BIBLIOGRAPHY

Ackoff, R.L. & Deane, W.B. 1984. The revitalization of ALCOA's Tennessee Operations. National Productivity Review, vol. 3, no. 3, pp 239-246.

Agreement between Nissan Motor Manufacturing (UK) and Amalgamated Union of Engineering Workers. 1987. Unpublished booklet.

Akin, G. & Hopelain, D. 1986. The culture of productivity. Organizational Dynamics, vol. 14, no. 3, pp 19-33.

Algera, J.A. 1983. Objective and perceived task characteristics as a determinant of reactions by task performers. <u>Journal of Occupational Psychology</u>, vol. 56, no. 2, pp 95-107.

Alster, N. 13 February 1989. What flexible workers can do. Fortune, vol. 119, no. 4, pp 36-39.

American Management Association 1985. The changing American workplace: work alternatives in the 80's. New York: American Management Association.

Atkinson, J. Summer 1985. The flexible firm. Manpower Policy and Practice, pp 25-44.

Atkinson, J. & Meager, N. September 1986. Is flexibility just a flash in the pan? Personnel Management, pp 26-30. Bailey, K.D. 1982. Methods of social research. Second edition. London: The Free Press.

Batstone, E. 1984. Working order. Oxford: Basil Blackwell.

Beer, M., Spector, B., Lawrence, P.R., Mills, D.Q. & Walton, R.E. 1984. Managing human assets: the groundbreaking Harvard Business School Program. New York: The Free Press.

Bell, G.W. October 1988. <u>Product excellence through people excellence</u>: the Bell story. Paper delivered at the 32nd Annual Convention of the IPM. Sun City.

Biesheuvel, S. 1984. Work motivation and compensation: motivational aspects. Johannesburg: McGraw-Hill.

Blackler, F.H.M. & Brown, C.A. 1978. <u>Job redesign and management control</u>: studies in British Leyland and Volvo. Guildford, Surrey: Saxon House.

British Treasury. 1986. Economic Progress Report, no. 182, p 3.

Bushe, G.R. 1988. Developing co-operative labour-management relations in unionized factories: a multiple case study of quality circles and parallel organizations within joint quality of work life projects. <u>Journal of Applied Behavioural Science</u>, vol. 24, no. 2, pp 129-150.

Campbell, D.T., Bronfenbrenner, U., Croubach, L. & Snow, R. 1982. Beyond the two disciplines of scientific psychology. American Psychologist, vol. 26, pp 180-188.

Champion, M.A. & Thayer, P.W. 1987. Job design: approaches, outcomes and trade-offs. Organizational Dynamics, vol. 15, no. 3, pp 66-80.

Champion, M.A. 1989. Ability requirement implications of job design : an interdisciplinary perspective. Personnel Psychology, vol. 42, pp 1-20.

Chaplin, A. May 1989. The role of training and development in increasing flexibility and consequently improving competitiveness: the Pilkington story. Paper delivered at the IPM Training Conference, Vanderbijlpark.

Clutterbuck, D. & Hill, R. 1981. The remaking of work: changing work patterns and how to capitalize on them. London:Grant McIntyre.

Cook, T.D. & Reichardt, C.S. 1979. Qualitative and quantitative methods in evaluation research. Beverly Hills, California: Sage Publications.

Crosby, P.B. 1979. Quality is free: the art of making quality certain. New York: McGraw-Hill

Davies, L.E. & Trist, E.L. 1974. Improving the quality of work life: sociotechnical case studies. Cambridge, Massachusetts: MIT Press.

Deming, W.E. 1982. Quality, productivity and competitive position. Massachusetts: Institute of Technology.

Drucker, P.F. 1980. <u>Managing in turbulent times</u>. New York: Harper & Row.

Du Plooy, R.H. 1988. Productivity in South African industry. The South African Journal of Economics, vol. 56, no. 1, pp 82-93.

Edwardes, M. 1983. Back from the brink : an apocalyptic experience. London : Collins.

Evans, A. 1982. <u>Practical participation and involvement:</u> the individual and the job. London: Institute of Personnel Management.

Flanders, A. 1969. Collective bargaining. London: Penguin.

French, W.L. & Bell, C.H. 1984. Organization development: behavioural science interventions for organisation improvement. Third edition. Englewood Cliffs, New Jersey: Prentice-Hall.

Friedman, M. & Friedman, R. 1980. Free to choose: a personal statement. London: Secker and Warburg.

Guba, E.G. 1979. Criteria for assessing the trustworthiness of naturalistic inquiries. Educational Communication and Technology Journal, vol. 29, pp 75-92.

Gupta, N., Jenkins, G.D. & Curington, W.P. 1986. Paying for knowledge. National Productivity Review, vol. 5, no. 2, pp 107-124.

Gyllenhammar, P.G. 1977. <u>People at work</u>. Massachusetts: Addison-Wesley.

Hackman, J.R. & Oldham, G.R. 1980. Work redesign. Massachusetts: Addison-Wesley Publishing Co.

Hatcher, L., Ross, T.L. & Ross, R.A. 1987. Gainsharing: living up to its name. <u>Personnel Administrator</u>, vol. 7, pp 154-164.

Hayes, R.H. July-August 1981. Why Japanese factories work. Harvard Business Review, vol. 59 no. 4 pp 55-66.

Herzberg, F. 1966. Work and the nature of man. Cleveland : World.

Hipper, K. 7 April 1989. A touch of pragmatism. Financial
Mail, vol. 111, no 13, p 55.

Horwitz, F. May 1989. Collective bargaining climate and IR policy options. IPM Journal, vol. 7 no. 12 pp 4-9.

Howarth, C. 1984. The way people work : job satisfaction and the challenge of change. Oxford : Oxford University Press.

Iacocca, L.A. & Novak, W. 1984. <u>Iacocca</u>: an autobiography.
New York: Bantam.

Kepner, C.H. 1982. Productivity: where it went and how to get it back. Princeton, New Jersey: Kepner-Tregoe.

Kerlinger, F.N. 1973. <u>Foundations of behavioural research</u>. Second edition. New York: Holt, Rinehart and Winston.

Ketchum, L.D. 1984. How redesigned plants really work.
National Productivity Review, vol. 3, no. 3, pp 246-255.

Kiely, J. 1986. The dynamics of job satisfaction. <u>Personnel</u> Review, vol. 15, no. 4, pp 7-14.

Kirby, D. 1989. Trust in IR. <u>IPM Journal</u>, vol. 8, no. 1, pp 15-19.

Klein, J.A. March-April 1989. The human cost of manufacturing reform. <u>Harvard Business Review</u>, vol. 67, no. 2, pp 60-66.

Koopman, A.D., Nasser, M.E. & Nel, J. 1987. The corporate crusaders. Johannesburg: Lexicon Publishers.

Kopelman, R.E., 1985. Job redesign and productivity. National Productivity Review, vol. 4, no. 3, pp 237-256.

Kopelman, A.E., 1986. Alternative work schedules and productivity. <u>National Productivity Review</u>, vol. 5, no. 2, pp 150-166.

Krippendorff, K. 1980. Content analysis: an introduction to its methodology, vol. 5. Beverly Hills, California: Sage Publications.

Labour market flexibility. 1986. Paper presented at the Organisation for Economic Cooperation and Development, Paris.

Latham, G.P. & Wexley, K.N. 1981. <u>Increasing productivity</u> through performance appraisal. Massachusetts: Addison-Wesley.

Lawler, E.E., Hackman, J.R. & Kaufman, S. 1973. Effects of job design: a field experiment. <u>Journal of Applied Social Psychology</u>, vol. 3, pp 46-62.

Lawler, E.E. 1983. <u>Pay and organisation development</u>. Massachusetts: Addison-Wesley.

Lawler, E.E. & Ledford, G.E. 1985. Skill-based pay. Personnel, vol. 62, no. 9, pp 30-38.

Lemmer, S.S. 1985. Improved productivity through negotiations. Key issues in collective bargaining, series 4, vol. 1, pp 115-135.

Locke, E.A., Schweiger, D.M. & Latham, G.P. 1986. Participation in decision-making. <u>Organizational Dynamics</u>, vol. 14, no. 3, pp 65-80.

Loubser, S.S. February 1989. Worker participation in the future. Circles Forum, no. 17, pp 2-4.

Macarov, D. 1982. Worker productivity: myths and realities. Beverly Hills, California: Sage Publications.

MacInnes, J. 1988. The question of flexibility. <u>Personnel</u> <u>Review</u>, vol. 17, no. 3, pp 2-10.

Maher, J.R. 1971. New perspectives in job enrichment. New York: Van Nostrand Reinhold.

Manning, A. July 1987. Participative management: the task of shaping tomorrow. Human Resource Management, vol. 3, no. 7, pp 22-23.

Marchington, M. 1980. Responses to participation at work. Westmead: Gower Publishing Co.

Marks, M.L., Mirvis, P.H., Hackett, E.J. & Grady, J.F. 1986. Employee participation in a quality circle program : impact on quality of worklife, productivity and absenteeism. Journal of Applied Psychology, vol. 71, no. 1, pp 61-69.

McKersie, R.B. & Hunter, L.C. 1973. Pay, productivity and collective bargaining. London: Macmillan.

Myers, M.S. 1970. <u>Every employee a manager</u>. New York : McGraw-Hill

Merton, R.K., Coleman, J.S. & Rossi, P.H. 1979. Qualitative and quantitative social research: Papers in honour of Paul F. Lazarsfield. New York: Harper & Row.

Miles, M. 1979. Qualitative data as an attractive nuisance: the problems of analysis. Administrative Science Quarterly, vol. 24, pp 590-601

Miles, M.B. & Huberman, A.M. 1984. Qualitative data analysis: a sourcebook of new methods. Beverly Hills, California: Sage Publications.

Mischler, E. 1979. Meaning in context: is there any other kind? Harvard Educational Review, vol. 49, no. 1, pp 1-19.

Moore, B.E. & Ross, T.L. 1978. The scanlon way to improved productivity: a practical guide. New York: Wiley-Interscience Publication.

Moore, B.E. & Ross, T.L. 1983. <u>Productivity</u> gainsharing: how employee incentive programs can improve business performance. Englewood Cliffs, New Jersey: Prentice-Hall.

Mouton, J., Marais, H.C., Prinsloo, K.P. & Rhoodie, N.J. 1985. Metodologie van die geesteswetenskappe : basiese begrippe. Pretoria : RGN-drukkery.

Naisbitt, J. & Aburdene, P. 1985. Reinventing the corporation: transforming your job and your company for the New Information Society. New York: Warner.

National Productivity Institute. 1989. <u>Productivity Focus</u>. Pretoria: National Productivity Institute.

Nattrass, N. July 1987. OD not possible without human resource involvement. <u>Human Resource Management</u>, vol. 3, no. 7, pp 6-11.

Newall, I. May 1989. Productivity bargaining, <u>IPM Journal</u>, vol. 7, no. 12, pp 15-19.

Norman, D. & Fillingham, D. 23 October 1987. <u>Flexible</u> working: some aims and achievements at Pilkington Glass. Paper delivered at the 31st Annual Convention of the IPM, Sun City.

Ouchi, W.G. 1981. Theory Z: how American business can meet the Japanese challenge. Massachusetts: Addison-Wesley.

Patton, M.Q. 1980. <u>Qualitative evaluation methods</u>. Beverly Hills, California: Sage Publications.

Peters, T.J. & Waterman, R.H. 1982. <u>In search of excellence: lessons from America's best run companies.</u> New York: Harper & Row.

Proctor, B.H. 1986. A sociotechnical work system. <u>National</u> Productivity Review, vol. 5, no. 3, pp 262-271.

Prokopenko, J. 1987. <u>Productivity management: a practical handbook</u>. Geneva: International Labour Office.

Rafaeli, A. 1985. Quality circles and employee attitudes. Personnel Psychology, vol. 38, pp 603-615.

Ranney, J.M. 1986. Bringing sociotechnical systems from factory to office. <u>National Productivity Review</u>, vol. 5, no. 2, pp 124-134.

Riley, A. 1985. Productivity: basic concepts and the implications for collective bargaining. Key issues in collective bargaining, series 4, vol. 1, pp 96-114.

Robertson, I.T. & Smith, H. 1987. Motivation and job design: theory, research and practice. London: Institute of Personnel Management.

Rosow, J.M. (ed). 1981. <u>Productivity</u>: prospects for growth. New York: Van Nostrand Reinhold Co.

Ross, J.E. 1981. <u>Productivity, people and profits</u>. Reston, Virginia: Reston Publishing Co.

Ross, T.L., Ross, R.A. & Hatcher, L.H. October 1986. Communication: the multiple benefits of gainsharing.

Personnel Journal, vol. 7, no. 4, pp 18-25.

Rubery, J., Tarling, R. & Wilkinson, F. 1987. Flexibility, marketing and the organisation of production. <u>Labour and Society</u>, vol. 12, no. 1, pp 131-151.

Ruch, W.A. & Hershauer, J.C. 1974. <u>Factors affecting worker productivity</u>. Tempe, Arizona: Bureau of Business and Economic Research.

Shetty, Y.K. 1986. Quality, productivity and profit performance. <u>National Productivity Review</u>, vol. 5, no. 2, pp 166-174.

Smith, M. 22 November 1988. Quality on line with electronics. Financial Times, vol. 70, no. 61, p 6.

Steers, R.M. & Porter, L.W. 1983. Motivation and work behaviour. Third edition. New York: McGraw-Hill.

Sutermeister, R.A. 1969. <u>People and productivity</u>. Second edition. New York: McGraw-Hill.

Swedish Employers Confederation. 1975. Job reform in Sweden: conclusions from 500 shop floor profjects. Stockholm: Swedish Employers Confederation.

Taylor, F.W. 1911. The principles of scientific management. New York: Harper.

Tosi, H. & Tosi, L. 1986. Knowledge-based pay. Organisational Dynamics, vol. 14, no. 3, pp 52-65.

Van Maanen, J. 1983. Qualitative methodology. Beverly Hills, California: Sage Publications.

Visser, J. 30 August 1988. Improvement in SA's attitudes to productivity. Business Day, vol. 5, no. 265, p l.

Visser, J. 10-16 September 1987. Productivity challenge. Finance Week, vol. 15, no. 34, pp 619-620.

Walker, C.R. & Guest, R.H. 1952. The man on the assembly line. Cambridge, Massachusetts: Harvard University Press.

Welbourne, T.M. & Gomez-Mejia, L.R. 1989 Gainsharing revisited. Compensation and benefits review, vol. 6 no. 2, pp 19-28.

Werther, W.B., Ruch, W.A. & McClure, L. 1986. <u>Productivity</u> through people. St. Paul: West Publishing Co.

Wessels, A.J.J. April 1989. Productivity the priority. \underline{Sun} , vol. 6, pp 10-11.

Wickens, P. 7 June 1989. <u>Personal comments to researcher</u>. Johannesburg.

Wickens, P. 1987. The road to Nissan: flexibility, quality, teamwork. London: The Macmillan Press.

Wright, S.R. 1979. Quantitative methods and statistics: a guide to social research. Beverly Hills, California: Sage Publications.