

- 431. Senior Seminar**
Fall, Winter, Spring. 3(5-0) Seniors.
Problems in contemporary society.
- 432. Magazine Feature Articles**
(309.) Fall, Winter, Spring. 4(4-0)
Juniors; majors: 300.
Practice in planning and gathering material for organizing, writing, and rewriting features for magazine publication. Emphasis on market analysis.
- 434. Magazine Editing and Publishing**
Winter, Spring. 4(2-2) Majors: 300, ADV 307; others; approval of school.
Planning, production, circulation, and advertising procedure for company publications, trade magazines, and general magazines of specialized or broad appeal.
- 470. Survey of Mass Communications Research**
Winter. 3(3-0) Seniors.
Types and variety of research materials available for communications and social science research; location of source materials; use of library materials for research and report writing.
- 475. International Press Communications**
Fall, Winter. 4(4-0)
Concepts and practices of journalism around the world; the international flow of news; news-gathering agencies and their sources; the work of foreign correspondents; news centers of the world; freedom of information.
- 476. The Press in Democratic Societies**
Winter. 4(4-0) 475.
Comparative development of communication systems; their political, cultural, and economic roots; role of the media; extent of freedom and control; what the media report; professional education and training.
- 477. The Press in Authoritarian Societies**
Spring. 4(4-0) 475.
Development of media in authoritarian systems; historical and philosophical roots, political and informative roles of the media; methods of control; training of journalists.
- 480. Reviewing and Criticism**
Winter. 3(3-0) Approval of school.
Reporting the arts for newspapers and magazines. Lectures and assignments in reviewing motion pictures, plays, musicals, books, concerts and exhibitions.
- 499. Individual Projects**
Fall, Winter, Spring, Summer. 1 to 3 credits. Approval of school.
Individual problems as arranged with instructor.
- 800. Seminar in Research Methods in Journalism**
Fall. 4 credits.
Problems and techniques of selected research methods, including content analysis, demographic surveys, case method, and historical method. Applications to student projects, with attention to bibliography, documentation, and style.
- 811. Proseminar in Mass Media and Their Audiences**
Fall. 4(3-0)
The structure of the mass media; growth and change since the 1930's; the mass communications system in an urban setting; economic base of the print and broadcast media; nature of the audience of the media; relationship of the media and their audiences.
- 815. Seminar in the Press and Society**
Winter. 4 credits.
Provides opportunity to work in areas of special interest and study significant problems relating to role of the press in modern society.
- 820. Seminar in History of Journalism**
Spring. 4 credits.
Selected periods in the history of American journalism. Students will read widely in the literature of journalism for the period under discussion, and will make first-hand study of original files of newspapers and magazines of period.
- 823. Government and Mass Communications**
Spring. 4(3-0)
Contemporary issues resulting from the restrictive, regulatory, and supplementary activities of government in the field of mass communications; current constitutional and administrative problems of the mass media.
- 824. Press and Political Mass Communication**
Fall. 4(4-0)
Intensive study of mass communication in political organization and behavior, topics in theory and research methods in political organization, political news gathering and processing, the role of political parties and special interest groups, campaign communication and reporting of elections, mass communication in domestic and international political crises, sample survey techniques, public opinion polling, content analyses and research planning.
- 875. The Press in the Soviet Union**
Fall. 4(4-0) 475; approval of school.
Historical development of press; Soviet concept of news and information; Role of Agitprop; party guidelines; structure, type, and characteristics of the press.
- 876. The Press in Communist East Europe**
Winter. 4(4-0) 475; approval of school.
Effects of political, economic and cultural stresses on philosophy and function of the press. Changing nature of journalism and its practitioners. Major focus on Yugoslavia.
- 877. The Press in Latin America**
Spring. 4(4-0) 475; approval of school.
Historical roots of the press; techniques of control; the journalist and his audiences; political, economic, legal, and cultural barriers to communication; the journalist's role; the press as a social institution.
- 878. The Press in Asia's Developing Countries**
Winter. 4(4-0) 475. Approval of instructor.
The press and strategies for modernization in developing countries in Asia; historical development, legal-constitutional settings, cultural diversities, socio-psychological constructs and geographical requirements; Western influences and rise of the vernacular press.
- 890. Special Problems**
Fall, Winter, Spring, Summer. 1 to 12 credits.
- 899. Research**
Fall, Winter, Spring. Variable credit. Approval of school.
- 900. Readings in Journalism**
Fall, Summer. 4 credits. May re-enroll for a maximum of 12 credits.
Intensive reading in selected areas of the history and present state of the American or foreign press.
- 901. Seminar in Journalism**
Winter. 4 credits. May re-enroll for a maximum of 12 credits.
Reading, research and discussion in selected areas of journalism focusing on important men, institutions, ideas, theories and trends in American or foreign press.
- 902. Special Projects**
Spring. 4 credits. May re-enroll for a maximum of 12 credits.
Individual reading and research.

JUSTIN MORRILL COLLEGE

JMC

Humanities

- 230A. History**
Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of history with selected periods, areas and topics. Occasionally offered in the foreign languages of the College.
- 230B. History**
Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.
Independent study in history.
- 231A. Literature**
Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of literature with selected topics, periods, and genres. Occasionally offered in the foreign languages of the College.
- 231B. Literature**
Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.
Independent study in literature.
- 232A. Philosophy**
Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of the philosophy with selected thinkers, methods and issues. Offered occasionally in the foreign languages of the College.
- 232B. Philosophy**
Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.
Independent study in philosophy.
- 233A. Religion**
Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.
Study in the discipline of religion with selected religions, figures, literature, and topics. Occasionally offered in the foreign languages of the College.

233B. Religion

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in religion.

234A. Fine Arts

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the disciplines of the fine arts with selected artists, schools, periods and genres. Occasionally offered in the foreign languages of the College.

234B. Fine Arts

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in fine arts.

239A. Interdisciplinary Studies in Arts and Humanities

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the arts and humanities.

239B. Interdisciplinary Studies in Arts and Humanities

Fall, Winter, Spring. 1 to 4 credits. May re-enroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the arts and humanities.

Social Sciences**250A. Sociology**

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of sociology with selected topics and schools. Occasionally offered in the foreign languages of the college.

250B. Sociology

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in sociology.

251A. Psychology

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of psychology with selected schools, topics, and figures. Occasionally offered in the foreign languages of the College.

251B. Psychology

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in psychology.

252A. Political Science

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of political science with selected periods, topics, and issues. Occasionally offered in the foreign languages of the College.

252B. Political Science

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in political science.

253A. Economics

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of economics with selected schools, economics, areas, and topics. Occasionally offered in the foreign languages of the College.

253B. Economics

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in economics.

254A. Geography

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Study in the discipline of geography with selected areas of the world, cultures, topics, and issues. Occasionally offered in the foreign languages of the College.

254B. Geography

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in geography.

255A. Anthropology

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

An introduction to the work and interests of anthropologists, for the purpose of providing general education in the social sciences.

255B. Anthropology

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 2 credits if different topic is taken.

Independent study in anthropology.

259A. Interdisciplinary Studies in Social Science

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the social sciences.

259B. Interdisciplinary Studies in Social Science

Fall, Winter, Spring. 1 to 4 credits. May re-enroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the social sciences.

Natural Sciences**121A. The Nature of Physical Theory**

(121, 183.) Fall, Winter, Spring. 3(3-0) or 4(3-0)

Selected theories of physical science illustrative of man's attempts to understand his physical surroundings. Inquiry into the aims and methods of science.

121B. The Nature of Physical Theory

(121., 183.) Fall, Winter, Spring. 1 credit.

Laboratory or independent study in the nature of physical theory.

122A. Biological Continuity

(122, 181.) Winter. 3(3-0) or 4(3-0) 121A.

Theory of the gene. Molecular explanations of heredity. Some aspects and implications of human heredity. Background material in cell structure and function and in reproduction.

122B. Biological Continuity

(122, 181.) Winter. 1 credit. 121A. Laboratory or independent study in biological continuity.

123A. Man in the Natural World

(123, 182.) Spring. 3(3-0) or 4(3-0) 121A.

The great controversies which have centered around man's attempts to explain the origin of the earth's features and the diversity of life on earth. Analysis of these controversies, their social impact, and the man's place in the biological world.

123B. Man in the Natural World

(123, 182.) Spring. 1 credit. 121A. Laboratory or independent study in the nature of man in the natural world.

229A. Interdisciplinary Studies in Natural Science

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 8 credits if different topic is taken.

Special interdisciplinary studies related to the natural sciences.

229B. Interdisciplinary Studies in Natural Science

Fall, Winter, Spring. 1 to 4 credits. May re-enroll for a maximum of 8 credits if different topic is taken.

Independent interdisciplinary study related to the natural sciences.

320A. Science and Culture

Fall, Winter, Spring. 3(3-0) or 4(3-0) May re-enroll for a maximum of 12 credits if different topics are taken. 121A.

Studies of the interaction between the natural sciences and selected aspects of culture. Implications of the sciences for national and international problems. The relations of science and the humanities.

320B. Science and Culture

Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 3 credits if different topics are taken.

Independent study in science and culture.

321A. Studies in Science

(321.) Fall, Winter, Spring. 3(3-0) or 4(3-0). May re-enroll for a maximum of 12 credits if different topics are taken. 121A.

Studies in selected topics and areas of the natural sciences.

321B. Studies in Science

(321.) Fall, Winter, Spring. 1 credit. May re-enroll for a maximum of 3 credits if different topics are taken. 121A.

Independent study in topics or areas of the natural sciences.

Inquiry and Expression**100. Inquiry and Expression—Expository Writing I**

Fall. 4(4-0)

Trains students to write competent term papers, reports and essay examinations. Subject focuses on some significant social or personal problem with a background of information furnished through lectures, films, reading and discussion.

101. Inquiry and Expression—Expository Writing II

(101A., 101B.) Winter, Spring. 4(4-0)

100.

Continuation of 100 with a different topic and more sophisticated elements of style; sometimes allows more freedom of form.

**102. Inquiry and Expression—
Individual Writing Projects**
(102A., 102B.) Winter, Spring. 4(4-0)
A 3.0 grade in 100 or 101.

Lectures, films, readings, and group discussion. Writing assignments adapted to the individual student; personal essays, verse, fiction, or special types of exposition. Students attend the same lectures and films as students in 101.

103. Experiments in Expression
(103A, 103B.) Winter, Spring. 4(4-0)
3.0 in 100 or 101.

Opportunity for a variety of forms of expression in response to lectures, films, and readings. Requires written work but includes experimentation in small groups with media such as audio and video tapes, photography, and various art forms.

Languages

French

104A. French Track I
Fall. 5(5-0) 104B concurrently.

Intensive study of French, for students with no previous training, leading to proficiency in understanding, speaking, reading and writing, through lectures, recitation and laboratory practices.

104B. French Track I
Fall. 3 credits. 104A concurrently.
Oral practice.

165A. French Track I
Winter. 5(5-0) 104A, 104B; 165B
concurrently.
Continuation of 104A.

165B. French Track I
Winter. 3 credits. 165A concurrently.
Oral practice. Continuation of 104B.

204A. French Track II
(201A.) Fall. 4(4-0) Two years
high school French, placement test. 204B
concurrently.
Intensive study of French for oral understanding,
speaking, reading and writing, to permit enriched
cultural insight.

204B. French Track II
(201B.) Fall. 3 credits. Two years
high school French, placement test. 204A
concurrently.
Oral practice.

246A. French Track I
Spring. 5(5-0) 165A, 165B; 246B
concurrently.
Continuation of 165A.

246B. French Track I
Spring. 3(3-0) 246A concurrently.
Oral practice. Continuation of 165B.

265A. French Track II
(262A.) Winter. 4(4-0) 204A,
204B; 265B concurrently.
Continuation of 204A.

265B. French Track II
(262B.) Winter. 3 credits. 265A
concurrently.
Oral practice. Continuation of 204B.

306A. French Track II
(303A.) Spring. 4(4-0) 265A,
265B; 306B concurrently.
Continuation of 265A.

306B. French Track II
(303B.) Spring. 3 credits. 306A
concurrently.
Oral practice. Continuation of 265B.

224A. French Track III
(221A.) Fall. 4(4-0) Three years
high school French, placement test. 224B
concurrently.

Intensive study of French for oral understanding,
speaking, reading, and writing to permit enriched
cultural insight.

224B. French Track III
(221B.) Fall. 2 credits. Three years
high school French, placement test. 224A
concurrently.
Oral practice.

285A. French Track III
(282A.) Winter. 4(4-0) 224A,
224B; 285B concurrently.
Continuation of 224A.

285B. French Track III
(282B.) Winter. 2 credits. 285A
concurrently.
Oral practice. Continuation of 224B.

336A. French Track III
(333A.) Spring. 4(4-0) 285A,
285B; 336B concurrently.
Continuation of 285A.

336B. French Track III
(333B.) Spring. 2 credits. 336A
concurrently.
Oral practice. Continuation of 285B.

274A. French Track IV
(271A.) Fall. 3(3-0) Four years
high school French, placement test. 274B
concurrently.
Intensive study of French for oral understanding,
speaking and writing to permit enriched cultural
insight.

274B. French Track IV
(271B.) Fall. 2 credits. Four years
high school French, placement test. 274A
concurrently.
Oral practice.

324A. French Track IV
(322A.) Winter. 3(3-0) 274A,
274B; 324B concurrently.
Continuation of 274A.

324B. French Track IV
(322B.) Winter. 2 credits. 324A
concurrently.
Oral practice. Continuation of 274B.

356A. French Track IV
(353A.) Spring. 3(3-0) 324A,
324B; 356B concurrently.
Continuation of 324A.

356B. French Track IV
(353B.) Spring. 2 credits. 356A
concurrently.
Oral practice. Continuation of 324B.

Russian

105A. Russian
Fall. 5(5-0) 105B concurrently.
Intensive study of Russian for oral understanding,
speaking, reading, and writing to permit enriched
cultural insight.

105B. Russian
Fall. 3(2-2) 105A concurrently.
Oral practice.

166A. Russian
Winter. 5(5-0) 105A; 166B
concurrently.
Continuation of 105A.

166B. Russian
Winter. 3(2-2) 105B; 166A
concurrently.
Continuation of 105B.

227A. Russian
Spring. 5(5-0) 166A; 227B
concurrently.
Continuation of 166A.

227B. Russian
Spring. 3(2-2) 166B; 227A
concurrently.
Continuation of 166B.

Spanish

106A. Spanish Track I
Fall. 5(5-0) 106B concurrently.
Intensive study of Spanish for students, with
no previous training, leading to proficiency in
understanding, speaking, reading and writing,
through lectures, recitations and laboratory
practices.

106B. Spanish Track I
Fall. 3 credits. 106A concurrently.
Oral practice.

167A. Spanish Track I
Winter. 5(5-0) 106A, 106B; 167B
concurrently.
Continuation of 106A.

167B. Spanish Track I
Winter. 3 credits. 167A concurrently.
Oral practice. Continuation of 106B.

216A. Spanish Track II
(206A.) Fall. 4(4-0) Two years high
school Spanish, placement test. 216B
concurrently.
Intensive study of Spanish for oral understand-
ing, speaking, reading, and writing to permit
enriched cultural insight.

216B. Spanish Track II
(206B.) Fall. 3 credits. Two years
high school Spanish, placement test. 216A
concurrently.
Oral practice.

228A. Spanish Track I
Spring. 5(5-0) 167A, 167B; 228B
concurrently.
Continuation of 167A.

228B. Spanish Track I
Spring. 3 credits. 228A concurrently.
Oral practice. Continuation of 167B.

277A. Spanish Track II
(267A.) Winter. 4(4-0) 216A,
216B; 277B concurrently.
Continuation of 216A.

277B. Spanish Track II
(267B.) Winter. 3 credits. 277A
concurrently.
Oral practice. Continuation of 216B.

318A. Spanish Track II
(308A.) Spring. 4(4-0) 277A,
277B; 318B concurrently.
Continuation of 277A.

318B. Spanish Track II
(308B.) Spring. 3 credits. 318A
concurrently.
Oral practice. Continuation of 277B.

236A. Spanish Track III
(226A.) Fall. 4(4-0) Three years
high school Spanish, placement test. 236B Con-
currently.
Intensive study of Spanish for oral understand-
ing, speaking, reading, and writing to permit
enriched cultural insight.

236B. Spanish Track III
(226B.) Fall. 2 credits. Three years
high school Spanish, placement test. 236A con-
currently.
Oral practice.

297A. Spanish Track III
(287A.) Winter. 4(4-0) 236A,
236B; 297B concurrently.
Continuation of 236A.

297B. Spanish Track III
(287B.) Winter. 2 credits. 297A
concurrently.
Oral practice. Continuation of 236B.

348A. Spanish Track III
(338A.) Spring. 4(4-0) 297A,
297B; 348B concurrently.
Continuation of 297A.

348B. Spanish Track III
(338B.) Spring. 2 credits. 348A
concurrently.
Oral practice. Continuation of 297B.

286A. Spanish Track IV
(276A.) Fall. 3(3-0) Four years
high school Spanish, placement test. 286B con-
currently.
Intensive study of Spanish for oral understand-
ing, speaking, and writing to permit enriched
cultural insight.

286B. Spanish Track IV
(276B.) Fall. 2 credits. Four
years high school Spanish, placement test. 286A
concurrently.
Oral practice.

337A. Spanish Track IV
(327A.) Winter. 3(3-0) 286A,
286B; 337B concurrently.
Continuation of 286A.

337B. Spanish Track IV
(327B.) Winter. 2 credits. 337A
concurrently.
Oral practice. Continuation of 286B.

368A. Spanish Track IV
(358A.) Spring. 3(3-0) 337A,
337B; 368B concurrently.
Continuation of 337A.

368B. Spanish Track IV
(358B.) Spring. 2 credits. 368A
concurrently.
Oral practice. Continuation of 337B.

Language and Culture

141A. Studies in Language and Culture
Fall. 3(3-0) 141B concurrently.
Analysis of language in human culture and of
language learning to acquaint the student with
a broad knowledge of the nature and function
of language with illustrations from a variety of
languages, ancient and modern.

141B. Studies in Language and Culture
Fall. 1 credit. 141A concurrently.
Independent study in language and culture.

142A. Studies in Language and Culture
Winter. 3(3-0) 141A or approval of
college; 142B concurrently.
Lectures on the basic concepts of phonetics and
phonemics with intensive drills in the recogni-
tion, transcription and reproduction of sound,
rhythm, tone and intonation to prepare students
to transcribe any language he may study.
Phonemic drills will be possible for the lan-
guage students will study in the following term.

142B. Studies in Language and Culture
Winter. 1 credit. 142A concurrently.
Independent study in language and culture.

Independent, Field, and Foreign Study

400A. Independent Study
Fall, Winter, Spring, Summer. 2 to
12 credits. Approval of college.
Study in a selected number of ways on a selected
number of topics under the guidance of the stu-
dent's adviser.

400B. Field Study
Fall, Winter, Spring, Summer. 4 to
12 credits. Approval of college.
Study in off-campus situations in a variety of
ways using involvement in community service,
government, or business as means to cultural in-
sight.

400C. Foreign Study
Fall, Winter, Spring, Summer. 4 to
12 credits. Approval of college.
Study abroad in a variety of places under the
guidance of an adviser.

410. Studies in Composition
Fall, Winter, Spring. 4 to 8 credits.
103.
Intensive individual and seminar instruction in
advanced composition.

499. Senior Seminar
Fall, Winter, Spring. 3 to 5 credits.
Seniors.
Study of selected topics of international and
cross-cultural significance in small groups. Each
student will be expected to approach his topic
from at least two disciplinary points of view.

LABOR AND INDUSTRIAL RELATIONS

LIR

College of Social Science

**801. Labor in Twentieth Century
America**
Fall, Winter. 4(3-0) EC 305 or ap-
proval of school.

Review of the history of American labor and
its evolving structure and an analysis of cur-
rent problems facing unions.

803. Seminar in Industrial Relations
For course description, see Interdis-
ciplinary Courses.

**811. Manpower Programs and
Institutions**
Winter. 4(4-0) EC 457.

Role and effectiveness of the public employment
service, vocational and apprenticeship programs,
retraining and vocational rehabilitation activities,
etc., as instruments of an active manpower policy.

813. Income Maintenance Programs
Fall. 4(3-0) Approval of school.

Causes and social consequences of poverty.
Nature and effectiveness of income transfer pro-
grams against poverty and insecurity. Integra-
tion with manpower programs. Relation be-
tween public and private programs.

815. Labor Force Behavior
Spring. 4(4-0) EC 457 Interdepart-
mental with the Department of Economics.

Theoretical and empirical analysis of factors af-
fecting labor force participation rates, unemploy-
ment levels, employment distribution, hours of
work, and labor mobility. Concepts and meas-
urement methods.

817. Methods of Program Evaluation
Winter. 4(3-0) Approval of school.
Principles of benefit-cost analysis, cost-effec-
tiveness analysis, and other methods of evalua-
tion applicable to human resource programs.

**823. Organizational Behavior in
Labor and Industrial Relations**
Fall. 4(4-0) Approval of school. In-
terdepartmental with the Sociology Department.
Analysis of why organizations, individuals and
groups in unions, management and government
act as they do in industrial relations situations
with emphasis on sociological, psychological and
cultural factors.

824. Employment Relations
Fall, Winter. 4(3-0) Approval of
school.

A social system approach to employment rela-
tions and employee utilization in private and
public organizations.

**825. Employee Compensation and
Incentives**
Spring. 4(3-0) MGT 810 or ap-
proval of school.

Theory and practice of payment systems in
private and public employment. Compensa-
tion and motivation. Job evaluation and per-
formance review. Incentive plans, executive
compensation, and fringe benefits.