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Gary N. Chaison

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See table of contents

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même nécessaire parce qu'il s'agit de la loi du travail la plus fondamentale, qui sert à la fois de protection minimale pour tous les salariés laissés seuls devant leur employeur et pour les autres, de seuil de départ à la négociation collective du travail.

Fernand MORIN

Université Laval

The Union and its Members: A Psychological Approach, by Julian Barling, Clive Fullagar, and E. Kevin Kelloway, New York, Oxford University Press, 1992, 251 p., ISBN 0-19-507336-3

Over the past decade there has been a resurgence of interest in labor unions and their members among behavioral scientists. This volume is an important addition to the burgeoning research literature of the field, not because it presents new findings or settles debates over conceptual issues but rather because it is the first to thoroughly and systematically appraise the state of the art. The authors make a major contribution by emphasizing the research questions that remain unanswered and repeatedly demonstrating how industrial relations scholars and psychologists can work together for mutual gain.

The authors' objective is to "apply the knowledge base of organizational psychology to an understanding of the unionization process" (p. v). Rather than just assuming that unionization means union organizing, the term is properly defined to include the employees' selection of the union as bargaining agent, participation in union activities, commitment to the union, and the decision to leave the union or terminate its bargaining status.

The book is divided into seven review chapters and brief introductory and concluding chapters. One chapter traces the impact of union structural characteristics, for example union size and degree of centralization, on membership participation, effectiveness in collective bargaining, and members' attitudes. Another chapter thoroughly reviews research findings about macro- and micro-level predictors of union support in certification elections. Conclusions are reached, for example, about the importance of perceived union instrumentality and job dissatisfaction in the workers' decision to vote for union representation.

The fourth and fifth chapters deal with union commitment and participation. These are the most thorough and insightful discussions, a reflection of the authors' considerable expertise in the areas. Much of the rigorous research on union commitment has been produced over the last dozen years and the new and unsettled nature of the field understandably leads the authors to reach tentative conclusions. While union participation has been studied in depth for a longer time, the authors nonetheless demonstrate that crucial questions about components, causes and outcomes of participation have yet to be adequately addressed.

A chapter on leadership is unfortunately restricted to the case of the shop steward. This seems logical — the shop steward is the rank-and-file leader and occupies the first step on the ladder to the higher local and national positions. But the narrow perspective of the chapter results in a review of primarily British research, the main body of work

on shop stewards, without an appraisal of its relevance to North American unions. The authors are also precluded from examining the links between higher level leadership, membership characteristics and participation, and union structure.

Another chapter deals with the breakdown in unionization, i.e. workers' decisions to quit unions or terminate union representation. A key finding is that perceived union instrumentality is useful in predicting collective and individual action against the union. The last review chapter examines the impact of unions on organization behaviors ranging from the setting of compensation levels to employee satisfaction and turnover.

A concluding chapter emphasizes the primary objective of the book — "to illustrate how a knowledge of organizational psychology and unions could be enhanced by an understanding of each other" (p. 192). The authors review some major findings, for example that there are important distinctions between specific and general union attitudes, and latter raise conceptual and methodological concerns for future studies, for example that demographic variables play only very limited roles in explanations of the unionization process. Despite their enthusiasm for behavioral research, the authors warn that a psychological approach may be important and necessary for an understanding of the unionization process, but by itself it is insufficient and should be complemented by legal and economic analyses in interdisciplinary studies.

I expect that readers will be distracted by some errors that should have been caught by an experienced copy editor at Oxford University Press. For example, I am sure that more than "45,519 workers in the United States were involved in certification votes" from 1973 to 1978 (p. 152) and that without further explanation most readers will have difficulty deciphering the statement that the Canadian public generally approves of the overall functions of unions but disapproves of the unions' behavior. There is also some misplaced punctuation, unnecessary repetition of citations, and awkward phrasing, e.g. "attitudes to unionism in general" (p. 158). But these are all minor points. The fact remains that there is no other book like this. The authors' contribution goes well beyond that of a literature review or reference work; by identifying the gaps in our knowledge of the psychology of unionism they present a clear and comprehensive agenda for the growing number of researchers in the field. I anticipate that this volume will be widely read and updated frequently.

Gary N. CHAISON

Clark University

The Union and Its Members: A Psychological Approach, by Julian Barling, Clive Fullagar, and Kevin Kelloway, New York, Oxford University Press, 1992, 251 p., ISBN 0-19-507336-3.

De l'avis même des auteurs, la psychologie organisationnelle ignore le rôle des syndicats à l'égard des comportements organisationnels. Parmi les ouvrages se réclamant de cette discipline, rares sont ceux qui se sont intéressés à l'étude du syndicalisme. Celui de Barling, Fullagar et Kelloway constitue un effort pour combler ce vide. Il expose de façon convaincante comment les modèles explicatifs et les résultats empiriques de recherches en psychologie peuvent contribuer à un élargissement des