

Abstracts

Bostdorf, Richard S.

Employee Selection Criteria for Training Programs

Missouri Univ., Columbia, Extension Education Dept. 62pp. May 1972 ED 068 818
MF \$.65 HC \$6.58

The identification of persons qualified for management positions in supermarkets is the subject of this report based on a master's problem. The overall objective of the study was to develop criteria that would indicate an employee's abilities in leadership, communications, mathematics and judgement. The development of management training was based on two hypotheses: (1) There is a positive correlation between attaining the position of manager and that person's attaining leadership in high school and college activities or sports; and (2) Present managers will score 80% or higher on the Tiffin Lawshe Adaptability Test. Results indicate that the Tiffin Lawshe Test can be used by the supermarket industry for selection of persons for training programs; a questionnaire gave an adequate indication of leadership ability; education did influence the test scores; and the test and questionnaire did not take personality, attitudes and goals into consideration. However, the Extension Division of the University could coordinate industry training programs, and one can use scientific principles to arrive at sound, useful and pertinent information.

Rosen, Sherwin

Learning and Experience in the Labor Market

In *Journal of Human Resources*; v7 n3 pp.326-342 Sum. 1972.

Business firms supply learning opportunities in the form of different types of work-learning activities, but provision of learning options is not costless, and firms will not provide such opportunities unless they are reimbursed. This is accomplished by, in effect, selling jobs to workers. The price is usually in the form of wage differences between jobs. An elementary model of the market for learning opportunities shows that the nature of tie-in contracts relating work and investment is such that individuals specialize their efforts in particular work activities at different points in their lives. Additional properties of a general model can be obtained by examining the consequences of differences in learning capacity among individuals and of capital market imperfections. The potential efficacy of wage subsidy training programs in increasing the income and economic status of the nonwhite poor is a policy conclusion resulting from this analysis.

Reproduction of documents mentioned in this column with an EDRS order number are available from the ERIC Document Reproduction Service, P.O. Drawer O, Bethesda, Md. 20014. Payment must accompany orders of \$10 or less. In ordering the following information should be furnished:

Compiled by
Stanley Grabowski
Director
ERIC Clearinghouse on
Adult Education
107 Rodney Lane
Syracuse, New York 13210

- 1) The ED numbers of the desired documents (title need not be given);
- 2) the type of reproduction desired — microfiche or hard copy;
- 3) the number of copies being ordered.