

Abstracts

Brandon, George L.

An Appraisal of the Manpower Training Programs Established by Congress in the 1960s.

Northern Arizona University, Flagstaff. Project Baseline. ED 099 691; MF .75; HC \$4.20; 97 pp., August 1974.

Offering an overview and informal appraisal of the Manpower Development and Training Act (MDTA) and its amendments since 1962, the study focuses on the vocational education program and the development of its legislation and administration. The 12 years of manpower training legislation from MDTA to the Comprehensive Employment and Training Act (CETA) of 1973 and a parallel chronology of legislative history of vocational education since 1963 is analyzed in chapter one and the diversity of current interpretations and definitions of career education discussed.

The following section deals with group impressions of manpower training issues related to evaluation, training, and the need for national interagency coordination. The third section examines the mixed perceptions and attitudes of vocational educators toward the status of vocational education and manpower training.

Examining Project Baseline data and information, conclusions and recommendations of the 1972-73 reports are summarized. The report concludes that vocational education and manpower training and development are not antithetical and competitive; they are compatible and both are dedicated to the same objective of training in the nation's policy for manpower. An appendix offers selected tables, a bibliography, Congressional Reports, and a list of evaluation, research, and related studies.

Hackman, J. Richard; And Others

A New Strategy for Job Enrichment.

Yale University, New Haven, Connecticut. Department of Administrative Sciences. ED 099 631; MF .75; HC \$1.85; 39 pp., May 1974.

In presenting a new strategy for redesigning jobs to increase the work motivation and satisfaction of employees, the paper examines a basic theory of job motivation, a group of core dimensions of jobs which create the conditions for such internal motivation to develop on the job, a set of diagnostic tools for evaluating jobs and people's reaction to them, for pinpointing exactly what aspects of specific jobs are most critical to a successful change attempt, and a set of five action steps to increase employee motivation, satisfaction, and productivity. The five implementing concepts are: (1) forming natural work units, (2) combining tasks, (3) establishing client relationships, (4) vertical loading, and (5) opening feedback channels. A job enrichment project conducted at The Travelers Insurance Companies is summarized to illustrate practical applications of the change procedures.

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