

Work and the Quality of Life
Resource Papers for *Work in America*

Edited by James O'Toole

Prepared under the auspices of the
W. E. Upjohn Institute for Employment Research

Contents

Foreword vii
Elliot L. Richardson

Acknowledgments xi

Contributors xiii

Introduction 1
James O'Toole

I Who Is Dissatisfied? 25

1 "They Won't Work": The End of the Protestant Ethic and All That 27
Ivar Berg

2 Is There a Blue-Collar Revolt against Work? 40
George Strauss

II Problems of American Workers 71

3 Upward Mobility, Job Monotony, and Labor Market Structure 73
Michael J. Piore

4 Perspectives on Women and Work in America 88
Isabel V. Sawhill

5 Middle Management 106
Emanuel Kay

III Work and Health 131

6 Work and the Health of Man 133
Bruce L. Margolis and William H. Kroes

7 The Effects of Occupational Stress on Physical Health 145
James S. House

8 Work and Mental Health 171
Stanislav V. Kasl

IV The Redesign of Jobs 197

9 The Work Module: A Proposal for the Humanization of Work 199
Robert L. Kahn

10 Alienation and Innovation in the Workplace 227
Richard E. Walton

11 Improving the Quality of Work Life: Sociotechnical Case Studies 246
Louis E. Davis and Eric L. Trist

V Education and Work 281

12 Occupational Bias in Formal Education and Its Effect on Preparing
Children for Work 283
David C. MacMichael

13 Vocational Education for All in High School? 299
Beatrice G. Reubens

VI Federal Work Strategies 339

14 Work Experience and Family Life 341
Frank F. Furstenberg, Jr.

15 Work, Well-Being, and Family Life 361
Lee Rainwater

16 Work and Welfare 379
Thomas C. Thomas

Afterword 395
Edward M. Kennedy

Index 401