

The purpose of this paper is to articulate, however briefly, a conceptual model which, hopefully, will be useful for conducting analytical studies and, eventually, for unifying the various partial theories into a general theory of industrial relations. The model presentation here draws heavily on the works of a number of writers in various social science disciplines and, I hope, brings together a sufficient core of concepts for analyzing the totality of industrial relations behaviour.

achievements in industrial relations have been confined, with a few notable exceptions, to descriptive case studies, descriptive history, descriptions of collective agreement provisions, and formal analysis of statutory and common law developments. Where attempts have been made at some degree of generalization, these have been at the level of partial theory only. Unfortunately, the partial theories that have been developed have not yet been sufficiently integrated to provide even a minimum understanding of the totality of industrial relations behaviour.

Economic Research Branch
Canada Department of Labour

* I wish to acknowledge my gratitude to Dr. S.M.A. Hamed, and Messrs. D.V. Braxier and R.J. Christy, three of my colleagues in the Canada Department of Labour, for their helpful comments on an earlier draft of this paper. Any views contained in this paper, whether expressed or implied, are strictly those of the author and do not necessarily reflect official thinking in the Canada Department of Labour.