

Contents

Part I

Fundamental Problems and the Epistemology of Value Research

Schwan, A. (Berlin)	3
Fundamental Values of Western Democracies	
Opp, K.D. (Hamburg)	13
The Explanation of Values. Problems and Approaches	
Wilson, H. T. (Toronto)	37
Taking on Ayres. Values: On the Possibility of a Convergence Between Economic and Non-Economic Decision-Making	

Part II

Societal and Political Perspectives of Value Change

Inglehart, R. (Ann Arbor)	75
Value Change in the Uncertain 1970's	
Bell, D. V. J. (Toronto)	109
Social Change and the Political Culture of Problem-Posing in Advanced Industrial Societies: The Case of Canada	
Stevenson, H. M. / Ornstein, M. D. (Toronto)	127
Changing Values and the Politics of the Quality of Life	
Goldstaub, J. (Toronto)	157
Social Value Change and Economic Development: Idiosyncrasies and Non-Linearities	

Part III

Values, External Exchange Processes and the Employment Relationship

A. Value Systems and External Exchange Processes	
Weiermair, K. (Toronto)	179
Relationships Between Social Values, the Education System and the Structure and Performance of Labour Markets	
Mayer, R. N. (Salt Lake City) / Nicosia, F. M. (Berkeley)	199
Social Organization and Changing Consumer Values	
Reber, G. (Linz)	211
Possibilities and Limits of Influencing Consumer Behaviour	

X Contents

B. Industrial Relations

Shalev, M. (Tel-Aviv)	241
Theoretical Dilemmas and Value Analysis in Comparative Industrial Relations	
Barbash, J. (Wisconsin-Madison)	265
Price, Power, Social Justice and Other Union Values	
Adams, R. J. (Hamilton)	277
A Theory of Employer Attitudes and Behaviour Towards Trade Unions in Western Europe and North America	
Rose, J. B. (Hamilton)	295
The Nonwage Impact of Unions	
Säcker, F.-J. (Berlin)	311
The German Model of Codetermination: Programmatic Perspectives, Confrontative Issues and Prospective Developments	

C. Industrial Democracy and Quality of Worklife

Nightingale, D. V. (Kingston)	349
The Co-Determination and Quality of Work Life Movements Compared	
Jick, T. D. (Toronto)	359
Management and Quality of Worklife: A Clash of Values?	

D. Social and Economic Rationale of Organization-Internal Labour Markets

Goldberg, V. P. (Davis)	375
Bridges Over Contested Terrain: Exploring the Radical Account of the Employment Relationship	
Keenoy, T. (Cardiff)	405
The Employment Relationship as a Form of Socio-Economic Exchange	
Marsh, R. M. (Providence) / Mannari, H. (Nishinomiya)	447
Divergence and Convergence in Industrial Organizations: The Japanese Case	
Burke, R. J. (Toronto)	461
Changing Values and the Future of the Employment Relationship	

Part IV

Values and Management Process - Cross-National Comparisons

Whitely, W. (Norman)	481
Sources of Influence on Managers' Value Dimension Structure, Value Dimension Intensity, and Decisions	

Horváth, D. (Toronto) / Azumi, K. (New Brunswick)/	537
Lickson, D. J. (Bradford) / McMillan, C. J. (Toronto)	
Bureaucratic Structures in Cross-National Perspective: A Study of British, Japanese, and Swedish Firms	
MOW-International Research Team (Norman)	565
The Meaning of Working	
Jaggi, B. (Binghampton)	631
Social Responsibility of Business Firms and Social Reporting	
Part V	
<u>Value Changes and Conflict Management</u>	
Dlugos, G. (Berlin)	651
The Relationship Between Changing Value Systems, Con- flicts, and Conflict-Handling in the Enterprise Sector	
Dorow, W. (Berlin)	677
Values and Conflict Behavior: An Exploration of Conceptual Relationships	
Wondracek, J. (Berlin)	703
Dynamization of Employees' Goal Criteria	
Crunwald, W. / Lilge, H.-G. (Berlin)	721
Change of Leadership Style in German Enterprises: From Authoritative to Participative Leadership?	
Part VI	
<u>Values and Organizational Processes in Different Countries</u>	
Dierkes, M. / Antal, A. (Berlin)	759
Changing Business Values and Management Concepts - The German Experience	
Kanungo, R. N. (Montreal)	785
Work Motivation and Canadian Bicultural Context	
McMillan, C. J. (Toronto)	815
Social Values and Management Innovation: The Case of Japan	
Pusić, E. (Zagreb)	833
Ambiguity of Managerial Values in Self-Management	
Wielicki, T. (Wroclaw)	851
Societal Values Affecting the Level of Leadership Creativity in Polish Economic Organizations	
Subject index	863