

The Scanlon Plan A Frontier In Labor Management Cooperation

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The Scanlon Plan has outlived many fads and evolved through human relations thinking to organizational change and development to an ever increasing body of gain sharing literature. It remains a viable means to promote and reward labor-management cooperation and improve efficiency and competitiveness.

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This article examines the operation and effectiveness of the Scanlon Plan in a large manufacturing plant. The research combined a case-study approach with an interrupted timeseries design.

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