

# Abstracts

Dickinson, Terry L.; Wijting, Jan P.

*An Analysis of Workers' Attitudes Toward the 4-Day, 40-Hour Workweek.*

Iowa State University of Science and Technology, Ames. Industrial Relations Center. 19pp. 1973 MF \$.65 HC \$3.29

Employees' attitudes toward a proposed 4-day, 40-hour workweek were examined relative to job and worker variables, expectations about the new workweek schedule and job-aspect satisfactions. Employees classified by their sex, work shifts, wage schedules and sex and work shifts differed significantly in their attitudes toward the 4-day, 40-hour week over the advantages and disadvantages they expected to result from the revised workweek. Except for pay and promotions, satisfaction with job aspects was not significantly correlated with preference for the proposed workweek. The importance to firms of first assessing and planning to deal with employees' expectations in relations to the 4-day, 40-hour week is discussed.

Goodale, James G.

*Effects of Personal Background and Training On Work Values Of The Hard-Core Unemployed.*

In *Journal of Applied Psychology*; v57, n1, Feb. 1973, pp. 1-9.

Exploratory research measured the differences between the work values of newly hired hard-core employees and those of other newly hired workers, to identify background characteristics related to work values and to detect changes in work values as a function of orientation programs. The hard-core sample was involved in a National Alliance of Businessmen (NAB) effort to hire and train the disadvantaged. The primary contrast between the sample and the middle class control group in work values was less emphasis by the sample on tendency to keep active on the job, taking pride in their work, and accepting the conventional work ethic, but more emphasis on making money on the job. Significant relationships were found between personal background factors such as educational level, economic maturity, welfare, job involvement, pride in work and the work values. The changes in work values brought about by the training program were negligible and did not differ significantly from those of the control group. The sample regarded the NAB program as helpful in providing chances for gaining jobs. Dissatisfactions included routine, low-level work, poor condition of training materials, and close supervision by company personnel.

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