

## **CHAPTER VIII: 1940-1949 - published works not available in this collection.**

*The works noted below are published works which could not be included in this unpublished collection due to copyright protection. Abstracts and links to the articles are provided for the reader to locate these works for themselves.*

1. Worthy, J. C. (1992). The more things change, the more they stay the same: The original Sears, Roebuck and Co. studies. *Journal of Management Inquiry*, 1(1), 14-38.<https://doi.org/10.1177/105649269211005>

Abstract: From 1939-1942 Sears had surveys conducted of their employees' attitudes and morale to identify any causes for dissatisfaction in order to take corrective action if needed. This article summarizes the results by unit as well as overall. The survey revealed a fairly organic organized around the central activity of merchandising rather than by function which worked well. The need for some policy manuals were also noted.

2. Weather, S. (1978, October 23). Professor Simon's prize. *The Wall Street Journal*, page numbers N/A.

Abstract: The article reports on the Nobel Prize in economics awarded to Herbert Simon in 1978. It was based on his work on decision making in the 1940s. People tend to settle for satisficing (good but not perfect) rather than optimal choices. This provided a strong critiques of the "rationale" man often assumed in economics and related fields.

3. Stephenson, T. E. (1968). The longevity of classical theory. *Management International Review*, 77-83. <http://www.jstor.org/stable/40226900>.

Abstract: The article discusses that, despite the growth of human relations and systems theory, much of management literature still depends on identifying principles. One of the reasons for the persistence of the classical approach is that it is based on the experience of practitioners and thus provides guides for others.

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Review of "Stanford School and top management" by Zulfikar Ali Khan (1978).

Abstract: Reviews two studies of top management of leading firms of the era conducted by profs. Paul Holden and S. Fish and colleagues at Stanford University. The first study emphasized the mechanics of management structure. The second study, based on 15 firms, discussed topics of span of control, mergers and acquisitions, and management information systems.