

## MANPOWER RESEARCH CENTER



Manpower Research Center  
Institute of Industrial Relations  
UCIA

U.S. Department of Labor  
Manpower Research Institutional Grant Program

Summary of Activities

March 31, 1971 - March 31, 1972

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This constitutes the second summary report of the Manpower Research Center since it was established in August, 1970, with Institutional Grant Funds from the U.S. Department of Labor. This report covers the last twelve months of the Center's activities.

The Center continues as a part of UCLA's Institute of Industrial Relations, but under the supervision of a Steering Committee composed of faculty representatives from the Graduate School of Management, the Department of

Economics, and the Institute. The Steering Committee members are:

Professor Benjamin Aaron, Committee Chairman, School of Law and Director of the Institute of Industrial Relations

Professor James C. LaForce, Jr., Chairman of the Department of Economics

Professor Frederic Meyers, Graduate School of Management

Associate Professor Walter Fogel, Graduate School of Management

Associate Professor Bruce Herrick, Vice Chairman of the Department of Economics

Senior Lecturer Fred H. Schmidt, Institute of Industrial Relations

### I. Research Activities

#### A. Completed Research Projects:

1. Youth In The Labor Market: Employment Patterns and Career Aspirations in Watts and East Los Angeles.

Paul Bullock, Associate Research Economist at the Institute of Industrial Relations, with the assistance of New Careerist Jacobo Rodriguez and eighteen survey workers, completed a survey and analysis of the labor market experiences, perceptions, and goals of low-income Chicano and black youth in Los Angeles. (257 pp. plus over 200 pp. appendix). The study was directly supported by IG funds and has been duplicated for distribution and sale by the Center in mimeographed form. It is to be published in both hard- and soft-cover form by the University of Michigan with publication date set for September, 1972.

2. The Effect of Children on Wage Rate of Their Mother.

Professor Robert T. Michael, UCIA Economics Department, with the assistance of graduate student Edward P. Lazear, completed a study of the relationship between a married woman's labor force

attachment and the number and spacing of her children. A paper entitled "On The Shadow Price of Children," which resulted from the study was presented at the Econometric Society in New Orleans, December 27-29, 1971.

3. Real Returns to Medical Education.

Professor C. M. Lindsay, UCIA Economics Department, completed a study of the returns on investment in medical training, examining how the upward bias of earlier studies have made such investments appear more attractive than they actually are. The paper was presented at the Western Economic Association meeting in Vancouver, B.C., on August 30-31, 1971.

4. Health Manpower and the Organization of Health Services.

Charles Kramer and Ruth Roemer of UCIA's Institute of Government and Public Affairs completed a study of health manpower needs and the constraints the fragmented nature of present health services place on the meeting of such needs (79 pp.). A 12-page summary of the study will constitute the lead article in next month's Health Politics, a journal published at New York University.

5. Impact of the Transportation Opportunity Program.

Professor Paul Sultan, Claremont Graduate School's Department of Economics, has completed the second volume in his investigation of what impact this MDTA project for heavy duty truck driver training has had on the Teamsters Union, the Trucking Industry and the Trainees. The study was funded by a separate grant from the Transportation Opportunity Program but administered by the Center with IG funds.

The detailed two-volume study is over 450 pages, plus extensive appendices. Publication has not been determined at this date.

6. The Work Ethos and Worker Satisfaction.

This discussion paper on changing work attitudes and work institutions in the U.S. was prepared by Fred H. Schmidt and presented at the International Conference on Trends In Industrial Relations and Labor Relations at Tel Aviv, Israel, January, 1972.

7. The Constructive Use of Layoff Time.

This Review Panel Report, chaired by Fred Schmidt, examines the concept of using an employee's layoff time for training. It is based on a review of the Job Advancement Training Project in California and was prepared for the Office of Research and Development, Manpower Administration.

8. Community Service Parole Internship.

This project involved the preparation of an initial proposal and a separately funded feasibility study of the proposal's intent to draw volunteers from the prison population who have served less than six months time and to place them in fixed-term employment in small towns as an alternative to further imprisonment. The negative reactions to the plan disclosed by the feasibility study led the Office of Research and Development to reject the proposal.

9. Effectiveness of Laws Relating to Job Security.

An exploratory investigation for a study of experience under Mexican law providing reinstatement option to workers dismissed without good cause. Grant was made to enable Professor

John Dominquez, Graduate School of Management, to examine Mexican Labor Court records of workers who sued for either damages or reinstatement and to interview selected officials administering the law. The investigation was under the direction of Professor Frederic Meyers, who is approaching other funding sources for future aspects of the study.

B. Research Projects in Progress:

1. Engineers and Technicians in the Aerospace Industry.

A grant in the form of a sabbatical leave supplement was made to Professor Archie Kleingartner, Graduate School of Management, to enable him to complete the writing of a book on this subject. His writings will be part of a collaborative study of aerospace engineers and technicians in which Professor Ben Roberts, London School of Economics, and Marc Maurice, Universite de Paris, are also participating.

2. Manufacturers' Assistance in the Provision of Manpower Training for Customers.

A grant to Victor Tabbush, graduate student in the Department of Economics, to enable him to proceed with his dissertation, an investigation of the practice, engaged in by numerous manufacturers, of investing in training in skills employed in a customer's firm. His hypothesis is that training raises the productivity of not only the worker, but also the value of the resource with which the training is combined; i.e., the relation hypothesized is factor complementarity.

3. Introduction of Systematic Training Into the Trucking Industry.

This project is an investigation of the possibility of introducing an organized system of training into the trucking industry. It seeks to design a nationwide system of training financed by the industry, using what has been learned from the experience of Transportation Opportunity Program, an MDTA experimental and development program, and other training programs. The project, directed by Donald Sanburn, is separately funded by the Manpower Administration but administered with IG funds through the Manpower Research Center.

4. Skill Development, Career, and Enhanced Productivity in Temporary Systems.

This research investigates the effects of different task strategies, such as the degree of role or jurisdictional clarity, on the skill development and productivity of workers in time-limited tasks which require the application of a wide range of specialties. Although focus of the study is on temporary systems used in the theater, the Center's grant to the larger study is for the purpose of producing data on manpower issues that might have significance in temporary organization as found in building and construction work. The research is conducted by Professors Richard Goodman, Graduate School of Management, and Lawrence Goodman, California State University, Los Angeles.

5. Business and the Hard-to-Employ.

Preparation by the Center of an "Occasional Paper" condensing the findings of Professor Philip H. Mounts' doctoral dissertation on Business and the Hard-to-Employ: An Evaluative Study of the Objectives and Programs of a Metropolitan Office (Los Angeles) of the

National Alliance of Businessmen. Professor Mounts worked with the Manpower Research Center while preparing his dissertation and is presently Associate Professor at the School of Business Administration, Wisconsin State University.

6. Discrimination and Employment Law: A Comparative Study.

A six-nation comparative study of equal employment opportunity and legal remedies against employment discrimination related to race, color, sex, religion, politics, ethnic or national origin and other factors. The Manpower Research Center has committed funds representing only partial costs of research to be done by The Comparative Labor Law Group, which is composed of Professors Benjamin Aaron, UCLA School of Law; Xavier Blanc-Jouvan, University of Paris; Gino Giugni, University of Bari; Thilo Ramm, Giessen University; Folke-Schmidt, University of Stockholm; and K. W. Wedderburn, University of London.

7. Mexican-American Workers.

In association with the National Manpower Policy Task Force Professor Walter Fogel, Graduate School of Management; Fred Schmidt, Institute of Industrial Relations; and Professor Vernon Briggs, Jr., University of Texas, are preparing a monograph surveying and assessing existing data and research on Mexican-American workers. The Center is giving clerical and research material support to the project.

8. Evaluation of Emergency Employment Act: Los Angeles.

In association with the National Manpower Policy Task Force Professor Walter Fogel is evaluating the operation of the Emergency



Employment Act in Los Angeles. The Center is giving clerical support to the investigation.

9. Economic Condition of the Mexican-American.

In association with The Weatherhead Foundation Fred Schmidt is preparing a paper on the current economic condition of Mexican-Americans, part of a larger work on the economic and educational perspectives of Mexican-Americans to be presented at the Aspen Institute for Humanistic Studies for publication. The Center is giving clerical and research assistance support to the project.

C. Dissemination of Research Results:

The Manpower Research Center has prepared multiple copies of all its research and made these available to interested persons. Papers and studies that have been published elsewhere are reproduced in limited quantities, but larger studies of broad interest, such as shown in A-1 and A-4 above are made available in sufficient quantity to meet requests resulting from published notices of their availability in regular Institute of Industrial Relations publication announcements. All studies are brought to the attention of participants in The Manpower Research Forum described hereafter.

D. Research Plans:

The Center's Steering Committee does not itself formulate plans for research. These plans come from the growing number of faculty and graduate students who have associated themselves with the Center and taken part in its activities. Faculty and students at UCLA and the area schools have been encouraged to submit their own proposals for manpower research, and it is from

such proposals that the future research work of the Center will be determined. It can be seen from the foregoing projects that a strong regional theme has already taken shape in the work completed and in progress. However, this development does not result from any central design and does not act to exclude consideration of any proposal the Steering Committee feels meritorious.

## II. Educational Activities

### A. Students:

1. The Center does not use IG funds to give direct financial assistance to students. The Institute of Industrial Relations to which the Center is attached regularly has fourteen graduate research positions to be filled by students. Students engaged in manpower and industrial relations studies receive these positions. In addition, some graduate students, as mentioned heretofore, receive direct grants for specific research work. Both graduate and undergraduate students are often used for short-term survey or other work in connection with Center-supported projects.
2. The students engaged in manpower studies do so in connection with their degree work at the Graduate School of Management, the Department of Economics, and in the Master of Public Administration Program of the Department of Political Science. In the last year the principal growth of student interest in manpower courses has been in the latter group. Three new manpower courses were developed and offered for the first time this year: "Sex and the Labor Market" taught by Professor Walter Fogel, "Internal Labor Markets" taught by Senior Lecturer Fred Schmidt, and "Manpower Policies" taught by

Lecturer Jerome Miller. All three courses were added to the course offerings of the Graduate School of Management. "Manpower Policies" seminar was made possible only by using IG funds to defray one-half the instructional costs. Fifty-six graduate students enrolled in these courses, which were in addition to the industrial relations and manpower courses previously offered.

3. An Industrial Relations, Manpower and Human Resources Study Center was established for faculty and students at the Graduate School of Management. The Study Center meets twice a month for noon sack-lunch meetings under the direction of Professor Frederic Meyers. Its purpose is to create a closer relationship between students and faculty engaged in these study areas. A student or faculty member discusses his own research at each meeting. Among the manpower topics discussed in the past year were:

"Incomes Policy and the Labor Market in France" -  
Professor Daniel J. B. Miller

"Yugoslavia at the Crossroads: The Effects of Economic Decentralization on Organizational Behavior" - Professor  
Ichak Adizes

"Factors in Proneness to Organize: Public Employees in France, with some Comparisons to the United States" - Professor  
Frederic Meyers

"The Federal Emergency Public Employment Act" - Professor  
Walter Fogel

"Adherence to Work Rules" - Doctoral Candidate Kenneth  
Lloyd

"Alienation and Work" - Professor Melvin Seeman

4. The Manpower Research Reading Room has proved to be one of the Center's most used facilities. The Reading Room offers to students, faculty, and persons from off campus a collection composed largely

of specialized manpower research reports, studies, and publications from Manpower Administration projects. The collection is widely used by students in preparation of their course papers and other work. Materials may be used in the Reading Room or may be checked out for indefinite periods. During the past year over 500 studies have been checked out of the Reading Room by students.

5. The Center has established a program to give cash awards to students preparing the best course papers on manpower-related topics during the 1971-72 school years. Faculty members in any part of the University may submit student papers which they feel merit consideration. The cash awards for the best three papers in order of excellence are \$100, \$50, and \$25.

#### B. Future Plans:

A faculty committee has been created to explore the possibility of an interdepartmental degree program at the Master's level in industrial relations and manpower. Faculty members from the Graduate School of Management, Political Science, Law, Sociology, Economics, History, Institute of Industrial Relations and Library are participating in this exploration. Progress on this to date has been glacial.

The University proposes to begin pilot programs next fall for an Extended University with degree programs for part-time students. The Center has submitted a course on Manpower Programs as a part of the new curricula.

### III. Faculty Participation

Faculty participation in the Center has been detailed in the foregoing. This participation begins with the Steering Committee which determines policy and administration for the Center and extends through the Extension Activities described in the following section.

### IV. Extension Activities

- A. The Manpower Research Forum is the Center's principal extension activity. The Forum meets monthly bringing together faculty, students, and off-campus manpower agency persons for reports and discussion on current research. Mailings are made to Forum participants announcing scheduled programs, ~~in which~~ There has been sustained interest during the past year. Participants in program presentations this past year were: Barbara Rosenquist, Graduate School of Education; Jerry Miller, Los Angeles Office of Urban Development; Robert Singleton, Graduate School of Management; Robert Cuellar, Operation SER; Raymond Pierce, Ventura County Superintendent of Occupational Education; Donald Sanburn, Director of Transportation Opportunity Program; Paul Bullock, Institute of Industrial Relations; Sar Levitan, National Manpower Policy Task Force, and Walter Fogel, Graduate School of Management.
- B. The Forum has arranged to present next a three-lecture series on unemployment by Professor Charles Killingsworth, Michigan State University.
- C. The Workshop in Manpower and Human Capital for students and faculty in the area schools, as reported in last year's Summary of Activities, was completed during the year.

- D. The Center maintains a central file of resumes of persons seeking employment opportunities as manpower specialists. Local agencies having open positions for such specialists have made frequent use of this information during the year.
- E. Faculty members associated with the Center engage in many other extension activities in the form of consultative work, speaking engagements, and as active participants on boards of area manpower projects.

#### V. Administrative Organization

- A. The Institute of Industrial Relations is the administrative unit for the Manpower Research Center.
- B. Fred H. Schmidt of the Institute staff is directly assigned to day-to-day administration of Center activities. He is assisted in this by other members of the Institute staff, principally Miss Shirley Matthews, who handles all of the secretarial work and also maintains the Manpower Research Reading Room. Mr. Gilbert Duarte, Graduate Research Assistant, is assigned to Mr. Schmidt to work exclusively on manpower activities.
- C. No formal advisory groups have been established, since the Steering Committee (see Introduction and III. Faculty Participation) is interdisciplinary in its composition and is representative of the major faculty groups engaged in manpower research. The Manpower Research Forum (see IV. A.) provides a means for agencies and organizations outside the University to bring their research needs to the attention of professional researchers. Furthermore, Center staff members have met with all of those manpower agencies and program administrators who have inquired about the work of the Center or

who have wished to urge that it give consideration to certain problems or procedures. This policy has proved helpful and will be continued.

D. No changes in administrative organization are expected at this time.