

Contrary to the popular image of change and turnover, most Americans spend the majority of their working lives employed in a single firm. The original essays in this book discuss the origins and importance of these internal labor markets, providing new insights into their changing power and influence. They also explore the more varied and dynamic employment practices that have evolved in large companies in response to new government regulations, increased competition for managerial talent, the difficult economy of the 1970s, and to the threat of unions. Contents: Introduction: The Nature and Importance of Internal Labor Markets, Paul Osterman; The Development of Internal Labor Markets in American Manufacturing Firms, Sanford M. Jacoby; The Making and Shaping of Job and Pay Structures in the Iron and Steel Industry, Bernard Elbaum; Variations in Managerial Career Structures in High-Technology Firms: The Impact of Organizational Characteristics on Internal Labor Markets, Rosabeth Moss Kanter; The Transformation of the Industrial Relations and Personnel Function, Thomas A. Kochan and Peter Cappelli; White-Collar Internal Labor Markets, Paul Osterman; Job Training, Employment Practices, and the Large Enterprise: The Case of Costly Transferable Skills, Paul Ryan; The Search for a Societal Effect in the Production of Company Hierarchy: A Comparison of France and Germany, Marc Maurice, Francois Sellier, and Jean-Jacques Silvestre; Internal Labor Markets and Paternalism in Rural Areas, Peter B. Doeringer. Paul Osterman is Associate Professor of Economics at Boston University and author of *Getting Started: The Youth Labor Market* (MIT Press, 1980).

Sensorimotor Integration VOL. 17 (Biology of the Reptilia Series), The 2007 Import and Export Market for Electric Motors with Output Not Exceeding 37.5 w in Finland, The Value-Added Tax: Key to Deficit Reduction (AEI studies), Stonewall Jackson and the American Civil War in Two Volumes in Slipcase, The Little Black Book of 6-Chord Songs (Little Black Songbook), Sir Henry Abroad,

Putterman, Louis, *Internal labor markets*: Paul Osterman, ed., (M.I.T. Press, Cambridge, MA, ) pp. xii + , \$, *Journal of Economic Behavior*. works that may use the phrase internal labor market in their titles but are primarily about other topics, e.g. .. Althausser & Kalleberg, in press), or on increments of skill and .. C. Kerry, Cambridge, Mass: MIT Press. Kochran, T. A. • *Internal Labor Markets: Too Many Theories, Too Few Facts* • American . *Internal Labor Markets and Manpower Analysis*, 2nd ed. . Cambridge: MIT Press. Keywords internal labor markets, firm-specific human capital, consummate cooperation Cambridge, MA: MIT Press. New York: Cambridge University Press. Academic Press. Inc. FILMS AND The firm internal labor market (FILM) is a key organizational structure *Internal Labor Markets*, MIT Press, Cambridge, MA.

*Internal Labor Markets* (MIT Press) *Internal Labor Markets* Babson College An internal labor market is an administrative unit, such as a manufacturing plant. The available evidence on wages and labor contracts supports the existence of a Slaves were included in the general labor market because Roman slavery, Migration, Membership, and the Modern Nation-State: Internal and External.

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