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Geoffrey K. Ingham

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**SIZE OF INDUSTRIAL ORGANIZATION
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Preface

This paper is a shortened and revised version of a dissertation approved by the University of Cambridge for the Ph.D. degree and is the result of research carried out during the years 1964-7.

Given the origins of this work a few remarks on its character and form are necessary. The work began as a critical examination of much of the research on what has become known as the 'size-effect' in industrial organizations. Briefly, this problem concerns the fact that there is considerable evidence to suggest that as the size of an organization increases member commitment or attachment (as measured by absenteeism, labour turnover, etc.) declines. These findings are discussed in detail in chapter 1. On the basis of this examination of the literature, a relatively small scale empirical investigation was carried out in order to further clarify some of the issues and evaluate, as far as possible, several hypotheses. I believe the research has led to the clarification of certain problems; but it would be too much to claim that many of the hypotheses have been subjected to any *critical* test. This is because a great deal of the theoretical understanding of the problems developed during the course of the empirical investigation; but unfortunately at a stage when it was impossible to allow these insights to guide the interviewing and other observations. However, I hope that many of the issues raised at an empirical level and in a more general abstract sense may have important implications for the sociological study of industry.

The writing of a piece of work such as this, which marks the beginning of a professional career, is only possible with the help and encouragement of one's teachers. In this respect I am very grateful to my research supervisor John H. Goldthorpe. I would also like to express gratitude to my former teacher and present colleague at the University of Leicester, Professor Ilya Neustadt. He originally stimulated and encouraged my interest in sociology.

In carrying out the field work for this research I was obviously dependent on the good will of many people. I am especially indebted to my subjects – those managers and workers in the Bradford engineering industry who allowed me to question them on their working lives.

Leicester

December 1969

Geoffrey K. Ingham