

use asymptotic standard errors to test hypotheses.

Three chapters use concepts more common in the natural sciences—inertia, permeability, distance, and information—as points of departure in developing methods for the analysis of social data. Building on the “cumulative inertia” tradition of models of mobility among social states, Yigal Gerchak demonstrates how the concepts of the mean and the median residual lifetimes can be used to analyze and compare various mover-stayer and related models. Kazuo Yamaguchi applies the information-theoretical notions of impermeability and distance to operationalize (a) the effect that each state of origin in a Markov mobility model has on the distribution of states at later times and (b) the dissimilarity between corresponding distributions of states at later times. Jonathan L. Gross explores the use of information-theoretical concepts to measure cultural rule systems in which non-verbal social information is transmitted.

The last two chapters in the volume consist of contributions to the block-modeling approach to social network analysis. Lawrence L. Wu presents a new block-modeling schema, called local block-modeling algebras, that focuses on the localized perspectives of different actors. By localizing the implications of structural patterns, the importance of individual as well as relational patterns can be assessed and a wide range of substantive issues can be addressed that were not easily handled before. Christopher Winship and Michael Mandel argue that there has been a confusion between the two and incorporate Merton's concepts of “role relation” and “role set” into a block-modeling approach that can be used to analyze positions in one or multiple populations.

Both individually and collectively, the chapters of this *SM* volume have considerable merit. The technical quality of the contributions to statistical methodology and mathematical modeling is high, and each of these chapters contains an informative empirical application (space limitations, unfortunately, do not allow a separate description of each application). Consequently, these chapters could have been published in the applications section of the *Journal of the American Statistical Association* or in various mathematical social science journals. The fact that they were not is testimony to the prestige of publication in *SM* and to the dedication of the editors to the selection and production of

high-quality manuscripts. Of course, the fact that most of the chapters in this volume are innovative contributions to sociological methodology means that they may be technically inaccessible to the general sociologist. However, the volume will be valuable as a reference work for the practicing sociological analyst, the methodological specialist, and graduate students seeking to become aware of the current frontiers in research methods.

Occupations, Professions, and Work

The Social Organization of Industrial Conflict: Control and Resistance in the Workplace, by P. K. EDWARDS and HUGH SCULLION. Oxford: Basil Blackwell, 1982. 314 pp. \$35.00 cloth.

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The recent spurt in case studies of individual work processes have made it all the more desirable for social scientists to do comparative research in order to develop more general conclusions about industrial behavior. Edwards and Scullion's study, which compares worker-management relations and work practices across five companies and seven factories, is, therefore, both timely and welcome. The seven factories, listed according to the extent of worker control, include two metals factories, a components factory, an electrical factory, a process factory, and two clothing factories. This ranking in terms of shop-floor control roughly corresponds to a ranking in terms of the gender composition of the manual workforces: 98 to 100 percent of the workers in the metals factories were male, whereas 60 to 90 percent of the workers in the clothing factories were female.

The focus of the book is industrial conflict; among the types of industrial conflict Edwards and Scullion examine are labor turnover, absenteeism, breaches of factory discipline, sabotage, effort bargaining, conflict over the supply and allocation of labor, and strikes and work stoppages. They argue forcefully and effectively that whether any of these types should actually be recognized as a form of industrial conflict depends on the context in which it occurs, by which they mean whether it involves “a struggle between workers and employers for control over the terms on which

labour power is translated into effort" (257). The struggle for control of the shop floor is critical. For example, they found that although the clothing factories had high turnover rates, the decision by an individual worker to quit did not make other workers antagonistic toward management. In the metals factories, on the other hand, where turnover rates were low, quitting did express collective grievances (particularly over wages)—workers identified with the quitters, and quitting became part of a conscious strategy of protest against the company. Thus, the greater the extent of shop-floor control the more likely quitting was to be an expression of worker resistance and part of the struggle for control.

Edwards and Scullion's most startling discovery was that workers in the clothing factories made no attempt to bend or circumvent company rules. For instance, these workers were on piece rates, yet restriction of output (i.e., effort bargaining) was nonexistent. It seems that in the clothing factories worker individualism, caused by the limited prior job experience and high turnover rates of workers, in combination with stringent management control over piece rates, had stifled the informal negotiation between workers and supervisors that characterized the other factories. Edwards and Scullion's argument, based on interview and earnings data, is quite convincing, although they lack the participant-observation data that might have provided the incontrovertible evidence that there were no "fiddles" in the clothing factories.

The most disappointing feature of the book is that insufficient attention is paid to the effects of occupational segregation by gender both across and within the factories. The authors confine their remarks to noting some of the differences in industrial behavior between male and female workers, such as the high rates of absenteeism and turnover among the latter. Early in the book they make the tantalizing observation that in one of the clothing factories the labor processes of men and women were organized in different ways, but they neglect to work this factor into their analyses of management control and worker compliance in the clothing industry.

However, overall the book is a first-rate example of comparative industrial research. It demonstrates convincingly that, examined in context, there may be far less worker resistance in any situation of "industrial conflict" than is commonly supposed.

Work and Job Satisfaction in the Public Sector, by ANNE H. HOPKINS. Totowa, NJ: Rowman & Allanheld, 1983. 144 pp. \$27.50 cloth.

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Claiming to make a contribution to an understanding of how public service workers react to their work situations, this book tests a model of job satisfaction with multivariate analyses of cross-sectional data. These data were collected from public service employees working in five states. Hopkins conceptualizes job satisfaction as the degree of fit between workers' subjectively defined work values and their perceptions of how well these values are actualized in their job. This is a thorough quantitative report that covers various aspects of the research process in a systematic and readable way.

The most significant findings reported in this book are (1) that a multivariate job-satisfaction model that includes measures tapping both job characteristics and job environment features will explain a greater percentage of variation in job satisfaction than a model excluding either of them; (2) that unionization has a significant effect on workers' perceptions of their work environment; and (3) that job environment variables appear to be more important in explaining job satisfaction than job characteristic variables.

In the last chapter of the book Hopkins makes policy suggestions based upon her findings. She suggests that policies designed to improve the quality of employment in the public sector through job redesign may be misguided. Aspects of the job environment, such as promotion policies and the quality of supervisor-employee relationships, should, according to her analysis, receive greater attention in the future.

The most disappointing part of the book is chapter 3; this chapter purports to describe the work situations of public service employees; and it does not. The descriptions provided are culled from questionnaire data. They are very thin, and the reader is left with little understanding of what public service workers actually do or what they experience, day in, day out, on the job.

Work and Job Satisfaction in the Public Sector will be palatable to readers concerned with adherence to social scientific protocol. Hopkins covers her tracks well, and she

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