Progressive Phase Model on Attraction of Unionnization

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Abstract

This study defines and measures a multiphase model of unionization attraction in a large aerospace firm. The utility of the progressive phases is demonstrated by their capability for discriminating with 23 variables the propensity to join union organization and to distinguish regular variation on a continuum of 16 variables widely used to evaluate the quality of work organization. The analysis supports the notion of a stepwise movement from dissatisfaction to powerlessness to perceived instrumentality in strengthening union attraction and demonstrates concurrent validity of progressive phases associated with perceived quality of work organization. Although the levels and phases are progressively prepotent and antagonistic in predicting employee propensity to join union organization, different patterns and paths through the phases for individuals are indicated.

Keywords: Progressive Phase, Unionization Attraction, Strong Consistency,Asymptotic Normality.