

GRADUATE SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION  
Cornell University

BPA 500  
PVR 60-4

BIBLIOGRAPHY ON HUMAN RELATIONS AND RELATED SUBJECTS

Note: This bibliography is primarily for the period since 1950. For works before that period, see Alfred de Grazia, HUMAN RELATIONS IN PUBLIC ADMINISTRATION: A BIBLIOGRAPHY (annotated), Chicago, Public Administration Service, 1949. This covers literature of a wide variety of types from all fields of social science. Starred items (\*) would comprise a basic library for the layman.

General (including casebooks)

F. K. Berrien, COMMENTS AND CASES ON HUMAN RELATIONS, Harper, 1951. (Very broad in approach and coverage, really on "social" relations in general.)

Edward C. Bursk, HUMAN RELATIONS FOR MANAGEMENT, Harper, 1956. (Collection of articles from Harvard Business Review.)

Hugh Cabot and Joseph A. Kohl, HUMAN RELATIONS, 2 vols., Harvard, 1953. (First volume is selected readings; second is cases; almost as broad as Berrien.)

R. P. Calhoon, W. E. Noland, A. M. Whitehill, CASES ON HUMAN RELATIONS IN MANAGEMENT, McGraw-Hill, 1958. (Entirely cases, nearly all from business.)

Keith Davis, HUMAN RELATIONS IN BUSINESS, McGraw-Hill, 1957. (A text much like Gardner and Moore item below.)

\*Keith Davis and W. G. Scott, READINGS IN HUMAN RELATIONS, McGraw-Hill, 1959.

F. S. Drake and C. A. Drake, A HUMAN RELATIONS CASEBOOK FOR EXECUTIVES AND SUPERVISORS, McGraw-Hill, 1947. (Contains some 80 short cases and some discussion.)

Robert Dubin, HUMAN RELATIONS IN ADMINISTRATION, Prentice-Hall, 1951. (Essentially a book of readings, with cases; not limited to industry; in part fairly advanced.)

\*Robert Dubin, THE WORLD OF WORK: INDUSTRIAL SOCIETY AND HUMAN RELATIONS, Prentice-Hall, 1958. (To some extent industrial sociology, but broader and much of usual h.r.)

William W. Finlay and A. G. Sartain, HUMAN BEHAVIOR IN INDUSTRY, McGraw-Hill, 1954. (Popularized text, mainly industrial.)

\*B. B. Gardner and D. G. Moore, HUMAN RELATIONS IN INDUSTRY, 4th ed., Irwin, 1960.

J. D. Glover and H. M. Hower, THE ADMINISTRATOR, 3d ed., Irwin, 1957. (New edition due; entirely cases; usable for many purposes besides human relations, though designed primarily for that purpose; mainly, though not all, industrial.)

Alfred J. Marrow, MAKING MANAGEMENT HUMAN, McGraw-Hill, 1957. (By President, Harwood Manufacturing Co. where considerable experimentation has been done.)

Schuyler D. Hoslett, HUMAN FACTORS IN MANAGEMENT, Harper, 1951, rev. ed. (Set of readings, mainly industrial.)

W. E. Parker and R. W. Kleemeier, HUMAN RELATIONS IN SUPERVISION, McGraw-Hill, 1951. (Mainly at first-line supervisor level; excellent on training at this level in h.r.)

John Perry, HUMAN RELATIONS IN SMALL INDUSTRY. Perry has two items by this title: (1) one is a small pamphlet published by the Supt. of Documents, 1953, for the Small Business Administration series; (2) the other, in larger book form, was published in 1956 by McGraw-Hill. (General; business and industry.)

John Pfiffner, THE SUPERVISION OF PERSONNEL: HUMAN RELATIONS IN THE MANAGEMENT OF MEN, 2d ed., 1958, Prentice-Hall. (More a personnel text, but some h.r. material; contains more than most such books about problems in government as well as industry.)

\*Robert Saltonstall, HUMAN RELATIONS IN ADMINISTRATION, McGraw-Hill, 1959. (About half text, half cases, mainly industrial; much like Gardner and Moore and better than it on some matters of research, group dynamics, and sociometrics.)

William F. Whyte, MAN AND ORGANIZATION: THREE PROBLEMS IN HUMAN RELATIONS IN INDUSTRY, Irwin, 1959. (Three lectures, essentially a critique of h.r. as a field.)

#### Human Relations in Special Institutional Contexts

##### Education

Theodore Caplow and R. J. McGee, THE ACADEMIC MARKETPLACE, Basic Books, 1958. (On academic personnel problems; controversial but penetrating.)

James M. Hughes, HUMAN RELATIONS IN EDUCATIONAL ORGANIZATION, Harper, 1957.

David Riesman, CONSTRAINT AND VARIETY IN AMERICAN EDUCATION, Doubleday, 1956. (Lectures on trends in academic life; most perceptive.)

##### Engineering

Human Conditioning Group, HUMAN CONDITIONING IN THE FACTORY, N. Y., Box 71, Cathedral Station, 1954. (On relationships of machinery and factories to people.)

\*Ernest J. McCormick, HUMAN ENGINEERING, McGraw-Hill, 1957. (Like above item.)

##### Governmental

Eli Ginzberg and others, THE INEFFECTIVE SOLDIER, 3 vols. (I-THE LOST DIVISIONS; II-BREAKDOWN AND RECOVERY; III-PATTERNS OF PERFORMANCE), Columbia, 1959. (Study of performance of men in the military, especially during wartime, with much effort to draw general lessons for behavior there and elsewhere.)

Institute for Social Research, U. of Mich., HUMAN RELATIONS IN A RESEARCH ORGANIZATION, 2 vols., 1953. (A study of the federal government's National Institutes of Health.)

\*T. N. Patterson, MORALE IN WAR AND WORK, London, Max Parrish, 1955. (General study for both military and civilian purposes.)

S. A. Stouffer and others, THE AMERICAN SOLDIER, 2 vols., Princeton, 1949. (These volumes entitled ADJUSTMENT DURING ARMY LIFE AND COMBAT AND ITS AFTERMATH constitute 2 vols. of a 4-vol. report on wartime research by the Research Branch, Information and Education Div., War Dept. Perhaps the most important sociological study of American army life.)

C. W. Valentine, THE HUMAN FACTOR IN THE ARMY, London, Gale and Polden, 1954.

##### Industrial

Robert T. Livingston and S. H. Milberg, HUMAN RELATIONS IN INDUSTRIAL RESEARCH MANAGEMENT, Columbia, 1957. (Papers from two conferences on the subject.)

Paul R. Lawrence, THE CHANGING OF ORGANIZATIONAL BEHAVIOR PATTERNS: A CASE STUDY OF DECENTRALIZATION, Harvard, 1956.

\*Harriet O. Ronken and P. R. Lawrence, ADMINISTERING CHANGES: A CASE STUDY OF HUMAN RELATIONS IN A FACTORY, Harvard, 1952.

Charles R. Walker and R. H. Guest, THE MAN ON THE ASSEMBLY LINE, Harvard, 1952. William F. Whyte, HUMAN RELATIONS IN THE RESTAURANT INDUSTRY, McGraw-Hill, 1948.

\*A. Zaleznik, THE MOTIVATION, PRODUCTIVITY, AND SATISFACTION OF WORKERS: A PREDICTION STUDY, Harvard, 1956.

A. Zaleznik, WORKER SATISFACTION AND DEVELOPMENT: A CASE STUDY OF WORK AND SOCIAL BEHAVIOR IN A FACTORY GROUP, Harvard, 1956.

Unions

Arthur Kornhauser, R. Dubin, and A. M. Ross, eds., INDUSTRIAL CONFLICT, McGraw-Hill, 1954. (Brings together many materials on the subject.)  
Seymour Lipset and others, UNION DEMOCRACY, Free Press, 1956.  
National Planning Association, Washington, D. C. series of pamphlets under heading of CASE STUDIES ON THE CAUSES OF INDUSTRIAL PEACE UNDER COLLECTIVE BARGAINING.  
John B. Knox, THE SOCIOLOGY OF INDUSTRIAL RELATIONS, Random House, 1955.  
L. R. Sayles and G. Strauss, THE LOCAL UNION, Harper, 1953.  
\*B. M. Selekman, LABOR RELATIONS AND HUMAN RELATIONS, McGraw-Hill, 1947.  
\*Ross Stagner, THE PSYCHOLOGY OF INDUSTRIAL CONFLICT, Wiley, 1956.  
W. F. Whyte, PATTERNS FOR INDUSTRIAL PEACE, Harper, 1951.

Training in Human Relations

\*Kenneth R. Andrews, ed., THE CASE METHOD OF TEACHING HUMAN RELATIONS AND ADMINISTRATION, Harvard, 1953.  
Bureau of National Affairs, Washington, D. C., CASE STUDIES IN MANAGEMENT DEVELOPMENT, 1956. (A training manual devoted to cases and instructions on the use of the so-called "critical incident" approach. This is a version of case development in which the instructor presents a beginning situation and then requires the students to ask the proper questions in order to obtain the necessary information to proceed further with the case.)  
John P. Dean and Alex Rosen, A MANUAL FOR INTERGROUP RELATIONS, Chicago, 1955. (On methods and approaches for reducing racial and religious discrimination.)  
Alan F. Klein, ROLE PLAYING, Association Press, 1956.  
\*Thomas J. Luck, PERSONNEL AUDIT AND APPRAISAL, McGraw-Hill, 1955 (Diagnostic Techniques).  
\*Norman R. F. Maier, PRINCIPLES OF HUMAN RELATIONS, Wiley, 1952. (Really on several types of human relations training methods; many examples.)  
W. E. Parker and R. W. Kleemeier, HUMAN RELATIONS IN SUPERVISION, McGraw-Hill, 1951. (Good for the supervisory level; lists of films, aids, etc.)  
F. J. Roethlisberger and others, TRAINING FOR HUMAN RELATIONS: AN INTERIM REPORT, Harvard, 1954. (General analysis of the Harvard experience over 25 years.)  
A. Zaleznik, FOREMAN TRAINING IN A GROWING ENTERPRISE, Harvard, 1951.

Social Science Research (general)

\*Stuart Chase, THE PROPER STUDY OF MANKIND: AN INQUIRY INTO THE SCIENCE OF HUMAN RELATIONS, Harper, rev. ed., 1956. (Popularized analysis of developments.)  
Stuart Chase, ROADS TO AGREEMENT, Harper, 1951. (General developments in social science.)  
\*Robert A. Dahl, M. Haire, P. F. Lazarsfeld, SOCIAL SCIENCE RESEARCH ON BUSINESS: PRODUCT AND POTENTIAL, Columbia, 1959. (Series of analytical bibliographical essays.)  
\*Cecil E. Goode, PERSONNEL RESEARCH FRONTIERS, Public Personnel Association, Chicago, 1958. (With special emphasis on public personnel administration; broadly oriented.)  
Paul K. Hatt and M. Goode, METHODS OF SOCIAL RESEARCH, McGraw-Hill, 1953. (A good general introduction to the actual methodologies for doing research.)  
Alexander Leighton, HUMAN RELATIONS IN A CHANGING WORLD, E. P. Dutton, 1949. (A discussion of the application of social science methods and techniques to the wartime analysis of Japanese morale; on the utility of social science methods.)

Psychology, Sociology and Related Fields

General

Gordon W. Allport, NATURE OF PREJUDICE, Addison-Wesley, 1954.  
\*A. Anastasi and J. P. Foley, DIFFERENTIAL PSYCHOLOGY, Macmillan, 3d ed., 1958.  
\*Chris Argyris, PERSONALITY AND ORGANIZATION, Harper, 1958.  
S. E. Asch, SOCIAL PSYCHOLOGY, Prentice-Hall, 1952.  
Reinhard Bendix and S. M. Lipset, CLASS, STATUS AND POWER: A READER IN SOCIAL STRATIFICATION, Free Press, 1953.  
\*Julian Blackburn, THE FRAMEWORK OF HUMAN BEHAVIOR, London, Kegan Paul, Trench, Trubner, 1947. (Racial, nationality, class, sex, etc., differences.)  
M. L. Blum, READINGS IN EXPERIMENTAL PSYCHOLOGY, Prentice-Hall, 1952.  
\*Frank S. Freeman, THEORY AND PRACTICE OF PSYCHOLOGICAL TESTING, rev. ed., Holt, 1955.  
\*Joseph B. Gittler, ed., REVIEW OF SOCIOLOGY: ANALYSIS OF A DECADE, Wiley, 1957. (General review of developments in sociology.)  
\*C. Hall, A PRIMER OF FREUDIAN PSYCHOLOGY, World Pub. Co., 1954.  
C. S. Hall and G. Lindzey, THEORIES OF PERSONALITY, Wiley, 1957.  
\*Hilgard, INTRODUCTION TO PSYCHOLOGY, Harcourt, Brace, 2d ed., 1957.  
G. Lindzey, ed., HANDBOOK OF SOCIAL PSYCHOLOGY, 2 vols., Addison-Wesley, 1954.  
\*E. E. Maccoby, READINGS IN SOCIAL PSYCHOLOGY, Holt, 3d ed., 1958.  
\*A. Maslow and B. Mittelman, PRINCIPLES OF ABNORMAL PSYCHOLOGY, Harper, rev. ed., 1951.  
Neal E. Miller and J. Dollard, SOCIAL LEARNING AND IMITATION, Oxford, 1941.  
T. M. Newcomb, PERSONALITY AND SOCIAL CHANGE, Dryden, 1957.  
J. C. Nunnally, TESTS AND MEASUREMENTS, McGraw-Hill, 1959.  
H. C. Smith, PSYCHOLOGY OF INDIVIDUAL BEHAVIOR, McGraw-Hill, 1955.  
R. S. Woodworth, DYNAMICS OF BEHAVIOR, Holt, 1958.

Industrial (see also section on "social and cultural differences")

E. E. Ghiselli and S. W. Brown, PERSONNEL AND INDUSTRIAL PSYCHOLOGY, McGraw-Hill, 2d ed., 1955.  
T. W. Harrell, INDUSTRIAL PSYCHOLOGY, Rinehart, rev. ed., 1958.  
\*Mason Haire, PSYCHOLOGY IN MANAGEMENT, McGraw-Hill, 1956.  
Industrial Relations Counselors, N. Y., EMPLOYING THE NEGRO IN AMERICAN INDUSTRY, 1959. (Special report on problems, integrative methods, etc.)  
\*George Katona, PSYCHOLOGICAL ANALYSIS OF ECONOMIC BEHAVIOR, 1951.  
C. H. Lawshe, PSYCHOLOGY OF INDUSTRIAL RELATIONS, McGraw-Hill, 1953.  
Alan A. McLean and G. C. Taylor, MENTAL HEALTH IN INDUSTRY, McGraw-Hill, 1958.  
T. A. Ryan and P. C. Smith, PRINCIPLES OF INDUSTRIAL PSYCHOLOGY, Ronald, 1954.  
\*Eugene Schneider, INDUSTRIAL SOCIOLOGY, McGraw-Hill, 1957.  
\*Joseph Tiffin and E. J. McCormick, INDUSTRIAL PSYCHOLOGY, Prentice-Hall, 4th ed., 1958.  
\*William F. Whyte, MONEY AND MOTIVATION, Harper, 1955. (Incentives)

Political and Governmental (see also section on "social and cultural differences")

Heinz Eulau, S. J. Eldersveld and M. Janowitz, POLITICAL BEHAVIOR: A READER IN THEORY AND RESEARCH, Free Press, 1956.  
H. J. Eysenck, THE PSYCHOLOGY OF POLITICS, Praeger, 1954.  
\*Morton Grodzins, THE LOYAL AND THE DISLOYAL, Chicago, 1956. (A study of the nature of loyalty at many levels of government and society.)  
\*Herbert Hyman, POLITICAL SOCIALIZATION: A STUDY IN THE PSYCHOLOGY OF POLITICAL BEHAVIOR, Columbia, 1959.  
William Kornhauser, THE POLITICS OF MASS SOCIETY, Free Press, 1959. (Study of the problems involved in mass political action.)

\*Robert E. Lane, POLITICAL LIFE: WHY PEOPLE GET INVOLVED IN POLITICS, Free Press, 1959. (Essentially a study of political behavior.)  
Harold D. Lasswell, THE ANALYSIS OF POLITICAL BEHAVIOR: AN EMPIRICAL APPROACH, Oxford, 1949.  
\*Seymour M. Lipset, POLITICAL MAN: WHERE, HOW AND WHY DEMOCRACY WORKS IN THE MODERN WORLD, Doubleday, 1960.  
Robert C. Wood, SUBURBIA: ITS PEOPLE AND THEIR POLITICS, Houghton Mifflin, 1959.

Counseling, etc. (see also items concerning Hawthorne Studies)

\*Annette Garrett, COUNSELING METHODS FOR PERSONNEL WORKERS, Family Welfare Assn. of N. Y., 1945. (A general common sense guide.)  
R. L. Kahn, and C. F. Cannell, DYNAMICS OF INTERVIEWING: THEORY, TECHNIQUE AND CASES, Wiley, 1957.  
Carl P. Rogers, CLIENT-CENTERED THERAPY, Houghton Mifflin, 1951.  
\*Carl P. Rogers, COUNSELING AND PSYCHOTHERAPY, Houghton Mifflin, 1942. (Both of Rogers' works are on his well-known method of "nondirective counseling.")

Group Dynamics and Related Matters (mainly relating to research)

Richard N. Adams and Jack J. Press, HUMAN ORGANIZATION RESEARCH: FIELD RELATIONS AND TECHNIQUES, Dorsey, 1960.  
Conrad M. Arensberg and others, RESEARCH IN INDUSTRIAL HUMAN RELATIONS, Harper, 1957.  
\*Chris Argyris, UNDERSTANDING ORGANIZATIONAL BEHAVIOR, Dorsey, 1960.  
Dorwin Cartwright and Alvin Zander, GROUP DYNAMICS: RESEARCH AND THEORY, Row, Peterson, rev. ed., 1960. (A collection of reports, articles, etc.)  
Fred E. Fiedler, LEADER ATTITUDES AND GROUP EFFECTIVENESS, U. of Illinois, 1958. (A variety of groups from tank crews, to basketball teams, and supervisors.)  
Harold Guetzkow, ed., GROUPS, LEADERSHIP AND MEN, Carnegie, 1951. (Reports from the Office of Naval Research, 1945-50.)  
Frederick Herzberg, B. Mausner and B. Snyderman, MOTIVATION TO WORK, 2d ed., Wiley, 1959.  
George C. Homans, THE HUMAN GROUP, Harcourt, Brace, 1950. (An integrative work, including much more than industrial experience.)  
\*M. Knowles and H. Knowles, INTRODUCTION TO GROUP DYNAMICS, Assn. Press, 1959.  
\*Henry Landsberger, HAWTHORNE REVISITED, Cornell, 1958. (A re-analysis of the famous Hawthorne study at Western Electric, in light of later research.)  
David McClelland, STUDIES IN MOTIVATION, Appleton-Century-Crofts, 1955.  
Nancy Morse, SATISFACTION IN WHITE COLLAR JOBS, Institute for Social Research, U. of Michigan, 1953.  
\*Michael S. Olsted, THE SMALL GROUP, Random House, 1959. (The most recent integrative analysis; well done.)  
F. J. Roethlisberger, MANAGEMENT AND MORALE, Harvard, 1943.  
\*F. J. Roethlisberger and W. J. Dickson, MANAGEMENT AND THE WORKER, Harvard, 1947. (This and the study just above are classics on the Hawthorne experiments.)  
Ralph M. Stogdill, INDIVIDUAL BEHAVIOR AND GROUP ACHIEVEMENT, Oxford, 1959.  
J. W. Thibaut and H. H. Kelly, THE SOCIAL PSYCHOLOGY OF GROUPS, Wiley, 1959.  
Morris S. Viteles, MOTIVATION AND MORALE IN INDUSTRY, Norton, 1953. (Analysis of most of the group dynamics and related research up to this time.)

Communications

- \*S. I. Hayakawa, LANGUAGE IN ACTION, Harcourt, Brace, 1941. (Well-known general introduction to semantics.)
- Irving J. Lee, HOW TO TALK WITH PEOPLE, Harper, 1952.
- Ralph G. Nichols and L. A. Stevens, ARE YOU LISTENING, McGraw-Hill, 1957.
- \*Vance Packard, THE HIDDEN PERSUADERS, McKay, 1957 (also pocketbook, 1958). (Popularized analysis of state of motivation research and its implications.)
- S. L. Payne, ART OF ASKING QUESTIONS, Princeton, 1951.
- \*C. E. Redfield, COMMUNICATION IN MANAGEMENT, Chicago 2d ed., 1958 (Principal text).
- George H. Smith, MOTIVATION RESEARCH IN ADVERTISING AND MARKETING, McGraw-Hill, 1956.
- William H. Whyte, Jr., IS ANYBODY LISTENING? Simon and Schuster, 1952. (A study of industrial communications failures; expanded from series in Fortune.)

Social and Cultural Differences (including technical assistance, industry abroad, Point IV, U. S. versus foreign cultures and their effect on administration; the best literature on comparative administrative problems is in the public field, but much of this is also applicable to private enterprise)

Bibliographies (see also item by Sharp below)

- Seymour W. Beardsley and A. G. Edgell, HUMAN RELATIONS IN INTERNATIONAL AFFAIRS: A GUIDE TO SIGNIFICANT INTERPRETATION AND RESEARCH, Public Affairs Press, 1956.
- L. K. Caldwell, COMPARATIVE PUBLIC ADMINISTRATION--AN OUTLINE OF TOPICS AND READINGS, N. Y. Graduate Program in Public Administration, Albany, 1953 (50 pp.).
- Department of State, U. S., Division of Library and Reference Services, Washington, D. C., POINT FOUR: A SELECTED BIBLIOGRAPHY OF MATERIALS ON TECHNICAL COOPERATION WITH FOREIGN GOVERNMENTS, Bibliography No. 54, Nov. 15, 1950. (Covers much of the literature up to this date.)
- \*Arthur Dunham and R. N. Paul, "Community Development--A Working Bibliography," in Community Development Review, vol. 4, March, 1959, pp. 60-90.
- United Nations, A SHORT INTERNATIONAL BIBLIOGRAPHY OF PUBLIC ADMINISTRATION, 1953 (in English, French, and Spanish; 20 pp.).
- U. S. Civil Service Commission, Personnel Literature, a monthly annotated and indexed bibliography covering a wide range of management literature from both public and private sources; the most extensive, regularly published management bibliography; goes back to 1946; available in B&PA Library; for most years there are also annual accumulations; many foreign and cross-cultural references.
- \*Jane Weidlund, S. L. Stokes and Ferrel Heady, COMPARATIVE PUBLIC ADMINISTRATION: A SELECTIVE ANNOTATED BIBLIOGRAPHY, Institute of Public Administration, U. of Michigan, 1957, 78 pp.

Books (with special relevance to both human relations and to administration)

- H. G. Barnett, ANTHROPOLOGY IN ADMINISTRATION, Row, Peterson, 1956.
- \*Reinhard Bendix, WORK AND AUTHORITY IN INDUSTRY: IDEOLOGIES OF MANAGEMENT IN THE COURSE OF INDUSTRIALIZATION, Wiley, 1956.
- \*Brian Chapman, THE PROFESSION OF GOVERNMENT: THE PUBLIC SERVICES OF EUROPE, Macmillan, 1959.
- Harlan Cleveland and others, THE ART OF OVERSEASMANSHIP, Syracuse, 1957.
- \*John Fayerweather, THE EXECUTIVE OVERSEAS, Syracuse, 1959.

\*Edward T. Hall, Jr., THE SILENT LANGUAGE, Doubleday, 1959. (A comparative analysis of the components of culture; an attempt to systematize the problem of consideration of cultural differences.)

\*Frederick Harbison and C. A. Myers, MANAGEMENT IN THE INDUSTRIAL WORLD: AN INTERNATIONAL ANALYSIS, McGraw-Hill, 1959.

\*Alexander Leighton, THE GOVERNING OF MEN, Princeton, 1945. (Study of management of Japanese relocation campus in U. S. during World War II, followed by general discussion of administration under mixed cultural conditions; one of our most sophisticated and significant works on administration.)

\*Margaret Mead, ed., CULTURAL PATTERNS AND TECHNICAL CHANGE, UNESCO, 1955 (reprinted since as a Mentor pocketbook).

Benjamin Paul, HEALTH, CULTURE AND COMMUNITY, Russell Sage Foundation, 1955.

B. R. Salz, THE HUMAN ELEMENT IN INDUSTRIALIZATION: ECONOMIC DEVELOPMENT AND CULTURAL CHANGE, Chicago, 1955.

Walter R. Sharp, INTERNATIONAL TECHNICAL ASSISTANCE, Public Administration Service, Chicago, 1952. (See bibliographical note at end; discusses organizations for technical assistance up to 1952.)

\*William J. Siffin, ed., TOWARD THE COMPARATIVE STUDY OF PUBLIC ADMINISTRATION, Department of Government, Indiana U., 1957 (series of essays).

Charles Sisson, THE SPIRIT OF BRITISH ADMINISTRATION AND SOME EUROPEAN COMPARISONS, Praeger, 1959.

\*Edward H. Spicer, HUMAN PROBLEMS IN TECHNOLOGICAL CHANGE: A CASEBOOK, Russell Sage Foundation, 1952 (cases in sense of analysis of actual situations).

Howard M. Teaf, Jr., and Peter G. Franck, HANDS ACROSS FRONTIERS: CASE STUDIES IN TECHNICAL ASSISTANCE, Cornell, 1955.

W. L. Warner and J. O. Low, THE SOCIAL SYSTEM OF THE MODERN FACTORY, Yale, 1945. (One of six vols. together known as "The Yankee City Series," an intensive study of a New England industrial community under stress.)

William F. Whyte, ed., and others, HUMAN PROBLEMS OF U.S. ENTERPRISE IN LATIN AMERICA, Cornell conference report, School of I&LR; see reports for both 1956 and 1957 (1956 report is also in the Fall, 1956 issue of Human Organization).

Frances J. Woods, CULTURAL VALUES OF AMERICAN ETHNIC GROUPS, Harper, 1956.

#### Executives and Top Management

##### General

Harold D. Lasswell and others, THE COMPARATIVE STUDY OF ELITES: AN INTRODUCTION AND A BIBLIOGRAPHY, Stanford, 1952.

\*Philip Selznick, LEADERSHIP IN ADMINISTRATION: A SOCIOLOGICAL INTERPRETATION, Row, Peterson, 1957.

Carroll L. Shartle, EXECUTIVE PERFORMANCE AND LEADERSHIP, Prentice-Hall, 1956. (Reporting on 10 years of research in various types of organizations.)

C. Wright Mills, THE POWER ELITE, Oxford, 1956 (government, business, and military).

##### Industrial (American)

Editors of Fortune, THE EXECUTIVE LIFE, Doubleday, 1956 (a Fortune series).

Osborn Elliott, MEN AT THE TOP, Harper, 1959. (Popular format, but based on considerable firsthand research among leaders of larger corporations.)

Alan Harrington, LIFE IN THE CRYSTAL PALACE, Knopf, 1959. (Also popular format, but a more personal analysis, resembling item by Whyte below.)

Mabel Newcomer, THE BIG BUSINESS EXECUTIVE, Columbia, 1955. (Study of background of some 800 presidents and board chairmen; carefully researched.)

W. L. Warner and J. Abegglen, BIG BUSINESS LEADERS IN AMERICA, Harper, 1955.

W. L. Warner and J. Abegglen, OCCUPATIONAL MOBILITY, Minnesota, 1955. (These two studies comprise a report on nearly 8,000 top American executives, based on questionnaires and interviews, including TAT; carefully researched and the most complete study of American industrial leadership thus far made.)

\*W. L. Warner and N. H. Martin, INDUSTRIAL MAN, Harper, 1959. (Most complete collection of materials concerning business executives now available.)

C. A. Weber and J. W. Karnes, Jr., INDUSTRIAL LEADERSHIP, Chilton, 1959. (Emphasizes techniques for teamwork.)

William H. Whyte, Jr., THE ORGANIZATION MAN, Simon and Schuster, 1956. (Some research but basically a personal analysis of middle and upper levels of business.)

\*Melville Dalton, MEN WHO MANAGE, Wiley, 1959. (Reports research on role of managers in formulating and directing decisions in enterprises.)

Governmental (American) (see also Lasswell and Mills items above)

\*Reinhard Bendix, HIGHER CIVIL SERVANTS IN AMERICAN SOCIETY, Colorado, 1950. (Questionnaire study of 150 or so persons; excellent analytical discussion.)

\*Marver H. Bernstein, THE JOB OF THE FEDERAL EXECUTIVE, Brookings Institution, Washington, D. C., 1958. (Report of a series of discussions held by 24 present and former governmental executives.)

John J. Corson, EXECUTIVES FOR THE FEDERAL SERVICE, Columbia, 1952. (Some data, but more on problem of obtaining competent executives for government.)

P. T. David and R. Pollock, EXECUTIVES FOR GOVERNMENT, Brookings Institution, Washington, D. C., 1957 (similar to Corson).

Harvard Business School Club of Washington, BUSINESSMEN IN GOVERNMENT, Harvard Business School, 1958. (Questionnaire study of men indicated by title.)

A. Macmahon and J. Millett, FEDERAL ADMINISTRATORS, Columbia, 1939. (Study of top political executives of the day and some of previous decades.)

Dwaine Marvick, CAREER PERSPECTIVES IN A BUREAUCRATIC SETTING, Michigan, 1954. (From 1950 data on some 200 federal administrators and others; good analysis.)

Jerome M. Rostow, AMERICAN MEN IN GOVERNMENT, Public Affairs Press, 1949. (Biographical information on about 1,600 persons in federal government.)

Industrial (foreign)

See the various items, especially those by Bendix, Harbison and Sisson, under the heading of "social and cultural differences."

Governmental (foreign)

For most of the available literature, see the Marvick item just above and Morroe Berger, BUREAUCRACY AND SOCIETY IN MODERN EGYPT: A STUDY OF THE HIGHER CIVIL SERVICE, Princeton, 1957. (Most of the other literature is cited in the footnotes, etc., of these two items.)

Brian Chapman, THE PROFESSION OF GOVERNMENT: THE PUBLIC SERVICES IN EUROPE, Macmillan, 1959.

Executive Philosophy and Ideals (primarily business)

Roger M. Bough, FREE MAN AND THE CORPORATION, McGraw-Hill, 1959.  
Ralph J. Cordiner, NEW FRONTIERS FOR PROFESSIONAL MANAGERS, McGraw-Hill, 1956.  
Crawford H. Greenewalt, THE UNCOMMON MAN: THE INDIVIDUAL IN THE ORGANIZATION, McGraw-Hill, 1959.  
Theodore V. Houser, BIG BUSINESS AND HUMAN VALUES, McGraw-Hill, 1957.  
Alfred J. Marrow, MAKING MANAGEMENT HUMAN, McGraw-Hill, 1957.  
Clarence B. Randall, THE COMMUNIST CHALLENGE TO BUSINESS, Atlantic-Little, Brown, 1959.  
\*B. M. Selekman, A MORAL PHILOSOPHY FOR MANAGEMENT, McGraw-Hill, 1959.  
S. Selekman and B. Selekman, POWER AND MORALITY IN A BUSINESS SOCIETY, McGraw-Hill, 1956.  
\*Francis X. Sutton, AMERICAN BUSINESS CREED, Harvard, 1956 (general and historical).  
James C. Worthy, BIG BUSINESS AND FREE MEN, Harper, 1959.  
Marshall E. Dimock, A PHILOSOPHY OF ADMINISTRATION, Harper, 1958 (more governmental).

Ethics and Morality (see also Selekman items above)

\*Annals of the American Academy of Political and Social Science, vol. 280, March, 1952, entitled "Ethical Standards in American Public Life"; and vol. 297, January, 1955, entitled "Ethical Standards and Professional Conduct."

\*J. Whitney Bunting, ETHICS FOR MODERN BUSINESS PRACTICE, Prentice-Hall, 1953.  
Marquis W. Childs and D. Cater, ETHICS IN A BUSINESS SOCIETY, Harper, 1954.  
(Also published as a Mentor paperback).  
Norman Jaspan and Hillel Black, THE THIEF IN THE WHITE COLLAR, Lippincott, 1959.  
\*Robert E. Lane, THE REGULATION OF BUSINESSMEN, Yale, 1954. (Problems of conflict in business and governmental relations.)  
\*Wayne A. R. Leys, ETHICS FOR POLICY DECISIONS, Prentice-Hall, 1952. (A first-rate attempt to relate ethical theories to policy decision; with illustrative cases.)  
Edwin H. Sutherland, WHITE COLLAR CRIME, Dryden, 1949.  
R. H. Tawney, RELIGION AND THE RISE OF CAPITALISM, Mentor paperback, 1947.  
(Classic study on relationship of religious thought to social and economic questions.)  
\*U. S. Senate, Committee on Labor and Public Welfare, REPORT: ETHICAL STANDARDS IN GOVERNMENT, Government Printing Office, 1951 ("Douglas Committee" report; see also the accompanying volume of hearings on "Establishment of a Commission on Ethics in Government." June and July, 1951).  
Max Weber, THE PROTESTANT ETHIC AND THE SPIRIT OF CAPITALISM, Scribners paperback edition, 1958 (companion to item by Tawney above; also a classic).

Biography, Novels, etc.

Much useful material is available in fictional and nonfictional works relating to individuals, groups, etc. Villalon, MANAGEMENT MEN AND THEIR METHODS, contains short biographical accounts of different types of business managers in various settings. Biographies of Henry Ford, J. P. Morgan, F. D. R., and others are full of insights into how such men work. Novels such as EXECUTIVE SUITE, POINT OF NO RETURN, MELVILLE GOODWIN: USA, ISLAND IN THE SUN, THE TRIBE THAT LOST ITS HEAD, THE CAINE MUTINY, THE LAST HURRAH, ADVISE AND CONSENT, and any number of others portray human relations in administration in government and business in a way which no textbook or research study can.

Periodicals

Human Relations is put out quarterly by the Tavistock Institute of Human Relations in London and the Research Center for Group Dynamics at the U. of Michigan.

Human Organization is published here at Cornell for the Society for Applied Anthropology, edited by Professor William F. Whyte of I&LR.

See also the Administrative Science Quarterly published by this School; it frequently contains materials relevant to human relations; see, for example, Professor Ernest Dale's analyses of leadership in du Pont and General Motors.

Many items in Behavioral Science, published by the Mental Health Research Institute, U. of Michigan are also useful.

Of course, most other management and administrative journals contain human relations materials from time to time.