

## Bibliographie

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Volume 1, Number 9, May 1946

URI: <https://id.erudit.org/iderudit/1024072ar>

DOI: <https://doi.org/10.7202/1024072ar>

[See table of contents](#)

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### Publisher(s)

Département des relations industrielles de l'Université Laval

### ISSN

0034-379X (print)

1703-8138 (digital)

[Explore this journal](#)

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### Cite this article

(1946). Bibliographie. *Relations industrielles / Industrial Relations*, 1(9), 8–8.  
<https://doi.org/10.7202/1024072ar>

## BIBLIOGRAPHIE

Cette liste, forcément incomplète, indique, sans approuver pour autant leur contenu, certaines publications récentes où le lecteur pourra se renseigner sur l'évolution des idées et des faits dans le domaine des relations industrielles.

### VOLUMES ET TRACTS

- Le Droit social international et les territoires non autonomes** — Conférence internationale du travail, 29<sup>e</sup> session, 1946.
- Salaires, durée du travail à bord, effectifs** — Conférence internationale du travail, 28<sup>e</sup> session, 1946, rapport IX.
- Annual Wages and Employment Stabilization Techniques** — American Management Association.
- Five Years of Industrial Relations** — Bulletin of the California Institute of Technology.
- The Case for Union Security and the Check-off** — Research Department — The Canadian Congress of Labour.
- Fact Finding in Industrial Disputes**, Bryce M. STEWART and Walter J. COUPER — Industrial Relations Counselors Incorporated, New York, 1946.
- Profit Sharing and Stock Ownership for Wage Earners and Executives**, Bryce M. STEWART and Walter J. COUPER — Industrial Relations Counselors Incorporated, New York, 1946.

### Périodiques

#### CANADA

- La C.T.C.C. présente son mémoire à Ottawa** — *Le Travail*, mai 1946.
- L'organisation internationale du travail et les Nations unies** — *Le Monde ouvrier*, 13 avril 1946.
- The Congress Memorandum to the Dominion Government** — *The Canadian Unionist*, avril 1946, p. 79.
- Canada's Labour Movement** — *The Canadian Unionist*, avril 1946, p. 83.
- Programme de formation professionnelle** — *La Gazette du Travail*, février 1946, p. 201.

#### ÉTATS-UNIS

- Responsibility of Organized Labour for Employment** — *The Management Review*, avril 1946, p. 120.
- Unionism is for Foremen, too**, by Joseph A. PADWAY — *The American Federationist*, avril 1946, p. 18.

## THE QUALIFIED WAGE NEGOTIATOR

No relatively small group of men in the nation may have more influence on how soon we get away toward reconversion and readjustment than the wage negotiators. They are very much on the scene these days. And the prototype of the effective negotiator, patterned after his successful colleagues who are already at work, is beginning to emerge. Let us examine, then, some of the qualifications of the skilled negotiator.

1. He is skillful as a negotiator and understands the technique of collective bargaining conferences.
2. He knows the place and importance of the personnel, and industrial engineering issues that are raised.
3. He knows the procedural aspects of wage negotiations the so-called « legalistic » side.
4. He knows the general economic « line » of the moment, and is informed on the broad issues of labor-management relations.
5. The negotiator must have a fortunate personality either by natural instinct or through development.
6. He thinks beyond the conference room and the immediate negotiations at hand.

Many managements are recognizing in their wage negotiations an opportunity for educating their employees as to the fairness of the management and its wise handling of company problems, and for enlightening the public about healthy management-labor relations.

In selecting negotiators and grooming them for that vitally important job, each of the abovementioned qualifications should be kept in mind.

Extract from an article by John F. Sembower,  
*Industrial Relations*, January 1946.

**Employment and the Older Worker** — *Monthly Labor Review*, mars 1946, p. 386.

**Making Employer-Employee Cooperation Practicable**, Milton HALL & W. P. MALLARD — *Personnel*, janvier 1946, p. 237.