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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

**United States. Arms Control and
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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 Attachements and Aspirations*** Gladys Louise Palmer, 1962 ***The Post Layoff Labor Market Experiences of the Former Republic Aviation Corporation (Long Island) Workers*** Miriam A. Ourin, 1967 *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* 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** ,1963 *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 **Getting Hired, Getting Trained** National Child Labor Committee (U.S.). National Committee on Employment of Youth. Youth Work Program Review Staff,1965 **Manpower Research Bulletin** ,1963 **Manpower in Homebuilding** Howard G. Foster,2015-09-30 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 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 Press s mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1979 **Work, Mobility, and Participation** Bob Cole,Robert E. Cole,Professor of Business Administration and Sociology Lorraine Tyson Mitchell II Professor of Leadership and Communication Robert E Cole,1979-01-01 Comparison of work attitudes labour mobility and workers participation as related to the overall quality of working life in Japan and the USA traces the incorporation of employment security into Japan s value system and trends in organization behaviour includes case studies of occupational change of men industrial workers and innovations in personnel management quality circles job design finds

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