

transformation . Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century, Revised Edition (Series in Organization and Management). Harris Sondak - Publications - Faculty Profile - The University of Utah Sanford M. Jacoby, Employing Bureaucracy: Managers, Unions, and the Transformation of Work in American Industry, 1900-1940 (New York: Columbia University Press, 1994) American business system has come to rely increasingly on. [share_ebook] Employing Bureaucracy: Managers, Unions, and the Transformation of Work in American Industry, 1900-1940 (New York: Columbia University Press, 1994) Follow this and additional works at: <http://digitalcommons.ilr.cornell.edu/articles>. Part of the Human Resources Management and Labor Studies Collection. The transformation of HR was much broader at the turn of the twentieth century than it is one hundred years later. Managers, Unions, and the Transformation of Work in the 20th Century .