerous references to its negative aspects. Considers the economic prospects of the country's oil policy.


Dealing with maintenance of a high growth rate in Japan, the authors address such topics as consumer and investment demand, production and total factor productivity growth, and business cycle stabilization models.


Discusses growth rates, 1953-1972, sectoral shares, and major national accounting aggregates. Examines causes and consequences of accelerated growth. Also deals with labor absorption problems, the contribution of agriculture, and other topics.


Addresses the questions of how the high rates of growth of population and per capita product were attained; and how unity was preserved in the face of divisive sectional interests and differential economic growth.


Investigates the structure and operation of resource allocation; its influence upon the income distribution; and how resource allocation has been constrained by the equity goals of the leadership.


The authors discuss the principles of efficiency in production and consumption, the efficiency of the price mechanism, and theoretical limitations. They examine policies based on these principles in the context of Israel's economic development.


The authors investigate the relation between economic growth and the availability of natural resources, pollution, and the impact of environmental policies. They present alternative projections, and a multiregional input-output model.


Analyzes causes of growth in Great Britain, the United States, France, and Germany, and the response of "peripheral" (nonindustrial) economies to growth in "core" countries.


Presents papers discussing development and planning, economic cooperation, manpower development and population, and other subjects.

Examines the conflict of interest between the urban and rural sectors of developing countries. Comments on earnings, capital efficiency, savings, and the skill drain. Argues that the rural sector has not obtained sufficient resources to meet accepted criteria of efficiency and equity.


A collection of papers dealing with problems of income distribution and their relation to economic development; causes of poverty; and policies intended to remedy them.


Investigates patterns of production, distribution, and capital formulation. Also examines resource distribution.


The authors discuss their concept of system dynamics methodology as a means of analyzing growth issues; and time horizons for analyzing economic growth. They examine business cycles, long waves, and related topics.


Examines reasons for the divergence in agricultural productivity between the two provinces. Argues that it was rooted in the market situation arising from the general westward movement of agriculture.


Investigates reasons for the contrast between agricultural productivity and high industrial productivity. Also contrasts regional differences in agricultural productivity. Finds research and development and education of the rural population to have been inadequate.


Presents an econometric model for Latin America and Asia. Links the growth parameters of these two developing regions to the rest of the world through trade relationships. Determines interactions between growth and foreign assistance.


The authors survey the origins of current economic problems and discuss the lessons to be learned. They discuss the desirability and feasibility of economic growth and competing claims on national product. They then examine the aims of policy, in terms of demand management, reconciliation of competing claims, better functioning of markets, and international dimensions.


Examines role of metropolitan areas in the growth of nonmetropolitan areas. Finds the role less than expected. Also discusses the network of interregional personal contacts, which "dominates" the mass media as a source of labor market information.

The authors deal with the transition from growth to a "steady-state" society. They consider the relation between population and food or energy; economic alternatives; and the rationale, mechanisms, and implications of various long-term planning proposals.


The authors discuss capital investment, technology, population growth, and the opening of new agricultural land. They conclude that successful economic development was nearly always balanced in the early stages.


Argues that economic analysis is of little use in dealing with the social desirability of continued economic growth. Favors assessing the consequences of technological and economic growth in terms of aspects of the good life.


Argues that economic conditions at the outset of the modern era and the rate of capital accumulation that transformed a traditional economy into a modern one are linked. Focuses on a few crucial variables, especially income distribution. Argues that the modern sector in low-wage-high-profit economies, such as Belgium, will grow faster than in high-wage economies.


Examines whether economic development has failed or succeeded, and investigates the lessons that might be learned. Deals with economic growth and the reduction of poverty in terms of employment, incomes, basic needs, nutrition, and related variables.


Argues that the rise of industrialism in Japan was due to Japan's autonomous position rather than to inherent characteristics—unlike China, which became incorporated into an imperialist system.


The authors discuss recent and prospective economic growth trends. They detail the impact of regulatory and pricing changes, especially on costs and technologies.


A collection discussing such themes as urbanization, population policies, modernization, technological factors, economic growth, and the relation of employment policy to development.


The authors develop a model which simulates results of potential public policy strategies aimed at alleviating problems of underdevelopment in rural areas. They present findings on the annual increase in development funds needed to eliminate poverty.


Examines patterns and structural changes. Assesses the comparative advantage of manufacturing and the allocation of industrial resources, and evaluates strategies. Finds comparative advantage to reside in labor-intensive lines of production.

Examines implications of development strategy for the intersectoral allocation of investment and choice of technologies, as well as its effects on income and employment.


Examining growth in output, capital, and labor, the authors find that British industry's deficiencies are attributable to performance, not structure.


Challenges the idea that slow industrial productivity growth in England has been related to labor shortages. Shows that the growth rate in manufacturing output has been constrained by the growth rate in exports and investment.


Discusses the issue of investment choice between agriculture and industry, arguing that maximum agricultural productivity can be attained by investing capital in fertilizer and pesticide rather than by investing directly in agriculture.


The authors deal with the management of the Japanese economy over the past 20 years. Topics include economic growth and its sources; industrial organization; technology; and labor markets.


The authors examine the political pressures likely to impinge on economic development. They also explore the impact of ethnic diversity in preventing the pursuit of economic integration in the area.


Argues that changes in agricultural labor relationships must be viewed in terms of Brazil's industrialization and urbanization; that mechanization and the introduction of fertilizer were linked with the rise of domestic input manufactures; and that these transformations were brought about by industrial capital.


The authors deal with the transition from rapid growth to "post-industrial" societies. They discuss energy choices, theories of growth limitations, political and social aspects of limited growth, and other topics.


Argues that changes in technical innovations, of which railways were one, contributed more to economic and social development from 1730 to 1880 than did the revolutions of 1789, 1830, and 1848. Also discusses changes in agriculture, and the causes of population growth.


Evaluates Chinese strategy regarding such problems as raising the rate of capital accumulation, reducing population growth, providing adequate rural employment, and reducing inequality of income.

Discusses concepts, economic growth, transfers of technology and capital, and contemporary development patterns.


Reviews the performance of the Moroccan economy in light of planning strategies and foreign investments. Finds a poor growth pattern. Also finds a decline in the relative importance of foreign investment despite official attempts to attract it for export-based growth.


Analyzes the 1968-74 boom. Discusses the historical and geographical background that helps explain it. Identifies government involvement, abundant natural resources, well-trained technicians, and entrepreneurial talent as chief ingredients that conditioned the boom.


Surveys the past two centuries in terms of the demographic transition, developments in production, trade and price movements, Kondratieff cycles, and stages of growth in 20 countries. Deals with future economic policies required to maintain full employment.


Considers the influence of fertility decline on a developing nation's economic improvement. Presents production functions with the usual inputs, plus autonomous factors that permit independent rises in resource productivity over time.


Discusses economic growth since World War II; sectoral saving and capital formation; economic growth and wage and price stability; and other subjects.


Urges multilateral development banks to be more precise in presenting the development theories upon which they base their loans. Assesses the usefulness of the main theories utilized by the banks.


Presents a framework for the integration of growth policy, energy policy, and environmental protection. Anticipates a moderation in the U.S. growth rate.


A collection of conference papers dealing with the constraints faced by small countries in their economic development policies in such areas as trade, monetary policy, aid, and the operation of multinational firms.


Deals with technology, research and development, and employment and poverty in developing countries. Qualifies his earlier confidence in industrialization, and expresses more hope in developing indigenous scientific and technological capacities.

The authors argue that the income gap between rich and poor countries is the most critical problem facing the world economy. They discuss the relation between trade and development, trade policies, aid as an agent of development, and international factor movements.


The authors discuss variations in redistributive strategies as alternatives to growth strategies.


Critically reviews the contributions of outstanding Chicago school economists, including Jacob Viner, Harry G. Johnson, Milton Friedman, and Theodore Schultz. Contrasts their ideas with those of Marxist and "mainstream" development economists.


Examines recent literature pertaining to growth in the 19th century. Focuses on the effects of abundant land, technological change, and railroads. Also discusses slavery and the banking system.


Explores the correspondence between patterns of growth and patterns of change in series of economic and noneconomic indicators of wellbeing, such as life expectancy, crime, educational attainment, and adequacy of housing. Also measures changes in the quality of life.


Discusses the impact of zero growth upon the distribution of economic resources and upon government. Also examines international influences and the problem of inequality.


Discusses consequences of zero growth in terms of unemployment, distribution of income, patterns of employment, industry sectors, and environmental pollution.


Argues that industrialization became increasingly efficient and rising exports enhanced product quality and led to greater economies of scale.


A staff study summarizing findings from 12 volumes of studies pertaining to special forces affecting growth; human resources; capital formation; natural resources; productivity and technological change; and international factors. (Selected studies are entered in this bibliography under their authors' name.)


Presents testimony and statements by Senators, businessmen, and academicians.

Examines new evidence on economic growth in recent decades. Presents data casting doubt on the link between growth rates and changes in the share of manufacturing. Finds that increasing returns are slowing.


Explores the long-run implications of externally financed growth under alternative assumptions of domestic savings. Analyzes the 1950-70 growth pattern.


The authors examine the causes and consequences of differential regional growth and decline. They deal with public-sector implications, industrial location and development, and historical and theoretical perspectives.


Examines development plans calling for increasing labor productivity through manpower programs, economic diversification, and regional distribution. Critically reviews these plans. Concludes in part that the country's dependence on international trade and finance will not decrease.


Presents summaries, conference proceedings, submissions, and background materials bearing on growth policy and processes; urban policy; fiscal problems of local government; economic development initiatives; employment policies; Federal regulations; regional policies; and other issues of national import.


Associates quality of production with the stages of economic development. Argues that quantity may be favored over quality in the lower stages of development under any economic system. Believes that expansion may last longer under socialism than is justifiable and may thereby impede economic development and technological progress.


First of a series, the report discusses the sustaining of rapid economic development, raising productivity and the income of the poor, improving their access to public services, and maintaining an international environment conducive to development. Projects that growth will be slower in the coming decade than earlier.


Examines the structure and sources of growth of Spain's agricultural and industrial sectors.


Investigates the "growth pole" and related literature. Argues the need for regional policy to alleviate regional inequities. Discusses empirical studies of the effects of growth centers and formulates a model to test the effect of growth centers.

Demonstrates that substantial economic growth has occurred under the aegis of international finance capital in Brazil. Examines the limitations of such growth, as well as the determining variables.

Bibliographies, annual reports, etc.


Describes and appraises the publications and major trends in the field.

16.2 Bickner, Mei L. Women at Work. An annotated bibliography. Los Angeles, Institute of Industrial Relations, University of California, 1974-77. Two volumes.


Presents a list of references on the subject on the indicated pages.


Prepared under the auspices of the American Association for the Advancement of Science.


A bibliography on the subject is appended to the article on the pages indicated.


Presents an annotated bibliography covering issues discussed in an accompanying article (pp. 3–12).


A bibliography on the subject appears on pp. 27–28 of this publication.


Pertinent references appear at the end of the article.


Biennial compilation, approached through the social sciences and interdisciplinary studies. Includes 450 entries, arranged by institution and department where project is undertaken.


References on the subject are appended to the article on the pages indicated.


Covers measurement, management, labor relations, training and development, budget and finance, and functional areas.
16.15 Public Productivity Review: A Policy and Management Periodical. Published quarterly by the Center for Productive Public Management, John Jay College of Criminal Justice, New York, N.Y.

Presents analyses of productivity theories and concepts, emphasizing those which are pertinent to labor-management relations, human capital efficiency and effectiveness, and organizational and system goals. Also presents productivity bibliographies and citations.


Includes quarterly surveys of plant and equipment expenditures, as well as periodic discussions of capital and other expenditures for pollution abatement.


Presents a review of the literature and an annotated bibliography of articles concerned with the measurement, prediction, and development of productivity among managers. Explores the usefulness of management development, management by objective, and behavior modification programs.


Covers productivity, strategies for improving productivity, job satisfaction, motivation, and organization of work.


Monthly publication featuring household data on the labor force, total employment, and unemployment; jobseeking methods used by the unemployed; establishment data on employment, hours, earnings, and turnover; output per hour, hourly compensation, and unit labor costs; insured unemployment; and special articles reviewing data on pertinent subjects.


Presents time series on all published BLS statistics, as well as explanatory notes covering the statistics.


Outlines current programs, including those pertaining to productivity and technology.


Regularly publishes original articles on concepts, trends, and the sources of productivity change, as well as on construction labor requirements and related subjects. Also lists new publications on productivity each month.


Provides references for nearly 1,000 publications dealing with concepts and methods, measurements of levels and trends, the sources of productivity change, and the relation of productivity to the economy as a whole and to economic variables such as wages and prices.


Lists projects concerning program planning and administration, programs and techniques, the labor market, economic and social policies,
dissertation and small-grant research, and foreign trade and investment abroad.


Describes the activities of the Center, including attempts to improve productivity through cooperative arrangements in mineral, food distribution, construction, apparel, and airline industries. Describes the productivity improvement programs within Federal agencies, and Federal programs that aim to improve productivity in the nonfederal public and private sectors.


Summarizes the Center's activities during its existence.


Lists centers, publications and newsletters, and bibliographies dealing with productivity and worklife information; also lists various information resources for productivity research.


Contains summaries of reports completed in 1978, as well as of assessment activities.


Covers new trends, experiments, and developments in the workplace, focusing on efforts to improve performance and productivity. Also analyzes current experience, contemporary issues, and new ideas.
Author Index*

Abbott, Lewis F., 9.1
Abernathy, William, 10.1, 10.2
Abu-Laban, B., 6.1
Abu-Laban, S.M., 6.1
Adams, D.R., Jr., 3.1
Adams, Ruth S., 6.106
Adelman, Irma, 15.2, 15.1
Adie, Douglas K., 13.1
Adkins, Douglas L., 6.2
Afrati, S.N., 1.1
Agarwal, M., 1.2
Agnello, R.J. 11.1
Ahmad, Ausaf, 15.3
Ahmad, Sultan, 5.1
Ahmed, I., 9.2
Akin, John S., 6.3
Akin, William E., 11.2
Akinwumi, James Adewuyi, 3.2
Alamgir, Mohiuddin, 11.4
Albin, Peter S., 15.4
Alderman, Karen C., 6.92
Alexander, Robert J., 15.5
Allen, G.C., 15.6
Allen, R.C., 9.3
Allen, R.I.G., 1.3
Allwine, Fred C., 15.7
Almeida, Ozorio de, 13.2
Al-Moonef, Ibrahim Abdullah, 11.3
Alper, Neil O., 6.4
Altmann, Franz-Lothar, 1.4
Ammann, Alan I., 1.5
Ammann, Ronald, 9.4
Amsalem, Michel A., 13.3
Andersen, Leonall C., 14.1
Anderson, Alan D., 4.1
Anderson, David L., 4.2
Anderson, Dennis, 14.2
Anderson, F.J., 15.8
Anderson, Frederick, 13.4
Anderson, Patricia Mottram, 12.2
Anderson, Robert, 1.96
Andreassen, Arthur, 2.2
Ansari, Javed, 15.115
Arbeit, Stephen P., 6.150
Archibald, R.B., 1.6
Aresvik, Oddvar, 5.2, 10.4
Arndt, H.W., 13.5
Arndt, Thomas M., 10.3
Ashenfelter, O.C., 6.5
Ashworth, W., 15.9
Askari, H., 1.2
Askari, Hossein, 15.10
Austin, Lewis, 15.11

Bacon, Robert, 11.5
Bagchi, A.K., 15.12
Bailetti, Antonio J., 8.1
Bairoch, Paul, 15.13
Baker, Joe Garrett, 14.3
Balderston, Judith B., 6.136
Balk, Walter L., 1.7, 4.3
Ball, D.E., 2.3
Ball, Robert, 14.4
Balz, Manfred Wilhelm, 10.5
Bamba, Hiroya, 6.6
Banister, Eric W., 6.7
Barbash, Jack, 6.8
Barkin, Solomon, 11.6
Barlow, R., 1.8
Barna, T., 1.9
Baron, C.G., 14.5
Barrett, N.S., 14.6
Bartol, Kathryn M., 14.7
Bartol, Robert A., 14.7
Bartsch, William H., 14.8
Bass, Bernard B., 11.7
Bassett, Glen A., 7.1
Bates, Robin, 11.8
Batt, William L., Jr., 11.9, 11.10
Baughner, Dan, 6.9
Beckerman, Wilfred, 15.14
Bednarzik, Robert W., 7.2, 7.3, 7.27, 14.9
Behman, Sara, 13.6
Behrend, H., 7.4
Belitsky, A. Harvey, 6.10, 6.11, 9.6
Bell, Daniel, 11.11
Bell, David, 11.12
Belous, Richard S., 7.29
Bender, Richard, 10.6
Bendick, Marc, Jr., 1.10
Ben-Shahar, Haim, 15.72
Benvignati, Anita M., 9.7
Berch, Bettina Eileen, 14.10
Berglund, M.F., 13.8
Bergson, Abram, 5.4
Berliner, Joseph S., 10.7

*Organizations are not listed as authors.
Berman, Howard J., 3.36
Berdnt, E.R., 9.8, 12.3
Bernstein, Paul, 11.13
Best, Fred, 6.12
Betancourt, R.R., 14.11, 14.12
Bezdek, Roger H., 1.11, 2.4, 2.5
Bhagwati, Jagdish N., 15.15
Bhalia, A.S., 9.9, 9.10
Bhatia, Rattan J., 12.4
Bickner, Mei L., 16.2
Bingham, Barbara, 14.13
Binhammer, H.H., 10.8
Binswanger, Hans P., 9.109, 10.9
Birnbaum, H., 6.13
Birnberg, Jacob G., 6.33
Birtig, G., 6.14
Bishop, John H., 6.15
Bjarnason, Emil Grover, 11.14
Blair, Courtney O., 7.26
Blair, Roger D., 13.9, 13.10
Blanchfield, William C., 15.16
Blau, Gary, 7.5
Blaug, Marc, 6.16, 16.3
Blin, J.M., 1.12
Blinder, Alan S., 6.17
Bliss, Ann A., 6.18
Blitz, Rudolph C., 13.11
Bloch, Farrell E., 6.19
Bluestone, Irving, 11.15
Blumberg, Melvin, 6.20
Bodkin, Ronald G., 1.13
Bodoff, Joan, 10.10
Bohländer, George W., 7.6
Boisvert, Maurice P., 6.21
Bootho, Andrea, 15.17
Boncher, William H., 10.11
Bonelli, Regis, 15.18
Boner, Barbara, 5.3
Bonner, Margaret Purdie, 15.19
Boothby, Daniel W., 14.14
Boskin, M.J., 14.15
Bosworth, Barry, 8.2
Bowles, Samuel, 6.22
Bowman, Charles T., 2.6, 14.16
Boye, James K., 10.12
Boylan, M.G., 8.18
Braddock, Douglas, 6.23
Brand, Horst, 3.6, 3.37
Bratland, John C., 15.20
Bredahl, M., 10.13
Breimyer, H.F., 12.5
Brems, Hans, 13.12
Briscoe, G., 2.7
Broad, Michael, 3.21
Broch, Wayne G., 11.16
Brogan, R.D., 13.13
Brown, Alan A., 1.14
Brown, Bob Sinclair, 11.17
Brown, Gary D., 14.17
Brown, Murray, 8.3
Brown, Randall S., 2.9
Brown, Scott C., 7.11
Brownlee, Mary M., 14.18
Brownlee, W. Elliot, 14.18
Bruggink, Josephus J., 14.19
Brum, Harold J., 14.10
Brutan, Richard, 5.16
Bryant, Lynwood, 10.15
Bryson, Philip J., 11.18
Buchele, Robert K., 6.24
Buchholz, Rogine A., 6.25
Buechler, M.N., 8.4
Burtman, Jon Herbert, 5.5
Burstein, M., 6.26
Burstein, Philip Lee, 14.20
Buvinic, Mayra, 16.4
Bwambale, Henry E., 10.16
Byrne, James J., 6.51
Caglarcan, Erol, 10.17
Cain, Glen G., 6.27, 16.5
Cairncross, Alec K., 8.5, 14.21, 15.21
Cardwell, Donald, 9.11
Carey, John L., 3.3
Carey, Max L., 6.28
Carlsson, B., 8.6
Carnes, Richard B., 3.4, 3.5, 3.6
Carnoy, M., 6.29
Carone, Pasquale A., 6.30
Carpentier, James, 7.7
Carre, J.J., 15.22
Carson, Carol S., 2.14
Cash, William L., 15.23
Cassimatis, Peter J., 15.24
Caswell, J.W., 12.6
Cauvin, Henri, 15.25
Caves, Richard E., 11.19, 12.7
Cazamian, Pierre, 7.7
Cetron, Marvin J., 11.19
Chadwick, Christopher, 1.16
Chatterjee, P.K., 12.9
Chenery, Hollis, 15.27
Cheng, Sheldon Shih-Don, 2.11
Chereb, David Michael, 1.15
Chillas, John, 15.28
Chibogu, Douglas Arthur, 6.31
Christensen, Laurits R., 1.17, 12.10
Christensen, Paul P., 9.12
Christiansen, Ralph Ove, 9.13
Chung, William K., 5.9
Cipolla, Carlo M., 11.20
<table>
<thead>
<tr>
<th>Name</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ferlejowski, P.</td>
<td>7.48</td>
</tr>
<tr>
<td>Fernandez, Lionel</td>
<td>14.34</td>
</tr>
<tr>
<td>Finn, Joseph T.</td>
<td>3.11, 14.4</td>
</tr>
<tr>
<td>Firestine, Robert E.</td>
<td>15.127</td>
</tr>
<tr>
<td>FitzGerald, Edmund V.</td>
<td>1.27</td>
</tr>
<tr>
<td>Flaim, Paul O.</td>
<td>14.36, 14.37</td>
</tr>
<tr>
<td>Fleisig, H.W.</td>
<td>6.44</td>
</tr>
<tr>
<td>Flueckiger, G.E.</td>
<td>6.45</td>
</tr>
<tr>
<td>Fogel, Robert W.</td>
<td>1.28</td>
</tr>
<tr>
<td>Fonseca, A.J.</td>
<td>13.16</td>
</tr>
<tr>
<td>Forest, Lawrence R.</td>
<td>12.15, 12.46, 16.8</td>
</tr>
<tr>
<td>Forrester, Jay W.</td>
<td>1.29, 11.30, 15.79</td>
</tr>
<tr>
<td>Fosca, Ralph Robert</td>
<td>14.33</td>
</tr>
<tr>
<td>Fox, Lisa Farson</td>
<td>15.44</td>
</tr>
<tr>
<td>Fraser, Neil</td>
<td>11.8</td>
</tr>
<tr>
<td>Freeman, Richard B.</td>
<td>6.46, 6.47, 6.48</td>
</tr>
<tr>
<td>Friedman, Milton</td>
<td>11.31</td>
</tr>
<tr>
<td>Fritschner, Linda M.</td>
<td>6.49</td>
</tr>
<tr>
<td>Froehlich, Joachim W.</td>
<td>6.50</td>
</tr>
<tr>
<td>Fromm, Gary</td>
<td>15.45</td>
</tr>
<tr>
<td>Froomkin, Josep N.</td>
<td>3.12, 6.75</td>
</tr>
<tr>
<td>Fujiino, Shozaburo</td>
<td>1.30</td>
</tr>
<tr>
<td>Fullerton, Howard N.</td>
<td>6.51, 14.36, 14.37</td>
</tr>
<tr>
<td>Gaffney, Mason</td>
<td>8.15</td>
</tr>
<tr>
<td>Gafsi, Salem</td>
<td>11.32</td>
</tr>
<tr>
<td>Gallagher, William E.</td>
<td>11.33</td>
</tr>
<tr>
<td>Gallie, Duncan</td>
<td>11.34</td>
</tr>
<tr>
<td>Gallogly, Stephen J.</td>
<td>7.20</td>
</tr>
<tr>
<td>Gantz, Marvin E.</td>
<td>3.13</td>
</tr>
<tr>
<td>Gepinski, J.H.</td>
<td>8.16</td>
</tr>
<tr>
<td>Gardell, Bertil</td>
<td>6.52</td>
</tr>
<tr>
<td>Garfinkel, Irwin</td>
<td>6.3</td>
</tr>
<tr>
<td>Garman, George B.</td>
<td>3.14</td>
</tr>
<tr>
<td>Garson, Barbara</td>
<td>6.53</td>
</tr>
<tr>
<td>Gayer, Arthur D.</td>
<td>15.46</td>
</tr>
<tr>
<td>Geare, A.J.</td>
<td>11.35</td>
</tr>
<tr>
<td>Geenan, R.</td>
<td>12.16</td>
</tr>
<tr>
<td>Gehman, Clayton</td>
<td>1.31</td>
</tr>
<tr>
<td>Gehrels, Franz</td>
<td>15.47</td>
</tr>
<tr>
<td>George, Kenneth D.</td>
<td>5.12</td>
</tr>
<tr>
<td>Gerstenfeld, Arthur</td>
<td>10.24</td>
</tr>
<tr>
<td>Ghosh, D.</td>
<td>1.32</td>
</tr>
<tr>
<td>Gies, Thomas G.</td>
<td>11.101</td>
</tr>
<tr>
<td>Gilpin, Robert</td>
<td>8.17</td>
</tr>
<tr>
<td>Gilroy, C.L.</td>
<td>6.54</td>
</tr>
<tr>
<td>Ginzberg, Eli</td>
<td>6.55, 6.56, 14.38</td>
</tr>
<tr>
<td>Glaser, Edward M.</td>
<td>6.57</td>
</tr>
<tr>
<td>Gleason, Sandra E.</td>
<td>6.58</td>
</tr>
<tr>
<td>Goddard, Haynes C.</td>
<td>9.24</td>
</tr>
<tr>
<td>Gold, Bela</td>
<td>1.25, 8.18, 10.25, 11.36</td>
</tr>
<tr>
<td>Goldberg, Joseph P.</td>
<td>14.39</td>
</tr>
<tr>
<td>Goldberg, Marrilyn P.</td>
<td>7.15</td>
</tr>
<tr>
<td>Goldoff, Anna C.</td>
<td>11.37</td>
</tr>
<tr>
<td>Goldstein, H.</td>
<td>6.183</td>
</tr>
<tr>
<td>Goldstein, Harold M.</td>
<td>6.69</td>
</tr>
<tr>
<td>Golembiewski, Robert T.</td>
<td>7.14</td>
</tr>
<tr>
<td>Goodwin, Jack</td>
<td>16.10</td>
</tr>
<tr>
<td>Gordon, Lawrence A.</td>
<td>8.10</td>
</tr>
<tr>
<td>Gorman, G.E.</td>
<td>16.11</td>
</tr>
<tr>
<td>Gossling, W.F.</td>
<td>1.3, 13.33, 8.20</td>
</tr>
<tr>
<td>Gotsch, C.H.</td>
<td>9.25</td>
</tr>
<tr>
<td>Gottlieb, Manual</td>
<td>3.15</td>
</tr>
<tr>
<td>Gottschalk, P.T.</td>
<td>14.40</td>
</tr>
<tr>
<td>Granick, David</td>
<td>11.38</td>
</tr>
<tr>
<td>Grasso, John T.</td>
<td>6.61</td>
</tr>
<tr>
<td>Green, A.</td>
<td>12.17</td>
</tr>
<tr>
<td>Green, D.W.</td>
<td>8.21</td>
</tr>
<tr>
<td>Green, Maurice B.</td>
<td>12.18</td>
</tr>
<tr>
<td>Greene, William H.</td>
<td>12.10, 12.19</td>
</tr>
<tr>
<td>Greenfield, Stuart J.</td>
<td>15.48</td>
</tr>
<tr>
<td>Greenwald, Howard P.</td>
<td>10.26</td>
</tr>
<tr>
<td>Grenon, Michel</td>
<td>12.25</td>
</tr>
<tr>
<td>Greytak, David</td>
<td>4.12</td>
</tr>
<tr>
<td>Grimm, Bruce T.</td>
<td>12.33</td>
</tr>
<tr>
<td>Grinold, Richard C.</td>
<td>11.39</td>
</tr>
<tr>
<td>Gronon, Reuben</td>
<td>7.16</td>
</tr>
<tr>
<td>Grossman, Elliot S.</td>
<td>8.22</td>
</tr>
<tr>
<td>Gruber, William H.</td>
<td>11.40</td>
</tr>
<tr>
<td>Gunderson, M.</td>
<td>13.17</td>
</tr>
<tr>
<td>Gupta, A.P.</td>
<td>14.41</td>
</tr>
<tr>
<td>Gupta, K.L.</td>
<td>8.8</td>
</tr>
<tr>
<td>Gurley, J.G.</td>
<td>11.41</td>
</tr>
<tr>
<td>Gutman, Herbert G.</td>
<td>6.62</td>
</tr>
<tr>
<td>Gutteridge, Thomas G.</td>
<td>6.63</td>
</tr>
<tr>
<td>Hackman, J. Richard</td>
<td>11.42</td>
</tr>
<tr>
<td>Hadley, Lawrence H.</td>
<td>6.64</td>
</tr>
<tr>
<td>Hagen, Everett E.</td>
<td>15.49</td>
</tr>
<tr>
<td>Haites, Erik F.</td>
<td>15.51</td>
</tr>
<tr>
<td>Hajra, S.</td>
<td>12.20</td>
</tr>
<tr>
<td>Hall, Arden Random</td>
<td>11.43</td>
</tr>
<tr>
<td>Hall, R.E.</td>
<td>1.84</td>
</tr>
<tr>
<td>Hambor, John C.</td>
<td>8.28</td>
</tr>
<tr>
<td>Hammonds, T.M.</td>
<td>11.86</td>
</tr>
<tr>
<td>Hamovitch, William</td>
<td>7.36</td>
</tr>
<tr>
<td>Hannah, Leslie</td>
<td>11.44</td>
</tr>
<tr>
<td>Hannon, Bruce</td>
<td>14.42</td>
</tr>
<tr>
<td>Hansen, B.</td>
<td>11.45</td>
</tr>
<tr>
<td>Hansen, Niles</td>
<td>11.46</td>
</tr>
<tr>
<td>Hanushek, Eric A.</td>
<td>14.43</td>
</tr>
<tr>
<td>Hardin, Einar</td>
<td>6.65</td>
</tr>
<tr>
<td>Hare, P.G.</td>
<td>13.18</td>
</tr>
<tr>
<td>Harkness, J.</td>
<td>2.12</td>
</tr>
<tr>
<td>Hartley, Joop</td>
<td>7.17</td>
</tr>
<tr>
<td>Hartog, Joop</td>
<td>6.66</td>
</tr>
<tr>
<td>Harvey, Bruce S.</td>
<td>6.67</td>
</tr>
<tr>
<td>Hasan, Parvez</td>
<td>15.50</td>
</tr>
<tr>
<td>Hastings, T.</td>
<td>10.27</td>
</tr>
</tbody>
</table>
Hauck, Walter, 3.16
Hauser, Robert M., 6.155
Hawk, Donald L., 7.12, 16.12
Hawrylyshyn, Oli, 2.13
Hax, Arnoldo C., 8.23
Hayami, Yujiro, 5.13, 12.23
Hayes, Denis, 12.21
Hayes, Fredrick O'R., 4.13
Hazari, B.R., 15.52
Hazledine, T., 12.22
Heaphy, John F., 2.25
Heaton, George, Jr., 10.28
Heaton, Herbert, 11.48
Hebden, John E., 11.47
Hedges, Janice Neipert, 7.18, 7.19, 7.20, 13.19
Heertje, Arnold, 9.27
Heilbroner, Robert L., 1.34, 11.49, 15.53
Helleiner, O., 9.26
Heller, P.S., 11.50
Hellinger, Douglas A., 14.44
Hellinger, Stephen H., 14.44
Helms, Robert B., 10.29
Henneberger, Edwin, 3.17
Henry, E.W., 12.24
Herman, Arthur S., 3.18, 3.19, 3.20
Herschede, Alfred J., 6.68
Hershey, David C., 11.51
Herzberg, Frederick, 6.69
Hewlett, Richard G., 10.30
Hickman, Bert C., 15.54
Hidasi, G., 15.55
Hill, T.P., 1.35
Hirsch, Seev, 1.36, 5.14
Hobsbawm, E.J., 15.56
Hoch R., 15.57
Hoffman, Joan, 15.58
Höhmian, Hans-Hermann, 11.52
Holbik, Karel, 14.45
Holliday, George D., 9.28
Holloman, Herbert J., 10.28, 12.25
Holzer, Marc, 4.14
Hong, Wontack, 15.59
Horner, Stephen M., 9.29
Horowicz, Morris A., 6.60
Hostettler, Pierre, 9.30
Hove, Louise Kapp, 6.70
Hudson, Edward A., 12.26
Huettenr, D.A., 12.27
Huffman, W.E., 6.71
Huffstutler, Clyde, 3.9, 3.21
Hughes, G.A., 12.28
Hughes, Thomas Parke, 9.31
Hulten, Charles R., 8.24
Humphries, Jane, 1.37
Hussen, Ahmed M., 14.46
Hyde, Charles K., 10.31
Inman, Robert P., 4.10
Inouye, Arlene, 9.32
Iq, P.C., 12.29
Ippolito, Richard A., 6.73
Irvin, George W., 14.49
Isaiah, Frank, 11.53
Jackall, Robert G., 6.74
Jaffe, A.J., 6.75
Jaszi, George, 2.14
Jeanet, Jean-Pierre, 9.36
Jelinek, Richard C., 3.22
Jenkins, Glen P., 14.50
Jennings, R.A., 13.20
Job, Barbara Cottman, 4.16
Johnson, Harry G., 9.37
Johnston, Bruce F., 12.31
Johnstone, Homer Jr., 9.38
Jones, Arthur, 12.30
Jones, Dallas, 6.76, 11.54
Jones, Ethel B., 7.22
Jones, Hywel G., 1.39, 11.55
Jones, Leroy P., 11.56
Jorgenson, Dale W., 12.26
Judge, Ken, 14.51
Judson, Arnold S., 11.57
Juster, Thomas F., 1.40
Jovicic, M., 14.84
Kagerer, Rudolph L., 6.67
Kahne, Hilda, 16.13
Kakela, Peter, 9.39
Kalache, E., 6.77
Kamarck, Andrew M., 15.60
Kantorovich, L.V., 1.41
Kaplinksy, R., 9.40
Katzell, Raymond A., 11.58
Katzman, David M., 7.23
Kaufman, Herbert, 4.17
Kay, J.A., 11.44
Kazanas, H.C., 6.78
Kedourie, Elie, 15.61
Kelley, S.C., 14.52
Kemper, Peter, 4.18
Kendrick, John W., 1.42, 1.43, 2.15, 8.25
Kennedy, Kieran A., 5.16, 15.62
Kennedy, William Paca, 15.63
Kerr, Clark, 13.21
Kerr, Elizabeth A., 6.108
Khaled, Mohammed S., 1.44
Khan, Mahmood Hasan, 9.41
Khatkhate, Deena R., 12.4
Kikuchi, M., 12.23
Kilby, Peter, 12.31
<table>
<thead>
<tr>
<th>Name</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>MacLeod, Gordon, K.</td>
<td>8.31</td>
</tr>
<tr>
<td>Madden, Carl</td>
<td>8.32</td>
</tr>
<tr>
<td>Madoo, Reynolds B.</td>
<td>2.18</td>
</tr>
<tr>
<td>Mahoney, Thomas A.</td>
<td>7.30</td>
</tr>
<tr>
<td>Maier, Dorothea</td>
<td>6.102</td>
</tr>
<tr>
<td>Maklan, David Mark</td>
<td>7.31, 7.32</td>
</tr>
<tr>
<td>Malcomson, J.M.</td>
<td>8.33, 12.35</td>
</tr>
<tr>
<td>Malkiel, Burton G.</td>
<td>8.14, 16.9</td>
</tr>
<tr>
<td>Maloney, William F.</td>
<td>11.71</td>
</tr>
<tr>
<td>Mamalakis, Markos J.</td>
<td>15.78</td>
</tr>
<tr>
<td>Mamouk, Walied J.</td>
<td>7.33</td>
</tr>
<tr>
<td>Mandel, Ernest</td>
<td>1.61</td>
</tr>
<tr>
<td>Mann, Charles Kellogg</td>
<td>9.53</td>
</tr>
<tr>
<td>Mannari, Hiroshi</td>
<td>11.72</td>
</tr>
<tr>
<td>Mansfield Edwin</td>
<td>10.36, 10.37</td>
</tr>
<tr>
<td>Marenbach, D.</td>
<td>6.29</td>
</tr>
<tr>
<td>Mark, Jerome</td>
<td>1.62, 2.17, 2.18A, 5.19A, 5.20</td>
</tr>
<tr>
<td>Marsh, Robert M.</td>
<td>11.72</td>
</tr>
<tr>
<td>Marshall, Kneale T.</td>
<td>11.39</td>
</tr>
<tr>
<td>Marshall, Ray</td>
<td>6.176</td>
</tr>
<tr>
<td>Martin, Fernand</td>
<td>14.55</td>
</tr>
<tr>
<td>Martin, Lee R.</td>
<td>2.19</td>
</tr>
<tr>
<td>Martin, Marshall A.</td>
<td>15.81</td>
</tr>
<tr>
<td>Marwah, Kanta</td>
<td>15.82</td>
</tr>
<tr>
<td>Mascarenhas, Oswald A.J.</td>
<td>9.54</td>
</tr>
<tr>
<td>Mass, Nathaniel J.</td>
<td>15.79</td>
</tr>
<tr>
<td>Mauri, Alex</td>
<td>6.103</td>
</tr>
<tr>
<td>Maxwell, N.</td>
<td>11.73</td>
</tr>
<tr>
<td>McCallum, John C.P.</td>
<td>15.80</td>
</tr>
<tr>
<td>McClear, W.A.</td>
<td>14.56</td>
</tr>
<tr>
<td>McClune, Roger Leroy</td>
<td>6.104</td>
</tr>
<tr>
<td>McConnaughey, John Sewell</td>
<td>12.36</td>
</tr>
<tr>
<td>McCracken, Paul</td>
<td>15.83</td>
</tr>
<tr>
<td>McDermid, Orville J.</td>
<td>13.25</td>
</tr>
<tr>
<td>McDonald, Richard J.</td>
<td>1.88</td>
</tr>
<tr>
<td>McFarland, Dalton E.</td>
<td>11.74</td>
</tr>
<tr>
<td>McHale, John</td>
<td>9.55</td>
</tr>
<tr>
<td>McMahon, Walter W.</td>
<td>6.105</td>
</tr>
<tr>
<td>McMains, Harvey</td>
<td>9.56</td>
</tr>
<tr>
<td>McNeil, William H.</td>
<td>6.106</td>
</tr>
<tr>
<td>Mead, Arthur C.</td>
<td>15.84</td>
</tr>
<tr>
<td>Meadows, Dennis L.</td>
<td>15.85</td>
</tr>
<tr>
<td>Meadows, Ian S.G.</td>
<td>6.109</td>
</tr>
<tr>
<td>Medoff, Marshall</td>
<td>6.107</td>
</tr>
<tr>
<td>Mehta, M.M.</td>
<td>6.110</td>
</tr>
<tr>
<td>Meier, Elizabeth L.</td>
<td>6.108</td>
</tr>
<tr>
<td>Melcher, Arlyn J.</td>
<td>11.75</td>
</tr>
<tr>
<td>Meller, Patricio</td>
<td>11.76</td>
</tr>
<tr>
<td>Mellor, John William</td>
<td>14.57</td>
</tr>
<tr>
<td>Melman, Seymour</td>
<td>11.77</td>
</tr>
<tr>
<td>Melvin, J.R.</td>
<td>9.57</td>
</tr>
<tr>
<td>Mieczkowski, Bodgan</td>
<td>5.21</td>
</tr>
<tr>
<td>Milenkovich, Deborah D.</td>
<td>11.78</td>
</tr>
<tr>
<td>Miller, Edward M.</td>
<td>12.37</td>
</tr>
<tr>
<td>Miller, Jefferey M.</td>
<td>7.34</td>
</tr>
<tr>
<td>Miller, S.M.</td>
<td>1.63</td>
</tr>
<tr>
<td>Milward, Alan S.</td>
<td>15.86</td>
</tr>
<tr>
<td>Minami, Ryo Shin</td>
<td>15.68</td>
</tr>
<tr>
<td>Miner, Mary G.</td>
<td>6.111, 7.35</td>
</tr>
<tr>
<td>Miracle, Marvin P.</td>
<td>14.58</td>
</tr>
<tr>
<td>Mishan, E.J.</td>
<td>15.87</td>
</tr>
<tr>
<td>Mitchell, D.O.</td>
<td>2.25</td>
</tr>
<tr>
<td>Mixon, J. Wilson</td>
<td>13.26</td>
</tr>
<tr>
<td>Mohinder, Puri</td>
<td>14.21</td>
</tr>
<tr>
<td>Mohr, Michael</td>
<td>2.20</td>
</tr>
<tr>
<td>Mokr, Joel</td>
<td>15.88</td>
</tr>
<tr>
<td>Molloy, Edmond S.</td>
<td>6.34</td>
</tr>
<tr>
<td>Montgomery, David</td>
<td>11.79</td>
</tr>
<tr>
<td>Mooney, Martha W.</td>
<td>6.112</td>
</tr>
<tr>
<td>Mooney, Thomas J.</td>
<td>3.25</td>
</tr>
<tr>
<td>Moran, Allen R.</td>
<td>6.113</td>
</tr>
<tr>
<td>Morawetz, David</td>
<td>15.89</td>
</tr>
<tr>
<td>Morgenstern, Oskar</td>
<td>1.64</td>
</tr>
<tr>
<td>Morgenstern, Richard D.</td>
<td>7.36</td>
</tr>
<tr>
<td>Moriak, Theo F.</td>
<td>12.38</td>
</tr>
<tr>
<td>Morishima, Michio</td>
<td>1.65</td>
</tr>
<tr>
<td>Morlan, Terry H.</td>
<td>2.6</td>
</tr>
<tr>
<td>Moroney, J.R.</td>
<td>8.34, 13.27</td>
</tr>
<tr>
<td>Moulder, Frances J.</td>
<td>15.90</td>
</tr>
<tr>
<td>Moye, William T.</td>
<td>7.37</td>
</tr>
<tr>
<td>Muchinsky, Paul M.</td>
<td>7.38</td>
</tr>
<tr>
<td>Muehlbauer, J.</td>
<td>1.66</td>
</tr>
<tr>
<td>Mueller, Ronald E.</td>
<td>11.80</td>
</tr>
<tr>
<td>Mukerjee, Gauthum</td>
<td>14.59</td>
</tr>
<tr>
<td>Mullineaux, D.J.</td>
<td>12.39</td>
</tr>
<tr>
<td>Mumford, John</td>
<td>14.61</td>
</tr>
<tr>
<td>Mundel, Marvin</td>
<td>11.81</td>
</tr>
<tr>
<td>Murphy, Lawrence</td>
<td>12.40</td>
</tr>
<tr>
<td>Murrell, Peter</td>
<td>11.82</td>
</tr>
<tr>
<td>Musgrave, Alvin William</td>
<td>11.83</td>
</tr>
<tr>
<td>Musgrave, John C.</td>
<td>8.35</td>
</tr>
<tr>
<td>Myers, John G.</td>
<td>12.41, 15.91</td>
</tr>
<tr>
<td>Myint, H.</td>
<td>1.67</td>
</tr>
<tr>
<td>Nagel, Theodore J.</td>
<td>9.58</td>
</tr>
<tr>
<td>Nash, Manning</td>
<td>15.92</td>
</tr>
<tr>
<td>Nayyar, D.</td>
<td>12.42</td>
</tr>
<tr>
<td>Near, Janet P.</td>
<td>6.116</td>
</tr>
<tr>
<td>Neef, Arthur</td>
<td>5.3, 5.8</td>
</tr>
<tr>
<td>Neff, Walter S.</td>
<td>6.117</td>
</tr>
<tr>
<td>Nelson, David M.</td>
<td>10.33</td>
</tr>
<tr>
<td>Nelson, J.</td>
<td>15.93</td>
</tr>
<tr>
<td>Neuberger, Egon</td>
<td>1.14</td>
</tr>
<tr>
<td>Neumann, Bruce R.</td>
<td>1.68</td>
</tr>
<tr>
<td>Nevins, James L.</td>
<td>9.59</td>
</tr>
<tr>
<td>Nguyen, D.T.</td>
<td>12.43</td>
</tr>
<tr>
<td>Nickell, S.J.</td>
<td>8.36</td>
</tr>
<tr>
<td>Nickless, Pamela J.</td>
<td>14.60</td>
</tr>
<tr>
<td>Niehans, J.</td>
<td>1.69</td>
</tr>
<tr>
<td>Niemi, Albert W.</td>
<td>2.21</td>
</tr>
<tr>
<td>Niles, John S.</td>
<td>11.40</td>
</tr>
<tr>
<td>Nobay, A.R.</td>
<td>1.72</td>
</tr>
</tbody>
</table>
Soma, John T., 9.86
Sonda, James D., 9.87
Song, Byung, N., 6.159
Sonnenfeld, Jeffrey, 6.160, 12.55
Souza, P.R., 14.74
Spengler, Josef, 6.161
Spielmann, Heinz, 12.56
Srivastva, Suresh, 6.162
Stahl, C.W., 12.29
Stahl, Michael John, 10.55
Star, S., 1.84
Starrett, D.A., 4.27
Stein, Herbert, 11.65
Steinberg, Bruce Eric, 13.51
Steindl, Josef, 12.57
Stern, Barry, 6.12
Stevens, R.G., 14.75
Stewart, C.W., 12.29
Steele, C.W., 10.55
Stec, S., 1.84
Stein, Carl, 11.65
Steinberg, Leonard, 11.66
Stenger, Bruce, 4.27
Strassman, Paul, 15.117
Street, J.H., 9.91
Streefkerk, J.9.91
Strumpel, Burkhard, 14.76
Suesskind, Charles, 9.32
Sugarek, Sharon E., 15.26
Sullivan, Sherman R., 12.58
Sumrall, James B., 9.92
Sundrum, R.M., 13.5
Suojanen, Waino W., 11.104
Sutermeister, Robert A., 6.165
Swan, N.M., 2.28
Swan, Philip L., 14.45
Swann, M.J., 11.105
Sweetland, John, 16.17
Sylvester, Robert A., 2.23
Syrrin, Moises, 15.27
Tabah, Leon, 14.77
Tabasz, Thomas F., 4.28
Tachibana, T., 6.166
Takagi, Yasuoki, 14.78
Takezawa, Shin-Ichi, 6.167
Tang, Tony, 1.86
Tanny, Stephen M., 1.13
Tapinos, Georges, 6.168
Tarpley, Fred A., 15.7
Taveggia, Thomas C., 6.169
Taylor, Arthur J., 6.170
Taylor, Joseph K., 11.106
Taylor, Ronald M., 6.171
Taylor, S.M., 6.100
Temin, Peter, 15.118
Terje, Bernhard, 7.50
Terleckyj, Nestor E., 2.30, 15.119
Teubal, Miguel, 14.79
Thomas, John S., 11.107
Thompson, G.F., 4.9
Thompson, Gerald L., 1.64
Thompson, Mark, 15.121
Thurow, Lester C., 1.34, 10.56, 15.120, 15.121
Tidrick, Thomas Howard, 6.173
Timmer, C. Peter, 14.80
Tinbergen, Jan, 6.174
Tjan, H.S., 13.15
Tokman, V.E., 14.74
Townsend, Henry L., 2.29
Tripplett, Jack E., 1.87, 1.88
Trivedi, P.K., 8.39
Tschetter, John H., 3.25
Tuckman, Howard P., 1.89
Turner, Wayne E., 4.29
Tveeten, L., 15.93
Tyler, William G., 14.81, 15.122
Tynan, Oliver, 6.175
Uekusa, Masu, 11.19
Uri, N.D., 1.92
Urisko, James A., 3.33
Urquhart, M.C., 12.17
Usilancer, Brian, 4.35
Utterback, James M., 10.2
Vaccara, Beatrice N., 8.48
Vaciago, G., 15.125
Vail, Hollis, 9.99
Vambery, Robert G., 8.49
Van Cleve, Roy, 6.176
Vanek, Jaroslav, 11.111
Vanek, J., 14.84
Van Tassel, Alfred J., 12.59
Veach, Thomas Long II, 12.60
Vedder, Richard K., 15.66
Verry, Donald, 1.93
Voeller, Joachim, 1.23
Vogel, E., 6.177
Vogel, Ronald J., 13.10
Vogely, William A., 9.100
Voll, Sarah P., 11.112
von Furstenberg, George M., 8.14, 16.9
Wachtel, Paul, 8.52
Wad, Atul, 10.63
Wadman, William Morgan, 1.94
Waeltbroeck, J., 5.27
Wagner, S., 10.36
Walker, James L., 14.85
Walker, Kathryn E., 2.31
Walker, John P., 6.178
Walton, G.M., 2.3
Warburton-Brown, D., 13.56
Ward, T.S., 5.12
Ward, Michael, 8.50, 8.51
Ware, Harold, 9.101
Warren, R.S., Jr., 4.36
Wasow, B., 15.126
Watts, I., 12.22
Weaver, Charles N., 6.179
Wecksler, A.N., 11.113, 11.114
Weeks, Eldon E., 12.56
Weeks, Lewis E., 3.36
Weinberg, Edgar, 11.115
Weinstein, Bernard L., 15.127
Weinstein, Harriet Goldberg, 7.55
Weinstein, Paul A., 11.116
Weiss, F., 12.63
Weiss, Yoram, 6.17
Weitzman, Martin L., 13.57
Wells, Donald A., 15.128
Wells, John V., 9.102
Wendling, R.M., 2.5
West, F., 6.180
Whelan, R., 1.95
Whitfield, J., 6.181
White, L.J., 9.104
Whitney, Daniel E., 9.59
Widick, B.J., 6.182
Wiesner, Jerome, 9.103
Wiig, Karl, M., 8.23
Wilcox, Lyle, 9.56
Wilczynski, J., 9.105
Wilczynski, Joze, 15.130
Wild, Ray, 11.117
Williams, Alan, 1.96
Williams, David, 9.106
Williams, George W., 1.97
Williams, Jane, 10.8
Willig, R.D., 12.44
Wills, John Michael, 9.107
Wilson, John Lewis, 11.118
Wirtz, W., 6.183
Witte, John F., 11.119
Voehlcke, L. Carl, 3.31
Wolfe, Joane L., 4.37
Wolff, E.N., 9.108
Wolff, Edward, 6.184
Wolter, F., 12.63
Wood, D.O., 9.8
Wood, Frank L., 3.11
Woods, Margaret E., 2.31
Wool, Harold, 6.185, 6.186
Wright, Alison, 15.132
Wright, Christopher, 10.34
Xiarchos, Stavros, 15.133
Yamaguchi, Mitoshi, 9.109
Yamamura, K., 9.110
Yap, L., 12.65
Yeager, L.B., 8.53
Yellowitz, Irwin, 9.111
York, James, 3.37
Yorks, Lyle, 6.187
You, Jung Keun, 8.54
Young, Jared J., 6.188
Zager, Robert, 11.120, 11.121
Zalusky, John, 7.56, 7.57
Zavaree, Hassan A., 15.134
Zeckhauser, Richard, 1.98
Ziemba, Thomas, 6.169
Zymelman, Manuel, 6.189
Subject Index

Absenteeism
  flexible hours, 7.17
  humanization of work, 6.85
  industry and occupation, 7.18
  labor costs, 6.76
  literature survey, 7.38
  measurement, 7.18, 7.38
  motivation, 7.4
  productivity, 6.76
  remedies, 7.4

Activity analysis
  government agencies, 4.32

Adam Smith
  productivity of factor supplies, 1.67

Administration
  health insurance, 13.10
  scale economies, 12.6

Age (See Earnings; Older workers; Younger workers.)

Agriculture
  Argentina, 14.79
  Australia, 15.52
  Bangladesh, 11.4
  capacity, 12.36
  capital, national accounts, 8.44
  development, Quebec, 15.80
  development, Turkey, 5.2
  economic development, 11.118, 15.32
  economic development, Ontario, 15.80
  efficiency, post-bellum South, 11.43
  employment, 14.8
  employment shift, 14.54
  employment, Sudan, 14.32
  energy consumption, 12.32, 12.38
  farm size, 12.9
  Green Revolution, 9.2, 9.41, 9.79, 11.32, 14.28
  industrialization, 12.5
  inputs, 2.27
  investment choices, 15.98
  Japan, 5.13
  literature, economics, 2.19
  mechanization, 9.12, 9.61
  mechanization policy, 9.90
  modernization, 2.10
  modernization, Brazil, 15.81
  modernization, job effects, 14.57
  New Zealand, 15.52
  production, 2.9, 2.27
  production cooperatives, 11.4
  productivity, 2.3, 2.9, 2.10, 2.25, 9.79, 12.31,
    12.38, 14.35
  productivity, China, 11.41, 11.73
  productivity, 19th century, 15.66
  productivity, Philippines, 11.97
  Quesnay's model of development, 1.9
  relation to industries, 12.31
  research, 10.3, 10.4, 10.2, 10.13, 10.48
  research investment, 10.22
  research, Kenya, 10.16
  slave agriculture, efficiency, 1.28
  strawberry harvesting, 14.46
  supplier industries, 15.98
  technological change, 2.9, 9.25, 9.41
  technological change, Thailand, 12.14
  technology, 11.110, 14.8
  technology, India, 10.41
  technology transfer, 11.112
  tractor industry, 9.47
  transformation, China, 11.61
  transformation, U.S., 14.35
  Tunisia, 11.32
  welfare, 2.25

Agricultural tractor industry
  productivity, 9.47
  world industry study, 9.47

Aircraft and missile industry
  technological change, 9.95

Airports
  efficiency, 4.9
  utilization, optimal, 1.57

Air transport industry
  capacity, 8.49
  capital investment, 8.49
  productivity, 3.26
  R&D, 10.53
  technologies, 3.26

Apparel industry
  productivity, 13.23
  technological change, 9.96
  wage incentives, 13.23

134
Apprentices
human capital, 6.107
training, 6.102

Argentina
economic development, 14.79

Australia
agricultural development, 15.52

Automobile industry (See also New-car dealers.)
Brazil, 11.69
computers, 9.18
emission control technology, 9.87
employment, 9.18
labor supply, 13.47
technology, 9.18, 9.28
technological change, 9.96, 10.1

Automobile repair services
technology, 3.8

Automation
machine tool industry, 9.23
numerical controls, 12.62
office, 9.99
organizational factors, 11.34
output changes, 1.31
worklife quality, 6.182

Bangladesh
agricultural improvement, 11.4

Banking
economic growth impact, 15.66
efficiency, 12.39
innovation, 10.8
jobs, 6.74
scale economies, 12.39
technology, 9.21
worker attitudes, 6.74

Basic needs
employment growth, 14.47

Bibliographies (See subject entries; Literature.)

Black community
economic development, 15.23, 15.29

Black workers
apprenticeships, 6.107
economic growth, 14.85
education, 6.6, 6.105
educational attainment, 6.54
human capital and unemployment, 6.54

Brazil
agriculture, industrialization, 15.101
automobile industry, 11.69
economic development, 12.65, 15.18, 15.107
industrialization, 15.122, 15.134
modernization of agriculture, 15.81
technological change, 15.18

Business cycles, 1.30, 1.34, 1.45
Canada, 12.40
capitalism, late, 1.61
construction, 2.28, 3.15
economic activity, 1.29
economic growth, 15.46, 15.74
factor demand, effects, 2.20
hours of work, 7.40
impact on costs, 13.36
impact on wages, 13.41
impact on weekly hours, 13.41
labor supply, auto industry, 13.47
long waves, 1.29
manufacturing, 13.31
migration, 6.168
productivity, effects, 2.11, 2.20, 13.36
rate of return to schooling, 6.81
United Kingdom, 13.49

Canada (See also International comparisons.)
business cycles, 12.40
economic growth, 12.40
household work, value, 2.13
productivity, 12.40
R&D investment decisions, 10.50
regional employment, 14.55
scale economies, manufacturing, 12.13
work values, 6.26

CANDIDE project
Economic Council of Canada, 1.13

Capacity
agricultural, 12.56
air transport industry, 8.49
bibliography, 16.8
capital, 8.18
estimation, 12.33
industrial, 12.34
industrial planning, 12.34
inventories, 12.43
materials, utilization, 12.33
measures, United Kingdom, 12.22
metalworking industry, 12.35
milk processing, 3.2
production, 12.8
steel industry, 3.14
utilization, 12.2, 12.8, 12.57
utilization and cost, 12.35
Capital (See also Investment.)
capital-labor substitution, 8.34
capital-saving innovation, 10.20
coefficients, 8.20
concepts, 8.51
costs and returns, 8.14
developing countries, 8.27
economic growth, 8.2, 8.5, 8.9, 8.10, 8.12, 8.15, 8.47, 12.30, 14.59, 14.76, 15.41, 15.105
elasticity of substitution, 8.33, 12.3
employment, 8.43
energy, 9.8
fixed nonresidential, 8.35
formulation, 8.14, 8.25, 8.30
formulation in USSR, 8.21
foreign trade, 8.6, 8.8
health care, 8.31
industrial capacity, 8.18
industrial countries, 8.10
international comparisons, 8.10
investment decision analysis, 8.23
measurement, 8.50, 8.51
measurement of utilization, 8.45
national accounts, farms, 8.44
natural resources, 8.34
production function, 8.24
production process, 8.7
productivity, 8.25, 8.43, 8.48
putty-clay hypothesis, 8.16
relation to labor, 13.29
requirements, 8.15, 8.32, 8.48
saving, 8.14
shortage, 8.2, 8.11, 8.52
skill complementarity, 13.13
substitution for labor, 12.51
technical change, 8.24, 8.54
technical progress, 8.41
technology, 9.40
team, 8.3, 8.4, 8.7, 8.26, 8.33, 8.53
utilization, 8.45, 8.29, 14.11
utilization, theory, 14.12
Yugoslavia, 14.84

Capital expenditure
electric lamp industry, 3.5
nonmetallic minerals industry, 3.21

Capital formation, 6.22, 8.5, 8.9, 8.42, 9.40, 12.57
government impact, bibliography, 16.9
jobs, 14.83
prospects, 15.123

Capital, human (See Human capital.)

Capital intensity
economic development, 14.80
employment, 9.10
European industry, 12.61
export competitiveness, 8.6
interindustry variations, 8.34
plant and equipment, 8.29
technology, 13.3

Capitalism
culture, 11.11
deindustrialization in India, 15.12
economic growth, 15.31, 15.4, 12.30
expansion, 15.56
history, 15.56
maturity and stagnation, 12.57
military expenditures, 12.54
organizational factors, 11.49, 11.68, 11.84
science, 11.48
technology, 11.48

Capital stock
efficiency, 8.46
energy, 12.41
estimates, 8.35
final output, relation, 1.22
measures, 13.34
measurement, 8.50
Mexico, 8.46
physical and human, 1.36, 8.25
saving, 8.13
wealth, 1.42

Careers
planning, 6.56
vocational training, 6.61

Cement industry
technological change, 9.95

Chemical industry
productivity measurement, 1.25
technological impact, 9.33

Chile
economic growth, 15.78
establishment efficiency, 11.76
structure of economy, 15.78

China
agricultural productivity, 11.73
agricultural transformation, 11.61
economic development, 5.6, 11.27, 11.41, 15.55, 15.71, 15.95, 15.104

136
economic growth and education, 6.68
economy, 12.45, 15.90
ergy, 12.53
Gross national product, per capita, 5.6
rural industrialization, 9.82
small-scale industries, 12.1

Clerical employment
growth, 6.140
men and women, 6.152

Climate
economic development, 15.60

Coal mining
job switching, 6.20
mechanization impacts, 9.34
training, 9.34

Collective bargaining (See Labor-management relations.)

Colombia
economic growth, 15.44
technical education, 6.146

Company productivity
measurement, 1.83, 1.91, 3.12
measurement of services, 1.56

Compensation (See Earnings.)

Competition
efficiency, 1.70

Computers
assembly control, 9.59
automobile industry, 9.18
diffusion, 9.88
impact, 9.21
impact on management, 11.40, 11.98
industry history, 9.86, 9.102
electric power and gas industry, 9.17
employment, developing countries, 14.5
knowledge retrieval, 9.64
manufacturing technology, 9.93
organizational design, 11.30
steel industry, Japan, 11.36
technology, 9.86, 9.88

Construction (See also Construction, residential.)
costs, U.S. vs. USSR, 5.25
economic development, 15.24, 15.44
employment in roadbuilding, Iran, 14.49
energy, 14.42
energy technologies, 12.52
innovations, 10.39
labor-capital substitution, 14.53
labor inputs, 13.20, 14.42
labor intensity, Thailand, 14.56
labor-management relations, 11.71
labor quality, 13.39
labor requirements, 7.41, 14.13, 14.34
long swings, 3.15, 3.51
output changes, 1.31
power plants, employment, 14.61
production function, 12.36
productivity, 13.20
productivity bargaining, 11.71
residential, 3.1
roads, Thailand, 14.56
social organization of error, 11.96
stabilization, 2.28
technological changes, civil works, 14.13
wages, 13.20, 13.39

Construction, residential (See also Construction.)
costs, 3.1
employment and hours, 3.12
industrialization, 10.6
labor requirements, 3.11, 3.12
material requirements, 3.12
productivity, 3.1

Costs (See also Labor costs; Wages.)
business cycle, impact, 13.36
capacity utilization, 12.35
capital, 8.19
compensation factors, 13.33
construction, 3.1
environmental controls, 13.4
Employment Cost Index, 14.72
financial institutions, 1.81
health insurance, 13.10
low-skill workers in development, 13.25
overtime, 13.24
private sector vs. nonfarm sector, 13.32
production function, 12.24
productivity, 1.43, 2.26, 7.40, 13.28, 13.29,
13.30, 13.31, 13.32, 13.33, 13.34, 13.35,
13.36, 13.37, 13.52, 14.62, 14.63
regulatory impact, 15.91
scale economies, electric utilities, 12.10, 12.27
steel industry, 13.53
temporary employment, 14.50
universities, 1.93
urban services, 4.1
value engineering, 13.56
wages, 13.15

Cost-benefit (See also Efficiency.)
analysis, 1.73
correction system, 4.28
education, 6.90, 6.104
foreign workers, Germany, 13.11
mobility of labor, 6.36
municipal services, 4.21
police, 4.20
public policy, 1.98
public sector investment planning, 1.27
rural electrification, 13.58
training programs, 6.58

Cotton industry
power loom, 9.52

Craft jobs
women, 6.152

Deflation (See Gross national product; Prices.)

Dentistry
rates of return, 6.103

Diffusion
agricultural technology, 10.16
basic oxygen furnace, 9.92
computers, 9.88
household technology, 9.78
innovations, 9.72, 9.89, 10.39, 10.44, 10.49
interfirm differences, 9.69
interindustry differences, 9.69
models, 9.29
new technologies, 9.71
productivity, 9.63
technological change, 9.16, 9.63
technological substitution, 9.51
technology, 9.37, 9.83

Diesel engine
development, 10.15

Discrimination
economic development, 15.58
education, 6.188
employment, 6.97
productivity, 6.96

Domestic service (See Household work.)

Earnings (See also Wages.)
age and experience, 6.80
comparisons, 6.151
deflation, hourly compensation, 13.35
determinants, 13.51, 14.14
differentials, 6.15, 13.26
education, 6.79, 6.94, 6.20, 6.132, 6.155
employment, 14.17

experience, 6.94, 14.17
female-male differentials, 6.95
human capital, 6.37, 6.123, 6.147
international comparisons, 6.128
labor supply effects, 6.77
military, 6.92
occupations, 6.75, 6.184
private-public differentials, 13.50
productivity, 7.1, 13.37, 14.40
race, 6.79
schooling, 6.29, 6.184
skill complement of capital, 13.13
Spanish-origin workers, 6.97
statistics, 13.43, 13.54
training, 6.5, 6.13
trends, 14.62
white-collar workers, 6.65
women, 6.128
Yugoslavia, 14.84

Eastern Europe
economic systems, 11.52
productivity, 5.21

Eating and drinking places
employment and hours, 3.6
growth, 3.24
impact on food demand, 3.24
innovations, 3.6
productivity, 3
technological change, 3.6

Econometric models
agriculture, 2.25
economic development, 15.82
economic growth, 15.40
Greece, 15.28
international comparisons, 5.27
investments, 8.39
Japan, 15.68
Japanese growth, 15.37
Mexico, 1.82
production, 2.20
time series, 1.16
U.S. economic growth, 15.54

Economic development (See also Economic growth.)
allocative efficiency, 12.29
Argentina, 14.79
balanced, 15.129
black community, 15.23, 15.29
black employment, 14.85
Brazil, 12.65, 15.107
business cycles, United Kingdom, 15.46
Canada, 15.80
capital, 8.5, 15.105
capital, foreign, 8.8
case studies, 15.16
China, 5.6, 11.27, 11.41, 12.45, 15.55, 15.104
climate, 15.60
computers and employment, 14.5
corps, 15.105
construction, 15.24
econometric models, 15.82
economic theory, 15.117
education, 6.1, 6.40, 12.64
employment, 14.21, 15.114
employment size of plants, 14.33
employment theory, 14.19
energy, China, 12.53
entrepreneurship, 12.4
equity, 15.2
Europe, 15.86
export agriculture, 15.32
factor intensities, 15.59
financial intermediaries, 12.4
foreign trade, 15.115
France, 15.103
government accounting, 1.90
Greece, 15.24, 15.28
Green Revolution, 14.28
Haiti, 15.25
health, 12.55, 12.64
human resource planning, 6.110
import substitution, 15.5
industrialization, 14.21
investment inducements, 12.23
Israel, 15.72
Korea, 11.56, 15.59
labor force, 14.30, 14.78, 15.13
labor force, India, 14.68
Morocco, 15.106
North-South debate, 15.15, 15.115
organizational factors, Brazil, 15.107
organizational factors, U.S., 11.91
organizational performance criteria, 11.21
planning, 15.64
population, 14.22, 14.77, 15.26
population growth, Mexico, 14.23
poverty persistence, 15.48, 15.76, 15.77
principles, 15.49
public sector investment, 11.50
Quesnay's model, 1.9
racial discrimination, 15.58
R&D, 15.114
research, bibliography, 16.11
resources, 15.27
river transportation, 15.51
rural, 11.118
Saudi Arabia, 15.67, 15.128
scale economies, 12.28
small countries, 15.113
social rates of return, 12.23
socialist planning, 11.38, 11.52, 11.99, 15.43
Southeast Asia, 15.100
strategies, 15.114, 15.116
strategies, China, 15.95
survey, 15.89
systems planning, 15.93
technological cooperation, 9.67
technological transfers, 15.105
technology, 9.37, 9.83, 14.80
theory, 15.16, 15.111
transnational companies, 11.107, 11.108, 12.42
trends in Third World, 15.13
United Kingdom, 15.63
United States, 15.53
unskilled labor use, 13.25
U.S. rural labor markets, 11.46
USSR, 15.43
wages, 13.16
women, bibliography, 16.4
World Bank, 15.130
Yugoslavia, 15.39

Economic growth, 1.34 (See also Economic development.)
advocacy, 15.14
alternatives, 15.85
banking, impact, 15.66
bases in the U.S., 15.79
black employment, 14.85
Brazil, 15.18
business cycle, 15.74
Canada, 12.40
capital, 8.2, 8.9, 8.10, 8.12, 8.47, 12.30, 14.76, 15.41
capital formation, 14.59, 15.17
capital requirements, 8.15, 8.32
capitalism, 12.30, 15.4, 15.31, 15.56
Chile, 15.78
China, 15.71
Colombia, 15.44
collection, 15.44
cultural change, 15.92
dual models, 14.24
economic theory, 11.85
education, 1.37, 6.101, 6.135
education, China, 6.68
employment, 14.16, 14.73/4, 14.82, 15.83
employment strategies, 14.57
energy, 12.41, 15.102, 15.112
energy costs, 15.7
energy policy, 12.26
environmental controls, 15.20, 15.112
environmental effects, 1.51
factor migration, 12.17
financing, 15.126
fluctuations in planning economies, 1.22
forecasts, 15.40, 15.41, 15.45
foreign aid, 15.34
France, 15.22
future, 6.148
growth centers, 15.132
growth cycles, 1.45
health, 15.19
human capital, 6.39
impact of multinationals, 11.80
impact on manufacturing, 15.125
India, 15.3
infrastructure planning, 15.57
innovation, 15.7
interest groups, 11.89
international comparisons, 15.1
international interactions, 15.1
international trade, 1.67
investment, 13.48
Ireland, 15.62
issues, 15.87, 15.124
Japan, 5.7, 5.9, 5.11, 15.37, 15.65, 15.68, 15.99
Keynesian theory, 1.30
Korea, 8.37, 15.50, 15.69
labor force, 14.16
labor supply, 15.17
long-term prospects, 15.123
Lybia, 15.42
Marxist model, 1.49
measurement, 1.40, 15.110
Middle East, 15.10, 15.61
migration, 15.84
military expenditures, 12.54
models, 1.15, 1.41, 1.49
multinational investment, 8.17
optimality, 15.20, 15.47
overdevelopment, 11.59
paths, 1.59
planning, India, 14.67
post-Keynesian theory, 1.24
principles, 15.72
productivity, 15.3:
quality, 15.119
rates, differences in, 1.37
regional, 15.8, 15.48, 15.127
regulatory impact, 15.91
resources, 1.69, 9.55, 14.48
resource distribution, 15.120
resource substitution, 9.100
Singapore, 15.94
skills, 15.14
social security, 8.37
socialist countries, 11.87
Spain, 15.131
steady-state economy, 15.85
structural changes, 15.27
sustainability, 15.102
Taiwan, 15.765
technological change, 1.49, 9.14, 10.46, 15.47, 15.21
technology, 9.56, 9.73
time, 1.39, 1.48, 1.69, 1.72, 1.76
transition to steady state, 15.36
United Kingdom, 15.21
United States, 2.30, 5.7, 15.70
U.S. history, 15.118
USSR, 5.7
values, 15.30, 15.35
welfare, 1.86
world economy, 15.73
zero-growth implications, 15.120, 15.121

Economic history
agricultural mechanization, 9.61
agricultural productivity, 2.3
agricultural productivity, Philippines, 11.97
American management, 11.22
American technology, 9.70, 9.71
armory technology, 9.85
construction, 3.1
Europe, 15.86
European growth, 15.9
factor migration, 12.17
France, 15.103
growth fluctuations, 15.74
hours of work, 7.37
India, 15.12
industrialization, South, 6.44
industrial revolution, 6.170, 6.180
input-output tests, 1.12
iron industry, United Kingdom, 10.31
lasting (shoemaking) machinery, 9.111
Low Countries, 15.88
machine production, 11.79
mechanization, 9.12
Middle East, 15.61
nineteenth century, 15.66
Ontario, 15.80
power loom, 9.52
pre-industrial Europe, 11.20
slavery, agricultural labor supply, 6.44
Southern agriculture, 11.43
steel industry, 7.37, 9.3
technological change, Japan, 9.110
technology, 9.62
technology assessment, 9.31
technology, bibliography, 16.10
technology, Europe, 15.86
United States, 15.53, 15.70, 15.118
Western river transportation, 15.51
women's working conditions, 14.10
Economic integration
productivity, 5.11
scale economies, 5.11

Economic theory, 1.52
capital, 1.34, 8.3, 8.4, 8.7, 8.33, 8.53, 8.54
capital accumulation, 8.26
capital utilization, 14.12
capitalism, late, 1.61
Chicago school, 15.117
critique, 1.76
division of labor, 6.73
dual models, 14.24
economic development, 1.34, 15.16, 15.117
economic growth, 1.39, 1.59, 1.69, 1.72, 11.85, 15.102
economic planning, 11.82
efficiency, 1.72, 15.72
employment, developing countries, 14.19
human capital, 6.16, 6.117, 6.164
human capital, bibliography, 16.3
index numbers, 1.66
induced innovation, 10.9
labor input, 6.84
labor market, 6.84
labor markets, bibliography, 16.5
mathematical models, 1.64
modern society, 1.65
post-Keynesian, 1.24
putty-clay hypothesis, 8.16
regional growth, 15.127
static and dynamic, 1.55
steady-state economy, 15.36
technological change, 1.34, 9.27
wages, 13.16
worker management, 11.111

Economics (See Economic growth; Economic theory;
Business cycles, etc.)

Economies of scale (See Scale economies.)

Education (See also Human capital; Schooling; Training.)
alternative technologies, 6.173
black workers, 6.6, 6.54
career planning, 6.56
college, 6.158
continuing, 6.10
cost-benefit, 6.90, 6.104
degree conferrals, 6.2, 6.23
earnings, 6.20, 6.79, 6.132, 6.155

Efficiency (See also Cost-benefit; Productivity.)
agricultural, South, 11.43
airports, 4.9
allocative, 12.29
budgetary rewards, 4.36
competition, 1.70

Economic development, 1.37, 6.1, 6.40, 6.101, 6.135, 12.64
economic growth, China, 6.68
economic returns, 6.13
employment problems, Italy, 6.134
engineers, 6.100
expenditures, 6.90
extension services, agricultural, 6.72
faculty output, 1.89
farm operators, 6.145
farmer efficiency, managerial, 6.43
German Democratic Republic, 6.144
graduate school quality, 6.94
human capital, 6.2
industrial revolution, 6.180
industry, 6.99
input-output analysis, 3.7
investment by blacks, 6.105
jobs, 6.56
labor market structure, 6.6
market share, 1.10
medical, 6.88
migration, 6.153
occupation, 6.155
output, 3.12
output measurement, 1.10, 1.89
overeducation, 6.46, 6.143, 6.158
overinvestment, 6.47
planning theories, 6.174
product differentiation, 1.10
production function, 3.7, 3.12, 6.104, 6.173
productivity, 3.12, 6.117
returns, and discrimination, 6.188
returns to investment, 6.132
skilled worker, 6.4
skilled worker productivity, 6.4
supply of Ph.D.'s, 6.23
technical, Colombia, 6.146
technical, planning, 6.136
technological change, adaptation, 6.11
technology, 6.38
university output, 1.93
vocational, 6.61
vocational, graduates, 6.78
women, 6.49
worklife, 6.12
work satisfaction, 6.131, 6.149
worklife quality, 6.131
younger workers, 6.178
electricity, distribution, 1.92, 13.58
establishment size, 11.76
farm size, 12.9
Federal R&D, 10.58
forest management, 4.6
hospitals, 14.27
human capital, 6.72
labor, Taiwan, 9.48
manufacturing, 2.18
meat fabrication, 11.86
medical care output, 1.95
motivation, 11.64
municipal services, 4.15, 4.21
numerical controls, 12.62
organizational factors, 11.63
police, 4.20
principles, 15.72
public services, 4.10
public utilities, 11.101
"red tape", 4.17
refuse collection, 4.18
R&D, 10.60
scientific management, 11.74
sectoral, Egypt, 11.45
social services, 1.96, 14.51
steel industry, 13.53
university output, 1.93
U.S. Employment Service, 4.23
X-efficiency, 11.63, 1.85

Egypt
human capital migration, 6.64
sectoral efficiency, 11.45

Electric and gas utilities (See Electric power and gas industry.)

Electricity
efficiency in distribution, 1.92, 13.58

Electric lamp industry
capital expenditures, 3.5
employment and hours, 3.5
production, 3.5
productivity, 3.5
technological change, 3.5

Electric motor and generator industry
employment and hours, 3.37
productivity, 3.37
technological change, 3.37

Electric power and gas industry (See also Electric utilities.)
computers, 9.17
employment, 9.17
output, 1.31
technology, 9.17
transmission systems, 9.31

Electric utilities (See also Public utilities.)
invention and invention, 11.101, 9.89
operation, 9.58
R&D costs, 9.66
scale economies, 12.10, 12.19, 12.27
structure of production, 12.19
technology forecast, 9.66

Electronics
banking, 9.21
medical, 9.21
process control, 9.21
technology, 9.21

Employee attitudes (See Worker attitudes and satisfaction.)

Employment (See also Employment and hours.)
agriculture, 14.8
automobile industry, 9.18
banks, 6.74
basic needs, 14.47
capital, 8.43
capital formation, 14.83
capital intensity, 9.10
capital investment, 14.81
capital investment, 9.33
clerical, 6.140
college graduates, 6.75
computers, developing countries, 14.5
concepts, 14.26
decentralization, 14.43
developing countries, 14.81
earnings differentials, 14.17
economic development, theory, 14.19
economic growth, 14.16, 14.21, 14.32, 14.47, 14.57, 14.74, 14.82, 15.83, 15.114
education, 6.46, 6.47, 6.56
education, Italy, 6.14
electric power and gas industry, 9.17
Federal Government, 6.96
foreign trade, 14.81
generation, 14.38
generation, India, 14.67
growth source, Korea, 14.65
guidance services, 6.133
health care services, 6.60
human capital, 6.19
information technology, 14.34
international estimates, 14.69
Ireland, 5.16
labor costs, 13.15
labor market, 6.91
national strategies, 14.48
nonfarm rural, 14.2
OECD report, 14.25
overtime, 7.39
part time, 7.43, 7.52
potential in energy industries, 14.61
price stability, 15.83
productivity, 14.63
projections, 2.6, 2.8, 2.29
public finance, 14.41
public services, 4.16, 11.24
Puerto Rico, 14.45
regional, Canada, 14.55
seniority, 6.156
service industry, Japan, 14.31
service sector, 6.150
shift from agriculture, 13.29
size of plants, 14.33
steel import effects, 14.75
technical progress, 14.70
technology, 9.9, 9.10, 9.60, 11.120
temporary, costs, 14.50
transformation, 15.31
two-worker families, 6.112
upgrading, 6.115
U.S. economy, 1.77
wages, 13.22
women, 6.20, 6.49
work schedules, 7.39
working life, 6.51

Employment and hours (See also Labor requirements.)
eating and drinking places, 3.6
electric lamp industry, 3.5
electric motor and generator industry, 3.37
grain mill products, 3.33
household furniture industry, 3.17
housing construction, 3.12
indexes for selected industries, 3.34
laundry and cleaning, 3.4
lighting fixtures industry, 3.28
new car dealers, 3.8
nonmetallic minerals industry, 3.21
retail food stores, 3.3
sawmills and planing mills, 3.9
veneer and plywood industry, 3.10

Employment Cost Index
measurement, 14.72

Employment Service
efficiency, 4.23
mission, 4.23
placement productivity, 4.4

productivity, 4.4
role, 6.114

Energy
agriculture, 12.32, 12.38
capital, 9.8
capital stock, age, 12.41
China, 12.53
conservation, 12.21, 12.59
construction, 14.42
cost-benefit analysis, 1.98
economic growth, 12.26, 15.7, 15.102, 15.112
food and fiber output, 12.38
food production, 12.18
industries, employment potential, 14.61
input-output analysis, 1.54, 12.11
international comparisons, 12.11
iron ore, 9.39
labor supply, 14.3
productivity, 12.38, 12.41
R&D, 12.25
resources, 12.21, 12.59, 12.60
substitutes, 12.60
technical change, 9.107
technological shifts, 9.81
technology, 9.8, 12.12
technology for buildings, 12.52
workweek, 7.33

Engineers
demand, 6.100

Entrepreneurship (See Organizational factors.)

Environment
economic growth, 1.51
productivity, effects, 2.24

Environmental controls
costs, 13.4
economic growth, 15.20
prospects, 9.43
technology, 15.20

Error
social causes, construction, 11.96

Estimation
capacity utilization, 12.33
efficiency of slave agriculture, 1.28
gross product, States, 2.21
household work, value, 2.13
measurement, 1.46
productivity, impact of institutional changes, 1.21
productivity, States, 2.21
Experience
- apprentices, 6.102
- earnings, 6.80, 6.94, 14.17
- education, 6.72
- wages, 13.22

Faculty
- output measurement, 1.89

Far East
- productivity, 13.25

Financial institutions
- production, 1.81

Firm (See Organizational factors.)

Flexible hours
- absenteeism, 7.17
- concepts, 7.6
- experience, 7.17, 7.46
- feasibility, 7.6
- flexitime legislation, 7.53
- government contractors, 7.51
- innovations, 7.34
- labor force participation, 7.24
- legislation, 7.53
- limitations, 7.26
- literature survey, 7.14
- part-time employment, 7.46, 7.52
- problems and issues, 7.19
- productivity, 7.13, 7.17
- work schedules, 7.45, 7.48, 7.51, 7.55

Flexible worktime
- annual work schedules, 7.50
- problems, 7.42
- union attitudes, 7.42

Food marketing
- technologies, 9.98

Food processing
- energy use, 12.18

Footwear industry
- technological change, 9.96

Foreign aid
- human capital, 6.130

Foreign trade
- capital formulation, 8.30
- comparative advantage, factors, 2.12
- economic development, 15.115
- economic growth, 1.67, 15.5

Forest management
- efficiency, 4.6
- output, 4.6

France (See also International comparisons.)
- economic growth, 15.22
- economic history, 15.103
- modernization, 15.103
- productivity, 15.22

German Democratic Republic
- education, 6.144
- manpower utilization, 6.144

Germany (See also International comparisons.)
- agricultural productivity, 2.10
- cost-benefits, foreign workers, 13.11
- humanization of work, 6.42
- innovation, policies, 10.24
- management, participative, 6.42
- manufacturing, 15.96
- production function, 12.48
- productivity, 12.48

Government (See also Public services.)
- capital formation, impact, 8.14
- cost-saving projects, communities, 4.15
- custodial service technology, 11.70
- employee productivity, 6.96
- employee training, 4.31
- Employee Training Act of 1958, 4.31
- employment, 6.96
- flexible work hours, 7.51
- labor inputs, 4.25
- long-range activity analysis, 4.32
- New York City productivity program, 11.37
- organizational change, 11.116
- output, 4.12, 4.14, 4.22, 4.26
- police accountability, 4.20
- private-public pay differentials, 13.50
- productivity, 4.3, 4.5, 4.11, 4.14, 4.19, 4.24, 4.25, 4.26, 4.35, 11.116
- productivity, bibliography, 16.14
- productivity, inspections, 4.34

144
Household work
  domestic service, 7.23
  Gross national product, 2.13
  hours of work, 7.15, 7.16
  measurement, 7.16
  technology, 9.44
  value estimates, 2.13

Human capital
  Adam Smith, 6.161
  age-income profile, 6.66
  apprentices, black, 6.107
  bibliography, 16.3
  costliness, 6.161
  degree conferrals, 6.2
  dentistry, 6.103
  division of labor theory, 6.73
  earnings, 6.80, 6.123
  earnings differentials, 6.37
  earnings of women, 6.147
  economic development, 6.39, 14.77
  education, 6.2
  efficiency, 6.72
  employment, 6.19
  export, 6.64
  foreign aid, 6.130
  health, 6.31
  income differentials, 6.174
  international trade, 1.36, 6.141
  labor market segmentation, 6.123
  labor market structure, 6.37
  labor supply, 6.17
  migration, 6.64
  outflow from Ireland, 6.130
  relative importance, 6.24
  returns to investment, 6.132
  schooling expenditures, 6.3
  technological change, 6.98
  technology, 6.141
  theory, 6.16, 6.39, 6.117, 6.147, 6.164
  unemployment, 6.54
  wages, Postal Service, 13.1
  white-collar workers, 6.65
  women, 13.46

Humanization of work (See also Worklife quality.)
  absenteeism, 6.85
  arrangements, 6.8
  Germany, 6.42
  nature of work, 6.8
  pilot projects, 6.85
  technology, 9.20

Human resources
  accounting, 6.33, 6.134
  development, 11.100
  development planning, 6.110
  labor market, 6.91
  long-term prospects, 15.123
  measurement, 11.100
  utilization, 6.55

Income distribution
  human capital, 6.174

Indexes
  adjusted factor shares, 1.14
  Divisia, 1.14, 1.84
  economic theory, 1.66
  Fisher, 1.1, 1.23
  index numbers, 1.1
  Laspeyres, 1.1, 1.17, 1.79
  output, refrigerators, 1.88
  Paasche, 1.1, 1.79
  price deflators, 1.78
  prices, 1.6
  quality change, 1.50, 1.66
  real value added, 1.79
  superlative procedure, 1.17
  time series analysis, 1.16
  Wholesale Price Index, importance of industries, 1.18

India
  agricultural technology, 10.41
  capacity utilization, 12.20
  deindustrialization, 15.12
  economic growth, 14.67, 14.68, 15.3
  employment and finance, 14.41
  employment generation, 14.67
  entrepreneurship, 11.16
  industry production functions, 12.20
  labor intensity, 14.41
  productivity, 15.3
  technological change, 9.54, 9.84
  technology export, 9.65
  textile industry, productivity, 5.15
  wage issues, 13.16

Indonesia
  wages, 13.5

Industrial concentration
  measurement, 1.52

Industrial democracy (See Participative management.)

Industrial production
  measurement, 1.26
  revision, 1976, 1.31
Industrial revolution (See also Economic history.)
education, 6.180
household technology, 9.78
standard of living, 6.170
worklife quality, 6.170

Industrialization
agriculture, Brazil, 15.101
Brazil, 15.122, 15.134
China, 15.90
economic development, 14.21
foreign trade, 15.122
health, 6.32
international comparisons, 5.14, 15.38
Israel, 11.93
Japan, 11.72, 11.90, 15.90
Low Countries, 15.88
Puerto Rico, 14.45
residential construction, 10.6
rural, China, 9.82
services, 11.66
socialist countries, 11.87
South, 6.44
U.S. agriculture, 12.5
women's working conditions, 14.10
work ethic, 6.62, 6.139

Industry
education, 6.99
employment shift, 14.54
product mix, 1.11
production function, 12.50
relation to agriculture, 12.31
rural, small-scale, 12.1
technological development, 9.1

Industry planning (See Planning.)

Information economy
Germany, 10.23
measurement, 1.75
services, 1.75

Information technology
employment projections, 1.75, 14.34

Innovation
automobile industry, 10.1
banking, 10.8
concepts, 10.25, 10.46
construction, 10.39
developing countries, 10.63
diffusion, 6.69, 10.44, 10.49
eating and drinking places, 3.6
economic growth, 15.7
electric utilities, 9.89
entrepreneurship, 10.67
factor-saving, 10.20
German and U.S. policies, 10.24
history, 9.52
household furniture industry, 3.17
impact of regulation, 11.101
induced, 10.9
management, 10.2
measurement, 10.25
organizational factors, 9.42, 10.40
patterns, 10.2
pharmaceutical industry, 10.17, 10.52
productivity, 10.1
programs and issues, 10.28
railroads, USSR, 10.11
rates of return, 10.37
R&D, 10.49, 10.55
residential construction, 10.6
services, 10.10
size of firm, 10.37
technology, 9.72, 9.103, 10.9
telecommunications, 9.101
transportation, 4.1
USSR, 10.5, 10.7, 10.11

Input-output
analysis, 1.52, 1.54, 1.74, 1.82
capital coefficients, 8.20
coefficients, 1.11
constant-dollar data, 2.5
dynamic models, 8.20
education, public, 3.7
ergy use, 12.11
factor intensities, 2.12
forecasts for U.S. economy, 2.5
industry identification, 1.12
information economy, 1.75
innovation approaches, 10.25
interindustry relations, 1.3
interindustry transactions, 1.75
interregional analysis, 1.55
Leontief approach, 1.3, 1.12
Mexico, econometric model, 1.82
planning, 1.20, 1.74, 11.65
regional models, 15.73
statistical problems, 1.20
structure of industry, 2.4
structure of U.S. economy, 1.55
table construction, 1.20
techniques, 1.20, 1.33
technological similarity of industries, 1.12
technology, 8.3, 9.81
time dimension, 1.33
United Nations model, 1.53
Institutional changes (See Organizational factors.)

Insurance industry
returns to scale, 12.16
scale economies, 12.16

International comparisons
capital, 8.10
diffusion of technology, 9.63
econometric models, 5.27
economic growth, 5.7, 15.1
employment, 14.69
energy consumption, 12.11
factor migration, 12.17
industrialization, 5.14, 15.38
labor costs, 5.3, 5.8, 5.20, 13.42
labor-management relations, 11.6
machinery, factor intensities, 12.63
output, 5.3
productivity, 5.3, 5.8, 5.17, 5.19A, 5.20
productivity slowdown, 5.8
productivity, USSR and West, 5.4
purchasing power, 5.1
real product, 5.1, 5.18
R&D organization, 10.54
science management, 10.34
structure of industry, 5.12
wages, 13.42
women workers' earnings, 6.128

International Labour Office
labor statistics, 1.38
training modules, 6.72

International trade (See Foreign trade.)

Invention (See also Innovation.)
diesel engine, 10.15
patent policies, German and U.S., 10.24
USSR laws, 10.5

Inventories
capacity utilization, 12.43
wealth, 1.42

Investment (See also Capital.)
capacity utilization, 12.2
choices, 15.98
decisionmaking, 11.9
determinants, 8.22
econometric issues, 8.39
economic development, 11.50, 13.48
efficiency, 1.41
employment, 14.76
finance, 8.12
foreign, by Japan, 8.38
intentions data, 8.40
Libya, 15.42
military expenditures, 12.54
multinationals, 8.17
optimality, 8.23
planned economies, 1.41
R&D, United Kingdom, 10.47
returns, 8.14
scale economies, 12.28
steel industry, 8.1
technological cooperation, 9.67
technology transfer, 9.76
uncertainty, 8.36
wages, regional, 13.18

Investment in human capital (See Human capital; Education.)

Iran
road construction employment, 14.49

Ireland
economic growth, 15.62
economy, 5.16
human capital outflow, 6.130
management, 15.62

Iron and steel industry (See Steel industry.)

Iron industry
technological change, 10.31

Iron ore
energy, 9.39
technology, 9.39

Israel
economic development, 15.72
industrialization, 11.93

Italy (See also International comparisons.)
education and employment, 6.14

Japan (See also International comparisons.)
agricultural development, 5.13
econometric models, 15.68
economic growth, 1.65, 5.7, 5.9, 15.11, 15.37, 15.65, 15.68, 15.99
economy, 11.53
foreign direct investment, 8.38
industrial organization, 11.19
industrial policy, 11.53
industrialization, 11.90, 15.90
labor force, 11.90
labor quality, 6.166
modernization, 11.72
productivity, 5.9, 11.19
productivity, agriculture, 5.13
railroads, technical change, 9.50
sectoral technological change, 9.109
service industry, 14.31
steel industry, 11.36
technological change, 9.110, 15.11
worklife quality, 6.167

Job design and enrichment (See also Humanization of work; Worklife quality.)
arrangements, 6.109
methods, 11.42
motivation, 11.33
organizational structure, 6.187
productivity, 11.104
Sweden, 6.127
work groups, 6.20
workweek, 7.5

Kenya
agricultural research, 10.16
labor supply, 14.58
production function, 14.64

Knowledge
information and documentation, 10.23
productivity, 10.61
retrieval, 9.64
technology, 9.71
transfer, 6.1103

Korea
economic development, 8.37, 11.56, 14.65, 15.50, 15.59, 15.69
productivity, export industries, 15.59

Labor costs (See also Costs; Wages.)
absenteeism, 6.76
international comparisons, 5.3, 6.8, 5.20
OECD countries, 13.42
productivity, 15.33
resources, 13.27
sewer works construction, 14.4
unit labor costs, 13.28

Labor displacement
agricultural modernization, 14.57
strawberry harvesting, 14.46
technological change, 14.70

Labor force
bibliography, 16.6
economic development, 14.16, 14.30, 14.78, 15.13

Labor inputs (See also Labor requirements; Employment and hours.)
construction, 14.42
elasticity of substitution, 12.3
Federal agency, 4.25
labor-saving innovation, 10.20
quality, 6.166
relation to capital, 13.29
road construction, Philippines, 14.53
substitution, 12.51
time, 6.84
vocational rehabilitation, 6.113

Labor intensity
economic development, 14.80
European industry, 12.61
India, 14.41
measurement, 9.9
road construction, Iran, 14.49
road construction, Thailand, 14.56
technological change, 14.44
technology, 9.9, 9.26, 9.104, 13.3

Labor-management committees
cooperaion, 11.10
directory, 11.9

Labor-management relations
attrition clauses, 11.121
automation, 11.34
committees, 11.113
cooeration, case studies, 11.114
longshore industry, 11.14
management structures, 11.25
productivity, 11.113, 11.115, 14.39
productivity bargaining, 11.71
productivity sharing, 11.29
Sweden, 11.55
worker militancy, impact, 11.6

economic development, India, 14.68
entry, 6.122
flexible hours, 7.24
fluctuations, 14.1
Japan, 11.90
long-term trends, 14.9
occupational mobility, 6.122
participation of elderly, 14.15
part-time work, 7.11
productivity, 2.17
projections, 14.36, 14.37
training programs, 6.125
two-worker families, 6.112
utilization, 6.55
women, 6.71, 6.140
working life, 6.51
younger workers, 6.178
Labor market
- age-income profiles, 6.66
- Canada, 14.29
- education of black and white males, 6.6
- efficiency, 14.6
- employment, 6.91
- female participation, 6.95
- forecasting, 14.52
- human capital, 6.37
- human resources, 6.91
- intermediaries, 6.114
- low income and wages, 13.45
- media information, 15.84
- mobility, 6.48
- overeducation, 6.143
- R&D, bibliography, 16.26
- rural economic development, U.S., 11.46
- segmentation, 6.24, 6.27, 6.123
- segmentation, bibliography, 16.5
- technical professionals, 6.63
- theories, 6.27, 6.84

Labor quality
- capital stock, 8.46
- construction wages, 13.39
- employee selection, 11.62
- measurement, 6.166
- Mexico vs. U.S., 8.46
- skill complement of capital, 13.13

Labor requirements (See also Employment and hours; Labor inputs.)
- civil works construction, 14.13
- Federal office buildings, 7.41
- housing construction, 3.11, 3.12
- sewer works construction, 14.4

Labor supply
- backward sloping curve, Kenya, 14.58
- business cycle, 13.47
- developing countries, 14.20
- earnings, effects, 6.77
- economic growth, 15.17
- energy development, 14.3
- foreign workers, Germany, 13.11
- health, 6.77
- human capital, 6.17
- lower level workers, 6.185, 6.186
- males, 6.77
- part-time and full-time, 7.36
- wage determination, 13.21
- women, 7.36
- work schedules, 7.36
- workweek, 7.8

Laspeyres, 1.1, 1.79

Laundry and cleaning
- employment and hours, 3.4
- productivity, 3.4
- technological change, 3.4

Learning
- adult development, 6.82
- learning by doing, 6.45
- managers, 6.83
- technological change, 6.117

Leisure
- work schedules, 7.31
- work sharing, 6.12
- workweek, 7.32, 7.44

Leontief paradox, 1.5

Libraries
- functions, 3.27
- measurement of knowledge, 1.60
- output, 3.27
- photocopying, data and volume, 3.23

Libya
- economic growth, 15.42
- public investment, 15.42

Life insurance (See Insurance industry.)

Lighting fixtures industry
- employment and hours, 3.28
- productivity, 3.28
- technological change, 3.28

Literacy
- adult illiteracy, 6.163

Literature (See also Bibliographies.)
- absenteeism, 7.38
- agricultural economics, 2.19
- flexible hours, 7.14

Location
- industrial, employment impact, 14.43
- regional growth, 15.127

Longshore industry
- labor-management relations, 11.14

Low Countries
- industrialization, 15.88

Low-skill workers
- Brazil, 13.2
- economic development, costs, 13.25
service industries, 13.2
wages, 13.2

Machine tools
automation, 9.23
numerical controls, 12.62
technological trends, 5.24, 9.23
world demand, 5.24

Machinery (See also Capital stock.)
factor intensities, 12.63
international comparisons, 12.63
scale economies, 12.63
textile, 9.7

Management (See also Participative management.)
business history, 11.22
computer impact, 11.40, 11.98
consultative approach, 11.7
decisionmaking behavior, 11.85
East European enterprises, 11.38
education, farmer efficiency, 6.43
efficiency movement, 11.74
Frederick Taylor, thought, 11.25, 11.26
hospital and health insurance, 13.9
hospitals, 11.106
human resource accounting, 6.33, 6.134
ideology, 11.69
innovation, 10.2
Ireland, 15.62
job enrichment, 11.104
labor-managed economy, 11.111
labor quality, 11.62
learning, 6.83
management science, 11.92
"new" management, 11.40
organizational innovations, 11.22
participative, 6.34, 6.42, 6.124
position of women, 14.7
principles of labor control, 11.25
productivity, bibliography, 16.17
productivity improvement, 11.58
productivity programs, 11.37
public employees, 11.24
R&D, 10.43
science, 10.34
scientific, 11.26
scientists, 10.26
service productivity, 11.67
shipbuilding, 11.83
skills for R&D, 10.38
solid-waste disposal, 9.24
steel industry, Japan, 11.36
structures, 11.25
technical elite formation, 6.146
technological improvement, 11.57
technology, 11.31, 11.98
technology transfer, 11.3
theory, 11.104
training, 6.111
transfer of management technology, 11.94
transfer of know-how, 11.103

Manpower planning
human resource accounting, 6.33
mathematical models, 11.39
productivity impact, 11.12

Manpower utilization
German Democratic Republic, 6.144
USSR, 6.142

Manufacturing
business cycle, 13.31
Canada, 12.13
capacity utilization, 12.2, 12.46
economic growth impact, 15.125
efficiency, 2.18
Germany, 15.96
international comparisons, 5.3, 5.8, 5.19A
investment, 12.2
scale economies, 15.125
technology, 1.44
total factor productivity, 2.20
United Kingdom, 15.96

Marginal workers
occupations, 6.185
part-time hours, 7.43
supply, 6.186
training, 6.176
upgrading, 6.115
worklife quality, 6.67

Marketing
personnel, 14.66

Material requirements
housing construction, 3.12

Measurement
absorption of technology, 1.97
capacity utilization, 12.15, 12.49
capital, 8.50, 8.51
capital stock, 8.35, 8.50, 13.34
capital utilization, 8.45
compny productivity, 3.12, 1.91, 1.83
construction, long swings, 3.15
cost-benefit, 1.73
Divisia indexes, 1.84
economic growth, 15.110, 1.40
economic relations, 1.46
efficiency, social services, 1.96
Employment Cost Index estimation, 1.46
factor productivity, 1.4
government productivity, 4.3, 4.5, 4.26
gross national product, 1.40, 1.41
health care delivery, 1.94
hospital laboratory output, 4.2
hospital productivity, 1.68
household production, 2.31
industrial concentration, 1.52
inflation, 1.87
information economy, 1.75
innovation, 10.25
knowledge, 1.60
labor intensity, 9.9
labor quality, 6.166
library acquisitions and holdings, 1.60
nursing productivity, 3.22
output of faculties, 1.89
performance, 1.90
productivity, 1.43, 1.56
productivity, health care services, 1.58
productivity, industry, 1.62
productivity, police, 4.37
productivity, public services, 4.29
productivity, State and local, 4.11
quality change, 1.50, 1.88
real value-added index, 1.79
science indicators, 10.62
service output, 3.30
technological change, 5.5, 9.54
training effectiveness, 6.183
transportation productivity, 3.31
warehousing output, 3.29

Mechanization
agricultural, 9.61, 9.90
agricultural, China, 11.41
collective bargaining, 11.14
economic history, farm, 9.12
longshore industry, 11.14
R&D, agricultural, 10.33
skilled worker, 9.111
sugarcane production, 15.32
tobacco, 9.53

Medical care (See also Health care; Hospitals.)
ambulatory, 1.95
demand, 6.31
education, 6.88
human capital, 6.31
physicians, 3.32
quality concepts, 1.94

surgeons, output, 3.16
technology, 9.21

Metalworking industries
capacity utilization, 12.35
technology, 9.6

Mexico
capital stock, 8.46
econometric model, 1.82
economic development, 14.23

Middle East
economic growth, 15.10, 15.61
economic history, 15.61

Migration
age, 6.93, 6.153
business cycles, 6.168
economic development, Brazil, 12.65
economic growth, 15.84
economic structure, 6.168
education, 6.152
patterns, policies, 6.106

Milk processing
productivity, 3.2

Military
compensation, 6.92
returns to training, 6.118
training, 6.92

Military technology, 9.85
Harpers Ferry armory, 9.85
transfers, 9.38

Mobility
geographic, 6.36
labor demand, 6.157
occupational, 6.157

Morocco
economic development, 15.106

Motion and time study
productivity, 11.81

Motivation
absenteeism, 7.4
efficiency, 11.64
incentives, USSR, 13.57
job design, 11.33
need for work, 6.69
participative management, 11.75
Scanlon-type plans, 11.35
wage incentives, effect, 14.73
National income accounts (See Gross national product.)

National Science Foundation
support programs, 10.32

Netherlands (See also Low Countries.)
labor costs, 13.15

New-car dealers (See also Automobile industry; Automobile repair services.)
employment and hours, 3.8
output, 3.8
productivity, 3.8

New York City
productivity program, 11.37

New Zealand
agricultural development, 15.52

Nonmetallic minerals industry
capital expenditures, 3.21
employment and hours, 3.21
productivity, 3.21
increases, 3.21

Nurses
output, 3.22
productivity, 3.22

Occupations
changes, 6.137
choice, 6.56
college graduates, 6.75
determinants, young women, 14.14
earnings, 6.75, 6.184,
forecasting, 14.52
lower level, 6.185, 6.186
marginal productivity, 14.40
mobility, 6.89, 6.122
preparation of young entrants, 6.121
projections to 1985, 6.28
public services, 4.16
technology, 9.60
training needs, 6.87
women, 6.71, 6.177, 14.18

Office
automation, 9.99
clerical employment, 6.140
technological change, 6.140

Oil and gas extraction
output changes, 1.31

Older workers
attitudes, 6.159
capabilities, 6.108
competence, 6.9
productivity, 6.9, 6.108, 6.159
training, 6.108, 6.138
work satisfaction, 6.149

Ontario
economic history, 15.80
wage differentials, 13.38

Optimality
concepts, 1.48
economic growth, 15.20, 15.47
economic planning, 11.82
investment, 8.23
learning by doing, 6.45
manpower utilization, USSR, 6.142
mathematical derivation, 1.65
medical care production, 1.95
planning in USSR, 11.105
utilization, airports, 1.57
welfare, 1.57

Organizational factors
achievement principle, 11.88
agriculture, China, 11.61
agricultural research, 10.48
banking, 12.39
Brazilian development, 15.107
capitalism, 11.11, 11.49, 11.68, 11.84
computers, 11.30
east European enterprises, 11.38
east European planning, 11.18
eating and drinking places, 3.6
economic development, U.S., 11.91
efficiency, 11.63, 11.64, 11.76
efficiency movement, 11.74
employee performance, bibliography, 16.18
entrepreneurship, 11.16, 12.4
functional work groups, 11.117
government, 11.116
Green Revolution, 11.32
human resource systems, 11.100
impact on earnings, 13.51
industrial organization, 11.19
innovation, 9.42, 10.63
interest groups, 11.89
investment decisionmaking, 11.8
Japanese industrialization, 11.72
job enrichment, 6.187
job satisfaction, 6.162
management styles, 11.7
managerial issues, 11.31

157
numerical control use, 12.62
participative management, 11.13, 11.47
performance rewards, 11.88
productivity, 1.21, 11.78, 11.110, 11.54
productivity improvement, 11.58, 11.60
productivity, Japan, 11.19
R&D, 10.19, 10.36, 10.40, 10.52, 10.55, 10.56
retail food stores, 3.3
scale economies, 12.37
service productivity, 11.48
services, 11.66
technology, 9.1, 9.42, 11.44, 11.69
transnational corporations, 12.42
USSR, economic reforms, 11.99
work organization, 11.117

Output (See also Production.)
business cycles, United Kingdom, 13.49
education, 3.12
export growth, United Kingdom, 15.97
forest management, 4.6
goods, 1.35
government, 4.12, 4.14, 4.22, 4.26
health care services, 1.94
hospital laboratories, 4.2
indexes for selected industries, 3.34
input-output analysis, 1.74
international comparisons, 5.3
libraries, 3.23, 3.27
medical care, 1.95
models, 1.71
new-car dealers, 3.8
nonmetallic minerals industry, 3.21
nurses, 3.22
physicians, 3.32
sector definitions, 2.22
services, 1.35
surgeons, 3.16
technology, 9.16
universities, 1.93
warehousing, 3.29
Yugoslavia, 12.58

Overtime
costs, 13.24
costs, auto industry, 13.47
employment, 7.39
hours of work, 7.9
reasons, 13.24

Oyster industry
productivity, 11.1

Paasche, 1.1, 1.79

Pakistan
Green Revolution, 9.41

Participative management
attitudes, 11.17, 11.75
control of machine production, 11.79
flexible hours, 7.13
future of workplace, 6.38
hours of work, 11.17
labor-managed economy, 11.111
labor-management relations, 11.6
levels, 11.119
motivation, 11.75
organizational factors, 11.13
patterns, 11.47
plant design, 11.62
productivity, 11.28, 11.119
technical progress, 11.28
UAW experience, 11.15
worker attitudes, 11.95
Yugoslavia, 11.78

Part-time work
definitions, 7.20
demand, 7.2
flexible hours, 7.46, 7.52
labor force, 7.11
low-wage jobs, 7.13
marginal workers, 7.43
services, 7.27
trends, 7.5, 7.11
women:

Patents
transfers, 9.15
technology transfer, 10.57

Petroleum pipelines
production function, 10.42
technological change, 10.42

Pharmaceutical industry
innovation, 10.17, 10.52
research, 10.29
research rate of return, 10.51

Philippines
agricultural productivity, 11.97
economic development, 15.109
road construction employment, 14.53

Photocopying
libraries, 3.23, 3.27

154
Physician assistants
characteristics, 6.126
performance, 6.126

Physicians
length of visit, 3.32
output, 3.32
patient volume, 3.36

Planned economies
growth fluctuations, 1.22
investment, efficiency, 1.41

Planning
capacity, 12.34
demand analysis, 11.107
development, Saudi Arabia, 15.128
Eastern Europe, 11.18
economic activity, 1.41
economic development, 14.67, 15.64, 15.93,
15.111, 15.130
economic theory, 11.82
industrial, 1.25
input-output, 1.20, 1.74, 11.65
national, 1.52
optimal, 1.41
optimal growth, 11.82
optimality, USSR, 11.105
production, 11.23
productivity, Sweden, 11.55
socialist economies, 1.65, 11.38, 11.52
Soviet Union, 1.41
technology choices, 9.106

Police
cost effectiveness, 4.20
productivity concepts, 4.37

Pollution
diseconomies, 1.47

Pollution control
productivity, 2.17, 9.74
R&D, 10.14
technology, 10.14
technological shifts, 9.81

Population
economic development, Mexico, 14.23
economic development, Philippines, 15.109
economic growth, 14.22, 14.77, 15.26

Postal Service
human capital, 13.1
wages, 13.1

Poverty
economic growth, 15.76, 15.77

Prices
analysis, 1.74
Consumer Price Index, 1.87
deflation, 1.78
deflators, GNP, 1.79
forecasts, 13.40
formation in Soviet Union, 1.41
measurement, 1.6, 1.87
productivity, 1.43, 2.26
sectoral movements, 1.54
steel industry, 13.53

Primary metals industry (See also Steel industry.)
technological change, 9.107

Prisons
cost-benefit analysis, 4.28
training, 6.58

Process control
computers, 9.21
electronics, 9.21

Production (See also Output.)
agricultural, 2.9, 2.27
assembly line control, 9.59
capacity, 12.8
capital, 8.7
economic planning, 11.23
efficiency, 1.70
electric lamp industry, 3.5
ergy, 12.18
financial firms, 1.81
grain mill products, 3.33
household, 2.31
household furniture, 3.17
manufacturing, 2.18
product, definition, 1.80
retail food stores, 3.3
sawmills and planing mills, 3.9
scale economies, 12.44
structure, model, 2.20
United Kingdom, 11.5
U.S. economy, 1.77
veneer and plywood industry, 3.10

Production function
capital, 8.24, 8.33
construction, 12.36
education, 3.7, 3.12, 6.104, 6.173
elasticity of substitution, 12.3
factor costs, 12.24
health care services, 13.59
Productivity (See also Company productivity; Measurement.)

- Absenteeism, 6.76
- Agricultural, concepts, 1.17
- Agricultural, measurement, 1.17
- Agricultural research, 10.3, 10.13
- Agriculture, 2.3, 2.9, 2.10, 2.25, 9.79, 12.31, 14.35, 15.98
- Agriculture, Japan, 5.13
- Agriculture, 19th century, 15.66
- Air transportation, 3.26
- Anti-inflation policy, 13.55
- Apparel industry, 13.23
- Bargaining, 11.71, 14.39
- Bibliography, 16.25
- Business cycle, impact, 13.36
- Canada, 12.40
- Capital, 8.25, 8.43
- Capital requirements, 8.48
- Change, 2.26
- Compensation, 13.37
- Concepts, 1.43, 1.62
- Construction, 3.1, 13.20
- Cotton textile industry, 14.60
- Custodial services, 11.70
- Cyclical behavior, 2.11
- Demand analysis, 11.107
- Discrimination, 6.96
- Earnings, 7.1, 14.40
- Eastern Europe, 5.21
- Eating and drinking places, 3.6
- Economic growth, 1.44, 15.33
- Economic growth prospects, 15.123
- Economic integration, 5.11
- Education of farmers, 6.145
- Effectiveness, 1.63
- Electric lamp industry, 3.5
- Electric motor and generator industry, 3.37
- Employment, 14.63, 14.83
- Employment discrimination, 6.97
- Employment Service, 4.4
- Environment, effects, 2.24
- Estimation, 2.21
- European industry, 12.61
- Export industries, Korea, 15.59
- Factor supplies, Adam Smith, 1.67
- Far East, 13.25
- Farm tractor industry, 9.47
- Federal role, 11.109
- Flexible hours, 7.13, 7.17
- France, 15.22
- Germany, 12.48
- Goods, 1.35
- Government, 4.3, 4.7, 4.11, 4.13, 4.14, 4.19, 4.21, 4.24, 4.25, 4.26, 4.33, 6.96, 11.116
- Government inspections, 4.34
- Government spending, 4.35
- Grain mill products, 3.33
- Guide to experiments, 11.58
- Health care, 1.58
- Health care workers, 6.160
- Health and fitness, 6.7
- Hospitals, 1.68, 11.106
- Hours of work, 14.63
- Household furniture industry, 3.17
- Humanization of work, 6.85
- Impact of institutional changes, 1.21
- Improvement strategies, 11.57
- Indexes for selected industries, 3.34
- Indian manufacturing, 15.3
- Industry, analysis of, 1.25
- Industrial countries, 5.3
- Industrial organization, Japan, 11.19
- Industrial training, 6.50
- Information resources directory, 16.30
- Innovation, 10.1, 10.10, 10.61
- International companies, differentials, 5.22
- International comparisons, 5.8, 5.17, 5.19A
- Intersectoral shifts, 13.34
- Japan, 5.9, 11.19
- Job enrichment, 11.104
- Job satisfaction, 6.162, 6.165
- Job security, 6.10, 6.11, 11.121
- Joint programs, 11.37
- Kenya, 14.64
- Knowledge, 10.61
- Labor costs, 15.33
- Labor-management committees, 11.9, 11.113
- Labor-management relations, 11.29, 14.39, 11.71, 11.114, 11.115
- Laundry and cleaning, 3.4
- Lighting fixtures industry, 3.28
- Managerial, bibliography, 16.17
- Manpower planning impacts, 11.12
- Manufacturing, industrialized countries, 5.20
measurement, 1.43, 1.56, 1.62, 3.34, 4.12
textile industry, India, 5.15
medical care, 1.95
total factor, 1.44, 1.84, 2.20
military training, 6.118
training staff, 6.113
milk processing, 3.2
transportation, 3.31
motion and time study, 11.81
trends, 2.15, 2.17, 3.34
new car dealers, 3.8
trends in 1975, 3.20
nonmetallic minerals industry, 3.21
trends in 1976, 3.19
organizational factors, 11.77, 11.54, 11.60, 3.21
11.110
trends in 1977, 3.18
outlook to 1985, 2.17
United Kingdom, 12.22, 15.97
participative management, 11.28, 11.119
police, 4.37
pollution control, 9.74
pre-industrial Europe, 11.20
prices, 1.43, 2.26
private-public differentials, 13.50
projections, 2.6, 2.30
property rights, 11.1
prospects, 2.15
public agencies, 4.5
public vs. private employees, 4.7
public sector, bibliography, 16.14
Professional workers
R&D, 10.3, 10.43, 10.55
labor market, 6.63
recreation, 9.19
regulatory impacts, 15.91
restrictive work practices, 11.51
retail food stores, 3.3
rural nonfarm employment, 14.2
Scanlon-type plans, 11.35
sawmills and planing mills, 3.9
scale economies, 12.37
sector definitions, 2.22
Scanlontype plans, 11.35
self service, 11.102
service organizations, 11.48
self service, 11.102
services, 1.35, 1.63, 3.30, 11.102
services in United Kingdom, 2.7
shift effects, 2.17
shift effects, 2.17
shipbuilding, 3.35
shipbuilding, 3.35
skilled worker education, 6.4
slowdown, 2.11, 2.15, 2.17, 2.24, 9.74, 11.57
slowdown, international comparisons, 5.8
social systems, 5.4
socialist countries, 1.14
Spanish-origin workers, 6.97
stagnation in improvement, 11.77
states in Southeast, 2.21
steel industry, 3.14, 9.3, 14.75
steel industry, Japan, 11.36
structure of industry, 5.12
Sweden, 11.55
Taiwan, 9.48
technical change, 1.44, 2.24
technological change, Latin America, 9.91
"red tape", 4.30
technological change, 9.63
textile industry, 5.5
textile industry, 5.5
wage incentives, 13.23
warehousing, 3.29
white workers, 6.97
work schedules, 7.1
worklife quality, 6.34, 6.57, 6.85, 6.124, 6.129
worklife quality, bibliography, 16.19
worklife satisfaction, 6.162
workweek, 7.5, 7.29

Public utilities (See also Electric and gas industry; Electric utilities.)
  efficiency, managerial, 1.7
  innovation and invention, 11.101
  productivity measurement, 7.1

Puerto Rico
  employment, 14.45
  industrialization, 14.45
  technological change, 9.108

Pulp and paper industry
  technological change, 9.95

Purchasing power
  international comparisons, 5.1

Quality of worklife (See Worklife quality.)

Quality change
  concepts, 1.94
  indexes, 1.50, 1.66
  measurement, 1.50, 1.88

Quebec
  economic history, 15.80

Quesnay's model of development, 1.9

R&D (See also Research.)
  airplane stability, 10.53
  economic development, 15.114
  efficiency, 10.58, 10.60
  effectiveness, 10.19
  electric utilities, 9.66
  energy, 12.25
  farm mechanization, 10.33
  Federal expenditures, 10.59
  government involvement, 10.54
  impact on rural labor, 10.33
  innovative output, 10.49
  investment decisions, Canada, 10.50
  investment, United Kingdom, 10.47
  management, 10.38, 10.43
  Manhattan project, 10.30
  manpower planning, bibliography, 16.26
  organizational factors, 10.36, 10.40, 10.55, 10.56
  overseas, expenditures, 10.18
  overseas, multinationals, 10.18
  priorities, 10.58, 10.60
  productivity, 10.43, 10.55
  relation to economy, 10.59
  U.S. multinationals abroad, 10.45
  water pollution abatement, 10.14

Race
  earnings, 6.79

Railroads
  freight car allocation, 13.8
  locomotive innovation, USSR, 10.11
  R&D, Japan, 9.50
  technical change, Japan, 9.50
  technological change, 9.96

Real product (See Gross national product.)

Recreation
  productivity impact, 9.19
  technology, 9.19

Red tape
  efficiency in government, 4.17
  public services, 4.30

Regional analysis
  input-output, 1.55

Research (See also R&D.)
  agriculture, 10.3, 10.4, 10.12, 10.16, 10.22, 10.48
  concepts, 10.25
  layoffs in agriculture, 10.13
  management, 10.26
  organizational factors, 10.52
  pharmaceutical industry, 10.29, 10.51
  productivity, 10.3
  resource allocation, 10.9

Resources
  economic growth, 1.69, 14.48, 15.27, 15.120
  energy, 12.21, 12.59, 12.60
  input-output, 1.53
  labor costs, 13.27
  optimal allocation, 1.48
  steady-state economics, 15.35
  technological change, 9.55, 9.56
  transfers, 15.15
  U.S. economy, 1.77

Retail food stores
  employment and hours, 3.3
  meat departments, efficiency, 11.86
  organizational trends, 3.3
  productivity, 3.3
  structure of industry, 3.4
  technological change, 3.3

Ricardian theory of comparative advantage, 1.2

162
Salaries (See Earnings.)

Saudi Arabia
- economy, 15.67
- development strategy, 15.128

Saving
- capital formation, 8.14, 8.28
- capital stock, 8.13
- economic growth, 8.8, 15.34, 15.126
- investment in developing countries, 8.27
- social security, 8.13, 8.28

Sawmills and planing mills
- employment and hours, 3.9
- production, 3.9
- productivity, 3.9
- technological change, 3.9

Scale economies
- banking, 12.39
  - Canadian manufacturing, 12.13
  - capital, 8.18
- diseconomies of small scale, 12.7
- economic development, 12.28
- economic integration, 5.11
- electric power generation, 12.10
- electric utilities, 12.19, 12.27
- farm size, 12.9
- hospital and health insurance, 13.9
- life insurance industry, 12.16
- machinery, 12.63
- manufacturing, 2.18, 15.125
- organizational factors, 12.37
- pension plan administration, 12.6
- production, multi-output, 12.44
- productivity, 1.44, 12.37
- public goods, 4.27
- refuse collection, 4.18
- rural, small-scale industries, 12.1
- size of firm, 12.37
- technical change, 9.49
- tractor production, 9.47
- water supply technology, 9.46

Schedules (See Flexible hours; Hours of work; Work schedules.)

Schooling (See also Education; Human Capital; Training.)
- capital accumulation, 6.22
- earnings, 6.184
- economic life, 6.22
- economic returns, 6.2, 6.15, 6.29, 6.81
- expenditures, 6.3

Science (See also R&D; Research.)
- capitalism, 11.84
- efficacy of support programs, 10.32
- indicators, 10.62
- management, 10.34
- management science, 11.92
- technology, 9.11

Services (See also Government; Public services.)
- airports, 4.9
- automobile repair, 3.8
- company productivity, 1.56
- custodial, productivity, 11.70
- custodial, technology, 11.70
- dentistry, 6.103
- domestic service, 7.23
- employment, 6.150
- employment, Japan, 14.31
- Employment Service, 4.4
- forest management, 4.6
- government, 4.12, 4.22, 4.24
- guidance, effectiveness, 6.133
- health care, 1.58, 3.30, 3.36
- health care occupations, 6.60
- health care, production function, 13.59
- hospital laboratories, 4.2
- household production, 2.31
- industrialization, 11.66
- information economy, 1.75
- innovation, 10.10
- Japan, 14.31
- laundry and cleaning, 3.4
- libraries, 3.23, 3.27
- management, 11.67
- measurement of output, 1.35
- nurses, 3.22
- organizational factors, 11.66
- output measurement, 3.30
- part-time schedules, 7.27
- physician assistants, 6.126
- physicians, 3.32
- police, 4.20
- pricing, 1.35
- private, 1.35
- productivity, 1.63, 2.17, 3.30, 10.10, 11.48, 11.67, 11.102
- productivity, United Kingdom, 2.7
- refuse collection, 4.18
- self-service, 11.102
- surgeons, 3.16
- technology, 11.66
- training staff time, 6.113
- worklife quality, 6.150
Shift work
  capital utilization, 14.11, 14.12
  employment implications, 14.11

Shifts
  farm to nonfarm, 13.29
  intersectoral, 13.34
  productivity effects, 2.17

Shipbuilding
  division of labor, 6.73
  innovation, 11.83
  managerial innovation, 11.83
  productivity, 3.35

Singapore
  economic growth, 15.94

Skilled workers
  earnings, 13.13, 13.51
  machine production, 19th century, 11.79
  mechanization, 9.111
  productivity and education, 6.4

Skills
  economic growth, 15.14
  international trade, 1.36

Slavery
  agricultural labor supply, South, 6.44
  efficiency in agriculture, 1.28

Socialist countries
  economic planning, 15.130
  growth strategies, 11.87
  planning, 1.65
  productivity measurement, 1.14
  technology, 9.105

Social security
  capital formation, 8.28
  economic growth, 8.37
  labor force participation, 14.15
  saving, 8.13

Social services
  efficiency, 1.96, 14.51
  measurement of efficiency, 1.96

Solid-waste disposal
  collection, 4.18
  managerial factors, 9.24
  technology, 9.24

Southeast Asia
  economic development, 15.100

Soviet Union (See U.S.S.R..)

Spain
  economic growth, 15.131

Spanish-origin workers
  productivity, 6.97

Statistics (See also Measurement.)
  compensation, 13.54
  concepts of employment, 14.26
  concepts of unemployment, 14.26
  earnings, 13.43
  economic development, Third World, 15.13
  labor statistics, 1.38

Steel industry (See also Primary metals industries.)
  basic oxygen furnace, 9.92
  blast furnace development, 9.3
  capacity, 3.14
  costs, 13.53
  efficiency, 13.53
  imports, employment effects, 14.75
  investment, 8.1
  mini steel plants, 9.77
  prices, 13.53
  production function, 3.14
  productivity, 3.14, 9.3, 14.75
  productivity measurement, 1.25
  technological change, 9.95
  technology, 9.35
  working conditions, 9.35

Stock market
  technology, 9.22

Structure of industry
  eating and drinking places, 3.6
  input-output data, 2.4
  international comparisons, 5.12
  productivity, 5.12
  retail food stores, 3.4

Sudan
  employment strategies, 14.32

Surgeons
  output, 3.16

Sweden (See also International comparisons.)
  job design experience, 6.127
  labor-management relations, 11.55
  labor market efficiency, 14.6
  productivity, 11.55
Taiwan
- economic growth, 15.75
- foreign trade, technology, 13.44
- productivity, 9.48

Taxation
- capital accumulation, 8.42

Technocracy movement
- evolution of technology, 11.2

Technological change (See also Technology.)
- adaptation through education, 6.11
- agriculture, 2.9, 9.25, 9.41
- agriculture, literature, 2.19
- agriculture, Thailand, 12.14
- airports, 4.9
- air transportation, 3.26
- aircraft and missile industry, 9.95
- apparel industry, 9.96
- automobile industry, 9.96, 10.1
- automobile repair services, 3.8
- Brazil, 15.18
- capital, 8.24, 8.54
- capital-output ratio, 8.41
- civil works construction, 14.13
- computer industry, 9.102
- concepts and theory, 1.39, 8.54, 9.27, 10.46
- diesel engine, 10.15
- diffusion, 9.63
- eating and drinking places, 3.6
- economic growth, 1.34, 1.49, 9.14, 10.46, 15.21
- 15.47
- education, 6.38
- electric lamp industry, 3.5
- electric motor and generator industry, 3.37
- employment, 14.70
- endogenous, 1.15
- energy inputs, 9.107
- factor intensity, 9.57
- footwear industry, 9.96
- foreign trade, 9.57
- grain mill products, 3.33
- Green Revolution, 9.2, 9.79, 14.28
- hosiery industry, 9.3
- household furniture industry, 3.17
- human capital, 6.98
- hydraulic cement, 9.95
- India, 9.54, 9.84
- industries, 9.1
- innovation, 10.9
- input-output analysis, 1.54, 9.81
- institutions, 10.9
- iron industry, United Kingdom, 10.31
- iron ore, 9.39

issues, 15.87
Japan, 9.110
labor displacement, 11.120, 14.70
labor intensity, 14.44
laundry and cleaning, 3.4
learning, 6.117
lighting fixtures industry, 3.26
long-term prospects, 15.123
machine tools, 5.24
manpower trends, 9.95, 9.96
measurement, 9.54
multinationals, 14.44
nonmetallic minerals industry, 3.21
occupational structure, 9.60
office, 6.140
office automation, 9.99
organizational factors, 9.1, 9.42
petroleum pipelines, 10.42
power loom, 9.52
pre-industrial Europe, 11.20
primary metals industry, 9.107
production function, 12.47
productivity, 1.44, 2.24
public utilities, 11.101
Puerto Rico, 9.108
pulp and paper industry, 9.95
railroads, 9.96
regulation, 9.101
resource availability, 9.55
resources, 9.56
retail food stores, 3.3
retail trade, 9.96
retraining, 9.68
sawmills and planing mills, 3.9
scale economies, 9.49
sectoral, Japan, 9.109
steel industry, 9.35, 9.95
strawberry harvesting, 14.46
substitution, 9.51
urban services, 4.1
USSR, 5.10
veneer and plywood industry, 3.10
wholesale trade, 9.95
worker adjustment, 9.68

Technology (See also Technological change.)
- absorptive capacity, 1.97
- adoption characteristics, 10.27
- adverse effects, 10.28
- agriculture, 11.110, 14.8
- "appropriate", 9.80, 9.82, 9.104, 10.21, 14.48
- assessment, 9.32, 9.94, 9.97
- auto emission control, 9.87
- automobile industry, 9.18
- banking, 9.21
- basic needs, 9.83
basic oxygen furnace, 9.92
capital intensity, 13.3
capitalism, 11.84
chemical industry, 9.33
choices in developing countries, 13.3
computers, 9.86, 9.88
diffusion, 9.16, 9.37, 9.83
diffusion models, 9.29
domestic, 9.44
East-West gap, 9.105
economic development, 9.37, 9.56, 9.73, 14.80, 14.114
economic history, Europe, 15.86
educational planning, 6.136
electric power and gas industry, 9.17
electronics, 9.21
employment, 9.9, 9.10
energy, 12.12
energy substitution, 9.8
environmental controls industry, 9.43
environmental controls, 10.14, 15.20
export orientation, 13.44
food marketing, 9.98
forecasting, 9.66, 9.94
foreign trade, 10.35
Harpers Ferry armory, 9.85
history, 9.62, 9.70, 9.71
history, bibliography, 16.10
household, 9.78
human capital, 6.141
humanization of work, 9.20
Indian agriculture, 10.41
industrial concentration, 11.44
information, 9.22
information, bibliography, 16.1
innovation, 9.103
intermediate, 9.80
international cooperation, 9.67, 9.75
international lags, 9.7
iron ore, 9.39
Japan, 15.11
labor intensity, 9.26, 9.104, 13.3
Latin America, 9.91
management, 11.3, 11.31
manpower, 9.60
manufacturing, 1.44, 2.18, 9.93
metalworking, 9.6
military, 1.97
multinationals, 9.26, 9.45
municipal, 9.44
nuclear, 10.30
organization structure, 11.69
output, 9.16
participative management, 11.28
policy, 9.73
production, 10.37
recreation, 9.19
regulatory impact, 15.91
resource substitution, 9.100
road construction, Philippines, 14.53
science, 9.11
services, 11.66
solid-waste disposal, 9.24
steel industry, 9.77
stock market, 9.22
technical cooperation, international, 9.15
Technocracy movement, 11.2
textile machinery, 9.7
transfers, role of patent system, 10.57
transfers to USSR, 9.28
transmission systems, 9.31
United Kingdom, 15.6
USSR, 9.4, 15.43
watch industry, 9.30
water supply, 9.46
wool textile industry, Australia, 10.27
working conditions, 9.20
worklife quality, 9.20

Telecommunications (See also Public utilities.)
innovations, 9.101
productivity, USSR, 5.19
technological change, 9.101

Textile industry
power loom, 9.52
productivity, 5.5, 14.60
productivity, India, 5.15
technological change, 5.5
technology adoption, 10.27
women workers, 14.60

Textile machinery
technology, 9.7

Thailand
road construction employment, 14.56
technological change, agriculture, 12.14

Time allocation
human capital, 6.31
medical care, 6.31

Time series
analysis, 1.16

Tobacco
technological change, 9.53

162
Total factor productivity
concepts, 1.4
measurement, 1.4

Trade, retail (See also Retail food stores.)
technological change, 9.96

Trade, wholesale
technological change, 9.95

Training (See also Schooling.)
apprentices, 6.102
coal mining, 9.34
cost-benefit analysis, 6.185
earnings, 6.5, 6.13
evaluation, vocational, 6.189
government employees, 4.31
industrial, 6.50
industrial relocation, 6.176
International Labour Office workshop, 6.72
labor force participation, 6.125
manpower programs, 6.125
management, 6.111
measurement of effectiveness, 6.183
military, 6.92, 6.118
modules of employable skills, 6.72
occupations, 6.87
older workers, 6.108, 6.138
on-the-job, 6.13
prisons, 6.58
productivity, 6.50, 6.118
programs, 6.138
rural workers, 6.176
staff productivity, 6.113
staff time allocation, 6.113
technological change, 6.111, 9.68
upgrading, 6.176
USSR, manpower planning, 6.142
vocational, 6.72, 6.189
women, 6.177
younger workers, 6.138

Transportation
innovations, 4.1
productivity, 3.31
speed, 1.32
Western rivers, 15.51

Tunisia
Green Revolution, 11.32

Turkey
agricultural development, 5.2

Unemployment
wages, 13.6

Unit labor costs (See Labor costs.)

United Auto Workers
participative management, 11.15

United Kingdom (See also International comparisons.)
business cycle, 13.49, 15.46
capacity measures, 12.22
computers, 9.88
economic development, 15.21, 15.63
economic problems, 11.5, 15.6
economic trends, 5.23
industrial revolution, 6.170
iron industry, history, 10.31
manufacturing, 15.96
output model, 1.71
production, 11.5
productivity, 2.7, 12.22, 15.97
R&D investment, 10.47
technology, 15.6

United States (See also International comparisons.)
agricultural transformation, 14.35
balanced growth, 15.129
construction costs, 5.25
econometric growth model, 15.54
economic growth, 5.7, 11.91, 15.1, 15.70, 15.79,
15.118
economic planning, 11.65
economic transformation, 15.53
economy, 1.55, 1.77
innovation, policies, 10.24
input-output structure, 1.55
labor market efficiency, 14.6
long-term economic performance, 14.71
projections of economy, 2.8, 2.29, 2.30
regional growth, 15.127
rural economic development, 11.46

Urban services (See also Government.)
costs, 4.1
productivity, 4.1
technological change, 4.1

USSR (See also International comparisons.)
capital formation, 8.21
communications industry, productivity, 5.19
construction costs, 5.25
economic development, 15.43
economic reforms, 11.99
economic trends, 5.26
incentives, 13.57
invention and innovation, 10.5, 10.7, 10.11
manpower utilization, 6.142
planning optimality, 11.105
price formation, 1.41
production function, 5.10
productivity, 5.4
technology, 5.10, 9.4, 15.43
technology transfers, 9.28
women, managerial, 14.7
women, professional, 14.7

Value added
measurement, 1.26, 1.79

Veneer and plywood industry
employment and hours, 3.10
production, 3.10
productivity, 3.10
technological change, 3.10

Wage and hour laws
history, 7.47

Wage rates (See Wages.)

Wages (See also Costs; Earnings.)
age, 13.22
business cycle impact, 13.41
construction, 13.20, 13.39
determination, 13.21, 13.45
developing countries, 14.20
employment, 13.15
experience, 13.22
incentive systems, 14.73
Indonesia, 13.5
inflation, 13.14
international comparisons, 13.42
interstate differentials, 13.6
male-female differentials, 13.17, 13.38
marginal productivity, 13.12
postal service, 13.1
productivity, 13.14, 13.23
regional investment, 13.18
theories, 13.16
unemployment differentials, 13.6
wage earners' investment fund, 13.12
workweek, 13.19
young women, 13.46

Warehousing
output, 3.29
output measurement, 3.29

Watch industry
future technology, 9.31

Wealth
estimates, 1.42
inventories, 1.42

Welfare
economic growth, 1.86
gross national product, 1.40, 1.51
non-optimality, 1.57
pollution control, 1.47

White-collar workers
earnings, 6.65
human capital, 6.65

White workers
human capital and unemployment, 6.54
productivity, 6.97

Women
bibliography, 16.2
clerical jobs, 6.152
cotton textile industry, 14.60
craft jobs, 6.152
domestic technology, 9.44
earnings, 6.95, 6.128
economic development, bibliography, 16.4
economic role, 14.18
economic role, bibliography, 16.13
education, 6.49
employment, 6.30
hours of work, 7.28
human capital, 13.46
industrial relation, 14.10
labor force, 6.71, 6.140
labor market, 6.95, 7.36
occupations, 6.71, 6.177, 14.14, 14.18
part-time work, 7.22, 7.27
professional jobs, 14.7
professional, USSR and US, 14.7
vocational training, 6.177
wage differentials, 13.17, 13.46

Work
nature, 6.137

Work ethic
achievement principle, 11.88
economic history, 6.62
19th-century beliefs, 6.62
survey, 6.25
United States, 6.139
work satisfaction, 6.78
work values, 6.171
younger workers, 6.171
Work groups
autonomous, 6.34

Work schedules (See also Hours of work; Flexible hours.)
  adjustments by workers, 7.31
  alternatives, 7.55
  annual, 7.50
  arrangements, 7.48
  employment, 7.39
  flexible hours, 7.19, 7.45, 7.48, 7.51
  full- and part-time, 7.20
  government, 7.54
  health, 7.21
  innovations, 7.34
  leisure, 7.31
  part-time, 7.27, 7.46
  policies, 7.35
  productivity, 7.1
  shift and night work, 7.49
  shift work, 7.21, 7.56
  staggered, 7.55
  work sharing, 6.12
  workweek, 7.29, 7.30, 7.33, 7.57

Worker attitudes and satisfaction
  bank employees, 6.74
  behavior, 6.116
  Canada, 6.26
  education, 6.131, 6.149
  interesting work, 6.181
  job satisfaction, 6.179, 6.181
  job seniority, 6.156
  male-female comparisons, 6.179
  mobility, 6.48
  motivation, 6.57
  motor vehicle industry, 6.182
  need for work, 6.69
  older workers, 6.159
  organizational factors, 6.162
  participative management, 11.95
  physician assistants, 6.126
  productivity, 6.78, 6.162, 6.165
  public vs. private, 4.7
  survey, 6.115
  values, 6.26, 6.78
  work attachment, 6.169
  worklife quality, 6.172

Worker management, worker participation, worker control (See Participative management.)

Workers (See Black workers; Older workers; White workers; Women; Younger workers; etc.)

Working conditions
  job security, 6.10, 6.11
  technology, 9.20
  wage and hour laws, 7.47
  women in 19th century, 14.10

Working life
  length, 6.51

Worklife quality
  analysis, 6.21
  assessment methods, 6.154
  automobile industry, 6.182
  concept, 6.21
  decision to quit, 6.67
  education, 6.131
  General Motors program, 6.59
  humanization of work, 6.85
  industrial revolution, 6.170
  Japan, 6.167
  job design, 6.127
  job enrichment, 6.38, 6.109, 6.187, 11.42
  job improvement, 6.175
  job satisfaction, 6.115, 6.179, 6.181
  job satisfaction, bibliography, 16.7
  labor-management relations, 11.114, 11.115
  leisure, impact on, 6.52
  marginal workers, 6.67
  participative management, 11.15
  productivity, 6.34, 6.57, 6.124, 6.129, 6.162
  productivity, bibliography, 16.19
  programs, 6.57
  projects, 6.86
  routine jobs, 6.53
  services, 6.150
  technology, 9.20
  work schedules, 7.34
  worker discontent, 6.56
  worker satisfaction, 6.172
  workweek, 6.38

Workweek
  business cycle impact, 13.41
  domestic service, 7.23
  energy consumption, 7.33
  four-day, 7.32, 7.33
  four-day, bibliography, 16.12
  four-day/fourty-hour, 7.12
  full-time, 7.25
  government, 7.54
  hours, 7.29, 7.57
  labor supply, 7.8
  leisure, 7.32, 7.44
  part-time, 7.22
payroll and household surveys, 7.10
policies, 7.35
premium pay, 13.19
productivity, 7.5, 7.29
schedules, 7.30
trends, 7.44
women workers, 7.22
worklife quality, 6.38

World Bank
economic development, 15.130

World economy
econometric models, 5.27
future, 15.73
history and prospects, 15.108
input-output, regional, 15.73

Younger workers
earnings, 14.14

education, 6.178
guidance services, 6.133
labor force participation, 6.178
labor market segmentation, 6.24
occupational mobility, 6.89
occupational preparation, 6.121
part-time work, 7.3
training, 6.138
vocational training, 6.61
wages of young women, 13.46
work ethic, 6.171

Yugoslavia
capital, 14.84
earnings, 14.84
economic development, 15.39
economic reforms, 11.78
output, 12.58
participative management, 11.78
production functions, 12.58
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