

XII. LERA Poster Session

Capitalism and Child Labor: The Continuing Legacy of Adam Smith's Pin Factory

HUGH D. HINDMAN
*Appalachian State University*¹

Numerous historical studies have documented links between division of labor and child labor in specific industries, especially textiles and mining. To date, however, there has been no thorough examination of child labor in the industry used by Adam Smith to illustrate the important advantages of the division of labor. This paper examines child labor in “the very trifling manufacture” of pin-making. The division of labor created opportunities for various forms of child labor. Children worked as helpers and assistants to adult workers in the pin manufactories. Even larger numbers of children worked as “outworkers” in home-based workshops under conditions of sweated labor.

Class Action Workplace Litigation: Does it Matter to Job Applicants?

DIANE L. BRIDGE
PATRICK P. MCHUGH
*George Washington University*²

MARY E. GRAHAM
Clarkson University

Job choice research has not examined the impact on potential job applicants of employer involvement in sex-based class action discrimination claims. This paper reports the results of a survey of active job seekers. Using a policy-capturing methodology, we found that active job seekers' job choice decisions are significantly impacted when they know an employer has been involved in sex-based class action claims. An organization's involvement in such suits was more influential than pay, promotional opportunities, and corporate reputation on organizational attraction and job search intentions. We also found that female applicants are more sensitive to the presence of class action filings.

¹ Author's address: 416 Howard St., Boone, NC 28608

² Authors' address: 2201 G Street, NW, Washington, DC 20052

Determinants of Employee Remedy-Seeking for Discrimination

CYNTHIA L. GRAMM

JOHN F. SCHNELL

University of Alabama-Huntsville¹

We investigate the determinants of employees' remedy-seeking intentions in response to discrimination. Our hypotheses link management's similarity to the employee to the employee's responses to two hypothetical sex discrimination scenarios. Tobit analysis of data from survey of employed students is used to test our hypotheses. Our findings suggest that having a same-sex supervisor has a *positive* effect on intentions to initiate legal action against the employer, whereas having a same-race supervisor has a *negative* effect such intentions. Employee-management team gender similarity has a positive effect on the probability of complaining to management in response to sexual harassment.

Explaining Organizational Responsiveness to Work-Life Balance Issues: The Role of Business Strategy and High Performance Work System

JING WANG

ANIL VERMA

University of Toronto²

Using linked data for Canadian workplaces and employees, we find that product leadership strategy is positively related to the likelihood of adopting work-life balance programs (e.g., employee assistance programs, childcare and eldercare programs, and fitness and recreation centers). Cost leadership strategy is negatively related to the adoption of these programs. Moreover, a high performance work system mediates the relationship between business strategy and employers' responsiveness to work-life balance issues.

¹ Authors' address: Dept. of Economics and Information Systems, Coll. of Bus. Admin., Huntsville, AL 35899

² Authors' address: 1805-55 Skymark Drive, North York, Ontario, Canada M2H3N4

LEARN WorkFamily—A Unique Online Labor Education and Resource Network

VIBHUTI MEHRA

Labor Project for Working Families¹

While labor unions routinely negotiate on wages, benefits, and working conditions, the labor movement's earliest victories were in the struggle to balance work and family time. With America's workforce, economy, and family structure undergoing a sea change, the American labor movement is witnessing an increased emergence of work family issues in organizing drives, on the bargaining table, and on public policy agendas. Even as union members struggle with issues like family leave, childcare, elder care, and workplace flexibility, labor unions often find themselves lacking information and resources to successfully organize and negotiate work family benefits. More and more unions are navigating the web to look for tools and resources. LEARN WorkFamily (www.learnworkfamily.org) aims to fill this void and enable an exchange of information, ideas, strategies, and experiences on organizing and bargaining for work family benefits. This unique online network features a password-protected, online database of negotiated contract language on various work family issues; fact sheets and other resources on bargaining for work family benefits; information on state laws that impact bargaining; essential elements of good work family contract language, and case studies and bargaining techniques.

State-Level Policy and Work/Life Balance

MATTHEW M. BODAH

University of Rhode Island²

SHANNON CAMPBELL

Northeastern University

The U.S. is widely perceived as lagging other industrialized nations in assuring work/life balance through legal means. This characterization misses the fact that many workers benefit from state and local regulation. Our paper is divided into several sections. Part one contains an overview of the states' role in workplace rights. In part two we examine state legislative developments in three work/life areas: laws concerning breastfeeding and expressing milk in the workplace, laws requiring employers to grant "school activities" leave, and laws providing income support during family and medical leave. Finally, in part three we consider the benefits and drawbacks of a state-by-state approach to workplace rights.

¹ Author's address: 2521 Channing Way #5555, City, State, Zip: Berkeley, CA 9720

² Author's address: 36 Upper College Road, Kingston, RI 02881

The Role of Emotional Intelligence in Dispute Resolution: How EI Abilities Can Aid Professional Mediators

ERIK YOUNG
University of Illinois¹

This paper will provide a theoretical framework for understanding mediator effectiveness. Building on the ability-based model of emotional intelligence (EI), I propose a model that offers a window into the “black box” of mediator capacity to facilitate resolution of disputes. This model seeks to bridge the gap between mediator personal characteristics and dispute resolution behavior, a link that has long been thought to exist but has rarely been studied systematically. Specifically, the theoretical framework will show that EI can enhance mediator ability to accurately assess the situation at hand and allow the mediator to build better social relationships during the conflict resolution process. Taken together, both advantages will lead to more effective action and better dispute resolution outcomes. The contribution of this paper is to provide a solid theoretical foundation on which future empirical research can build to further examine the relationship of personal characteristics and successful conflict resolution.

Impacting Labor Climate: How Labor Relations Officers Impact Labor Climate in the Workplace

JOHANNA WESTSTAR
MICHAEL MELENCHUK
ERIK NOWAK
Saint Mary's University²

The labor climate of an organization can have a great impact on productivity and efficiency. Managing this climate is left to union stewards and labor relations officers. While there is a large literature on the role of union stewards, little is written about the role that labor relations officers play in establishing or maintaining labor–management relations. Interviews with labor relations officers in Canada provide data on job specifics, job motivation, and labor climate impact. Labor relations officers have the potential to play a large role in maintaining positive labor climate, if given more opportunity to take a proactive approach.

¹ Author's address: 504 E. Armory Avenue, Champaign, IL 61820

² Authors' address: 903 Robie Street, Halifax NS B3H 3C3

Gender Composition of Occupations and Earnings: Why Enter a Female-Dominated Occupation?

PETER TOUMANOFF
TIMOTHY J. KEAVENY
Marquette University

Pitts argues that an individual's total compensation from work is a combination of wage compensation plus nonpecuniary compensation associated with job characteristics. When someone is choosing a job or occupation, it is assumed that he or she tries to select the utility-maximizing combination of wages and job characteristics. Some nonpecuniary job characteristics (e.g., fewer hours of work per week and interruptions in labor force participation) typically have a negative relationship to earnings. If one attaches high utility to such characteristics and selects a job that includes them, one "pays" for the characteristics with reduced wages. The findings are generally consistent in that, when women choose female-dominated occupations, they are doing so because these occupations reward the attributes they possess and display more than non-female-dominated occupations and penalize their attributes less.