

you are well aware by now, I have made no substantive contribution to our knowledge of industrial relations today. This was not my purpose. My objective was to set forth, in a rudimentary way, a conceptual model which will help us better organize the knowledge we already possess and, more importantly, a model which should enable us to advance from the descriptive to the analytical or explanatory stage in the development of the emerging discipline in which many of us are engaged. I do not look upon the model which I have presented here today as the ideal model, nor do I expect all of you to agree with the approach suggested here. However, if my comments serve to stimulate thinking in an area which has been largely ignored by industrial relations scholars, then society, industrial relations practitioners, our emerging discipline and those of us who take it seriously will be the beneficiaries.

Thank you.