



staff photo by Octavio Garcia

Enjoy it while you can

Winter is here, and people seem more aware of that fact because everyone seems to be trying to absorb the sun. These residents of Hart Hall abandon winter clothes and try for sunbats and shorts.

# Workers' complaints aimed at companies

**United Press International**  
NEW YORK — Growing employee discontent and loss of confidence in top company leadership poses a serious threat to the revival of sagging productivity in America, says Opinion Research Corp. on the basis of a new survey.

The firm presented the findings of the employee opinion study to a closed-door national strategy briefing of 175 blue chip companies.

Dr. William A. Schieman, vice president of Opinion Research Corp. said the striking difference between the results of this year's survey and others conducted by ORC on the same subject in recent years is that most managers, professionals, technicians and blue- and white-collar employees "appear to be more unhappy with their companies than with their jobs."

The survey covered attitudes on such matters as compensation, executive burnout and labor-management relations.

Among the conclusions:

• "Today we see 69 percent of middle management complaining of eroding authority... of too many decisions made 'at the top' and made by people unfamiliar with the particular problem."

*The survey said most workers appear to be more unhappy with their companies than with their jobs.*

Schieman said.

• Executive fear of "burnout" is much more prevalent than in the past.

• Among all workers, only 63 percent give their companies good scores on providing job security compared with 75 percent when ORC began making these surveys 10 years ago.

Workers worry about cutbacks in training programs and cutbacks in health, insurance, pen-

sion plans and other benefits.

• "A majority of American workers come to work each day believing their wages and pay increases to be unfair," Schieman said. "They question the old basic assumption that the harder and better you work, the faster you'll get ahead."

• Fewer than half the workers believe top managers are responsive, or even listening, to them. This causes some to cease to care about the company's needs and to resort to passive resistance tactics.

• Many complained that top management offered "fewer carrots and more sticks" in labor relations.

Commenting on another section of the survey, ORC Vice President Kenneth Schwartz turned up several surprises.

Seventy percent of a national probability sample of 1,003 citizens said high wages were making American goods too expensive and 59 percent said they would like to see unions negotiate "no strike" agreements, even

agree to wage freezes and postpone some benefits in order to get prices down.

But 96 percent of this group said employers should give more advance notice of plant closings and 89 percent favored profit-sharing agreements for workers. A surprising 60 percent appeared convinced that business earns sufficient profits to raise worker salaries without passing the cost on to consumers in price boosts. Fifty percent said management isn't willing to make the same sacrifices it demands of workers in order to hold prices down.

Of the respondents, 49 percent who said they belonged to unions said unions don't care enough about increasing productivity.

Many wanted more worker participation in management. They said they believed that would reduce absenteeism, improve job satisfaction, reduce job turnover and improve both productivity and product quality.

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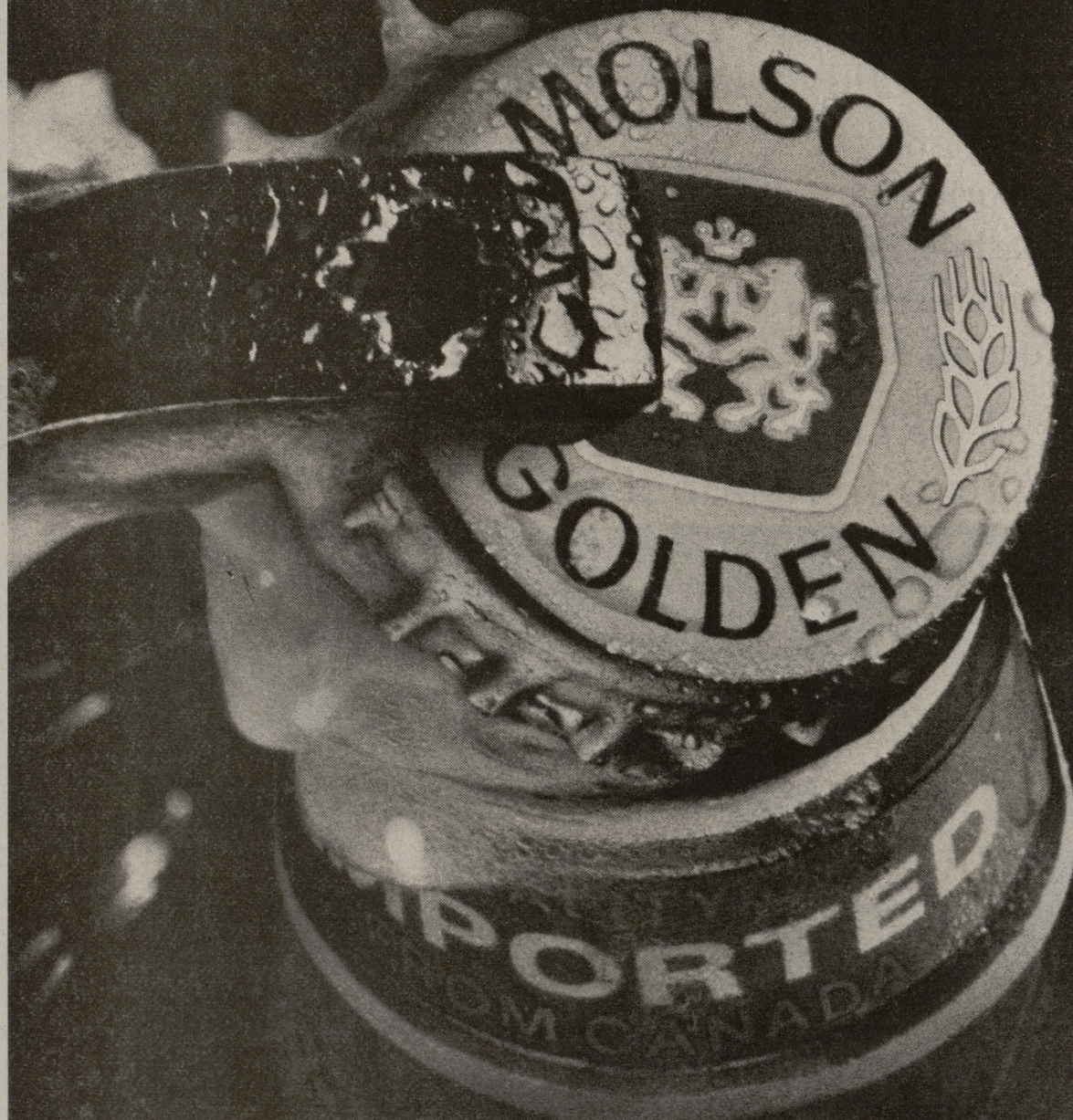
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