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Autore	Conference on Organic conductors and semiconductors <1976 ; Siófok>
Titolo	Organic conductors and semiconductors : proceedings of the international conference, Siofok, Hungary 1976 / edited by L. Pál ... [et al.]
Pubbl/distr/stampa	Budapest : Akadémiai Kiadó ; Berlin ; New York : Springer, 1977
ISBN	0387082557
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Note generali	Selected papers of a workshop held in Sept. 1987.
Nota di bibliografia	Includes bibliographies and index.
Nota di contenuto	Pay Equity -- Copyright -- Contents -- PREFACE -- ACKNOWLEDGMENTS -- WORKSHOP PARTICIPANTS -- PANEL MEMBERS -- RESEARCHERS -- DISCUSSANTS -- STAFF -- GUESTS -- PAY EQUITY: ASSESSING THE ISSUES -- THE EMPIRICAL INQUIRIES -- Gender Differences in Wages: Wage Determination for Individuals -- Male-Female Salaries and Promotions in a Large, Private Firm -- Occupational Segregation and Earnings -- Labor Market Crowding and Earnings of Women -- Sex-Role, Occupational Choice, and Salary -- Jobs and Occupations as the Unit of Analysis -- Effects of Demographic Composition on Pay Rates for Jobs -- Occupational Differences and Earnings -- Implementation of Comparable Worth Policies -- Iowa's

Comparable Worth Plan -- Pay Equity in Minnesota -- Women's Pay in Australia, Great Britain, and the United States -- CONCLUSION -- Research Consensus -- Research Needs -- PART I GENDER DIFFERENCES IN WAGES: WAGE DETERMINATION FOR INDIVIDUALS -- 1 Salaries, Salary Growth, and Promotions of Men and Women in a Large, Private Firm -- The Firm -- Method -- Sample and Measures -- Analyses -- Results -- Decomposition of Salary Differences -- Decomposition of Salary Growth Differences -- Decomposition of Promotion Differences -- Effect of Percentage Female -- Discussion -- Acknowledgments -- References -- COMMENTARY -- References -- 2 Measuring the Effect of Occupational Sex and Race Composition on Earnings -- Research Method -- Discussion of the Data -- Empirical Results -- Jobs with a Disproportionate Number of Women and Minorities -- Empirical Results by Industrial Sector -- Summary and Conclusion -- References -- 3 Effects of Excess Supply on the Wage Rates of Young Women -- Investigating Crowding Effects -- Differences in Female Labor Markets -- Differences by Occupation -- Methods -- General Labor Market Variables -- Key Explanatory Variables -- Empirical Results. Occupation -- Personal Characteristics -- Alternative Causal Explanations -- Conclusions -- Acknowledgments -- References -- 4 The Effects of Sex-Role-Related Factors on Occupational Choice and Salary -- The Occupational Choices of Men and Women -- The Influence of Sex-Role-Related Factors -- Occupational Information -- Self-Confidence -- Risk-Taking Behavior -- Integrating Sex-Role-Related Factors -- Summary and Implications -- References -- PART II JOBS AND OCCUPATIONS AS THE UNIT OF ANALYSIS -- 5 Pay the Man: Effects of Demographic Composition on Prescribed Wage Rates in the California Civil Service -- The Setting -- Hypotheses -- Data and Methods -- The Sample -- Operationalization -- Cross-Sectional Analyses -- Effects of Demographic Composition -- Educational and Experience Requirements -- Penalties Associated with the Presence of Women and Nonwhites in a Job -- Trend Analyses -- Enduring Jobs: Cross-Sectional Regressions, 1979 and 1985 -- Comparing 1985 Penalties in Enduring Jobs and Job Births -- Longitudinal Analyses -- Examining the Crowding Hypothesis: The Interaction Between Employment Growth and Changes in Demographic Composition -- Summary and Implications -- Acknowledgments -- References -- Appendix -- COMMENTARY -- Reference -- 6 Comparable Worth, Occupational Labor Markets, and Occupational Earnings: Results from the 1980 Census -- Alternative Theories and Literatures -- Theory and Hypotheses -- Previous Tests of Related Theory -- Method -- Measurement of Job Content -- Measurement of Occupational Labor Market Conditions -- Measurement of Annualized Earnings -- Results -- Descriptive Analyses -- Multivariate Analyses -- Discussion -- Acknowledgments -- References -- 7 Occupational Segregation, Compensating Differentials, and Comparable Worth -- Possible Causes of Sex Differences -- Differences in Productivity. Differences in Utility Functions -- Discrimination -- Analytic Framework -- Estimation Issues -- The Data -- Estimated Wage Equations -- Results -- Adding Demographic and Personal Characteristics -- Adding the Full Set of "Comparable Worth" Factors -- Results for Other Ethnic Groups -- Changes in Sex Composition -- Summary and Conclusions -- References -- COMMENTARY -- PART III COMPARABLE WORTH IMPLEMENTATION -- 8 Comparable Worth and the Structure of Earnings: The Iowa Case -- Historical Background -- Hypotheses -- Methodology and Data -- Results -- Tabulations -- Human Capital Model -- Comparable Worth Model -- Human Capital-

Job Attributes Model -- Predicted Pay Ratios -- Conclusions --
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Public Employees: State of Minnesota Employees' Attitudes Toward
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-- Wage Changes and Labor Relations -- Data and Methods -- Survey
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Perceived Impact -- Material Position -- Organizational Position --
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