social system from which the actors in the industrial relations system come, to this extent the social system will have a divisive impact as a conditioning input into the industrial relations system. Furthermore, expectations within the social system may put pressure on the political system to take action with respect to some problem in the industrial relations system. For example, if it is felt strongly that a dispute in a particular industry is disruptive to the whole society or an important segment thereof, pressure will emerge from the social system for the political system to take some action to resolve that dispute or to establish some guidelines which the actors in the industrial relations system must follow.

In summing up this section on environmental influences, I would like to suggest that one of the major tasks for those of us who are engaged in the emerging discipline of industrial relations is that of defining the precise role of the inputs from within the system (the behavioural inputs) and the precise role of the environmental influences which condition these inputs. Ideally, we should be able to develop quantative measures of each of these and combine them into some kind of composite index. A very suggestive approach to this problem has been made by Dr. Hameed, one of my colleagues in the Canada Department of Labour, in an article which will appear in the July issue of the British Journal of Industrial Relations.[4]

Mechanisms for Converting Inputs into Outputs

Let me now turn to another part of the model, that of