

⁸A. M. Carr-Saunders and P. A. Wilson, The Professions (Oxford: Clarendon Press, 1933); for a collection of writings on this subject see H. M. Vollmer and D. L. Mills, Professionalization: Readings in Occupational Change (Englewood Cliffs, N. J.: Prentice Hall, Inc., forthcoming).

⁹Howard S. Becker and James Carper, "The Elements of Identification with an Occupation," American Sociological Review, Vol. XXI (1956), pp. 341-48.

¹⁰Max Weber, The Theory of Social and Economic Organization, translated by A. M. Henderson and Talcott Parsons (Glencoe, Ill.: Free Press, 1947); see also Peter M. Blau, Bureaucracy in Modern Society (New York: Random House, 1956) and R. K. Merton, et al., Reader in Bureaucracy (New York: Free Press, 1952).

¹¹This research under Contract No. AF 49(638)-1028 has produced the following AFOSR reports to date: H. M. Vollmer, T. R. LaPorte, W. C. Pedersen, and P. A. Langton, Adaptations of Scientists in Five Organizations: a Comparative Analysis, 1964; Adaptations of Scientists in an Independent Research Organization: a Case Study, 1963; and A Preliminary Investigation and Analysis of the Role of Scientists in Research Organizations, 1962.

¹²A more detailed report of findings with regard to these adaptation mechanisms in a university research organization, an aerospace industrial research organization, a nuclear industrial research organization, a government defense research organization, and an independent research organization is presented in Adaptations of Scientists in Five Organizations, op. cit.

¹³F. J. Roethlisberger, "The Foreman: Master and Victim of Double Talk," Harvard Business Review, Vol. XXIII (1945), pp. 285-94; also D. E. Wray, "Marginal Men of Industry: the Foremen," American Journal of Sociology, Vol. XLIV (1949), pp. 298-301.

¹⁴W. G. Bennis, "The Social Scientist as Research Entrepreneur" Social Problems, Vol. III (1955), pp. 44-49; H. M. Vollmer, "Entrepreneurship and Professional Productivity Among Research Scientists" in Professionalization: Readings in Occupational Change, op. cit.
