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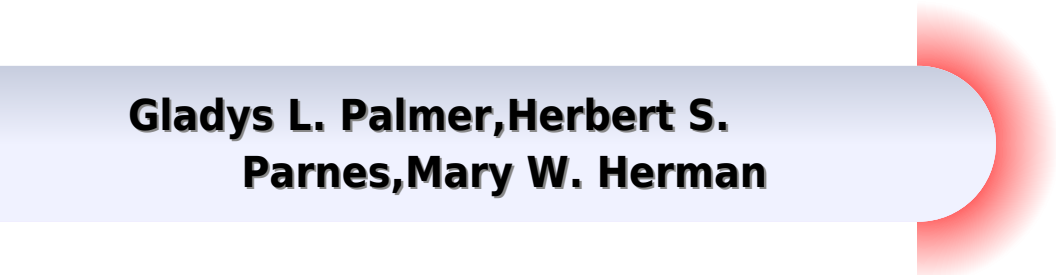
The Reluctant Job Changer

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

**Gladys L. Palmer, Herbert S.
Parnes, Mary W. Herman**



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

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Mobility and Worker Adaptation to Economic Change in the United States Herman Travis, 1963

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(*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 **Monthly Labor Review**, 1963-12 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **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 **Negro Employment in Finance** Armand J. Thieblot, Jr., Linda Pickthorne Fletcher, 2016-11-15 This volume investigates African American employment in banking and insurance in the United States The authors describe how these once almost all white industries are now employing large numbers of African American and what problems remain to be solved before equal employment opportunity can be fully attained Appendices tell the story of African American owned banking and insurance companies and their status today Located in primarily urban areas banks and insurance companies may soon be among the largest employers of African Americans The centralized personnel structure of banks gives them a significant advantage in employing African Americans but the authors find that both banks and insurance companies have been slow to employ black managerial personnel This study is based upon individual reports first published in the Racial Policies of American Industry series A final chapter compares and contrasts the situations in banking and insurance paying particular attention to the reasons for varying progress in the two industries 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 are published as research projects are completed This volume is Study no 47 **Personnel Bibliography Series** United States Civil Service Commission. Library, 1960 **Negro Employment in Public Utilities** Bernard E. Anderson, 2016-11-15 This book is a volume in the Penn Press Anniversary Collection To mark its 125th anniversary in 2015 the University of Pennsylvania Press rereleased more than 1 100 titles from Penn Press s distinguished backlist from 1899 1999 that had fallen out of print Spanning an entire century the Anniversary Collection offers peer reviewed scholarship in a wide range of subject areas **Global Health** Michael Merson, Robert E. Black, Anne Mills, 2012 Global Health Third Edition formerly titled International Public Health brings together contributions from the world s leading authorities into a single comprehensive text It thoroughly examines the wide range of global health challenges facing low and middle income countries today and the various approaches nations adopt to deal with them These challenges include measurement of health status infectious and chronic diseases injuries nutrition reproductive health global environmental health and complex emergencies *Global Health* Michael H. Merson, Robert E. Black, Anne J. Mills, 2011-08-19 Recognized

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