Managing the Human Factor

THE EARLY YEARS OF HUMAN RESOURCE MANAGEMENT IN AMERICAN INDUSTRY

Bruce E. Kaufman

ILR Press
AN IMPRINT OF
Cornell University Press  Ithaca and London
Contents

Preface ix

1. Early Human Resource Management: Issues and Themes 1
2. Early Human Resource Management: Literature Review 36
3. The Roots of the Human Resource Management Function 55
4. The Emergence of the Human Resource Management Function 136
5. Human Resource Management in Prosperity and Depression 199
   Conclusion: Insights and Implications 280

Notes 307
Index 365