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# The Reluctant Job Changer

*Studies in Work Attachments and Aspirations*

Gladys L. Palmer, Herbert S. Parnes,  
Richard C. Wilcock, Mary W.  
Herman, and Carol P. Brainerd

# Reluctant Job Changer Studies In Work At

**Ying Liu**



## **Reluctant Job Changer Studies In Work At:**

**The Reluctant Job Changer** Gladys L. Palmer, Herbert S. Parnes, Richard C. Wilcock, Mary W. Herman, Carol P. Brainerd, 2016-11-11 What keeps people in jobs or occupations is the central theme of four studies that interpret workers attitudes toward job changing in the light of their work experience as well as their expectations for the future Gladys Palmer in collaboration with Herbert S Parnes of Ohio State University and Richard C Wilcock of the University of Illinois has experimented in the key study with analyses designed to measure the strength of a person s attachment to his or her occupation or employer Attitude questions are given a time dimension by checking them against the job histories of individual workers and by including evaluations of crucial job decisions in the past The effect of private pension plans upon the inclination to change jobs is examined by Parnes with surprising results A third study by Carol P Brainerd considers the impact of the search for economic security on a highly skilled group by tracing changes over thirty years in the way toolmakers move between jobs and in the methods of training them Mary W Herman uses both America and European materials to analyze the connection between the ideas of social class work attitude aspirations for moving up the social scale and the amount that actually occurs between different levels of skill The volume emphasizes the work experience and attitudes of male production workers in the stable period of their working lives when family responsibilities are usually heavy At the same points however it also covers women workers and the full range of age groups in the adult population In the concluding chapter Palmer brings the findings together examines their implications for understanding the complex factors that determine individual movements in the labor market and assesses the various attitude measures developed as predictors of attachment or mobility Materials sources and technical aspects of the analysis are discussed in four appendices These studies have both practical appeal and research interest Personnel workers guidance counselors employment specialists and others involved in the everyday workings of the labor market will appreciate the insights into worker attitudes and behavior while the analysis of institutional force and of motivations and trends in mobility will interest labor economists and sociologists as well as technicians in the field of attitude research Founded in 1921 as a separate Wharton department the Industrial Research Unit has a long record of publication and research in the labor market productivity union relations and business report fields Major Industrial Research Unit studies as published as research projects are completed This volume is Study no 40      *The Reluctant Job Changer: Studies in Work Attachments and Aspirations* Gladys L. Palmer, Herbert S. Parnes, Mary W. Herman, 1965      *The Reluctant Job Changer, Studies in Work Attachments and Aspirations* Gladys Louise Palmer, 1962      **Mobility and Worker Adaptation to Economic Change in the United States** Herman Travis, 1963      *The Post Layoff Labor Market Experiences of the Former Republic Aviation Corporation (Long Island) Workers* Miriam A. Ourin, 1967      *Manpower Research* ,1963      *Getting Hired, Getting Trained* National Child Labor Committee (U.S.). National Committee on Employment of Youth. Youth Work Program Review Staff, 1965      **Publication** United States. Arms

Control and Disarmament Agency,1966      *Monthly Labor Review* ,1963-12 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews      **Labor Mobility** ,1967      **The Post Layoff Labor Market Experiences of the Former Republic Aviation Corporation (Long Island) Workers** United States. Arms Control and Disarmament Agency,1966 USA Case study of a farmingdale long island branch of the aircraft industry in 1963 and 1964 as an example of economic implications of disarmament with particular reference to the layoff of workers covers living conditions employment opportunities relevant wages changes etc in respect of the affected personnel      Manpower Research Bulletin ,1963      Personnel Bibliography Series United States Civil Service Commission. Library,1960      *Working-Class Images of Society (Routledge Revivals)* Martin Bulmer,2016-04-06 First published in 1975 How do men come to perceive and evaluate a world in which marked inequalities of class and status exist This book considers the nature of class images and their underlying work and community structures Beginning with the argument that the perception of society varies according to type of work and community milieu it first considers the social imagery of working class professions and their sources of variation and then examines some of the methodological problems of the study of class imagery The nature of proletarian traditionalism and radicalism in then contemporary Britain is discussed in conclusion This title will be of interest to students of sociology      **Migration, Population Structure, And Redistribution Policies** Calvin Goldscheider,2019-03-08 This book analyses the links between migration and the composition structure and geographic distribution of populations It discusses the evolution of population redistribution policies in Brazil and examines internal migration between the 1930s and the 1980s      *Personnel Literature* United States. Office of Personnel Management. Library,United States Civil Service Commission. Library,1963      **Work, Mobility, and Participation** Robert E. Cole,2024-06-28 At a minimum our goal is to develop a better understanding of Japanese labor market practices and work organization and in so doing develop a more enlightened vision of American practices We will greatly enhance our ability to achieve both these goals by arriving at a better understanding of the comparative experience of the two nations over time We can no longer afford the delusion that what exists in the United States reflects the characteristics of industrial society in its most advanced form Yet to follow current fashion in simply denying that the United States is the very model of a modern society while advocating that we imitate the Japanese is to take a course filled with its own pitfalls Perhaps it is time we accepted the fact that the social scientist s intense commitment to generalization cannot be allowed to obscure the fundamental observation that nations develop along their own paths based on their own political cultural economic and social histories As nations industrialize there is undoubtedly convergence in important institutional spheres such as the expansion of education the adoption of common technologies and determinants of labor mobility Certainly nations can learn from one another and indeed some nations impose their will on other nations Yet there are also unique solutions to common problems From the Introduction This title is part of UC Press s Voices Revived program which commemorates University of California

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