

seven citations in the Table of Contents, Sir Macfarlane Burnett twenty-five; Albert Einstein nine and Sir Gustav Nossal ten. Discussing role models and heroes the Director is referred to in the following fashion:

The present Director is not seen so much as a role model for the budding young scientist in the Institute since, although he has had a distinguished scientific career, he is now seen mainly as a very skilled administrator and entrepreneur. He keeps the various factions in the Institute in a state of relative equilibrium; he brings home the bacon in the form of government and other funding; he keeps the name of the Institute before the international scientific community; he is adept at discerning where the new waves in immunological research are likely to break. He takes the organisation and administration of science very seriously and sees himself at the other extreme from what he calls the 'Darwinian' approach to the organisation of research (collecting a bunch of bright, competitive individualists and letting them go to it) [p.124].

It is of more than passing interest that the authors describe the formation of the joint venture company AMRAD, as an Australian government initiative. In fact AMRAD developed from a bold Victorian government initiative. Furthermore, that initiative is unlikely to have succeeded without the support and influence of Sir Gustav Nossal and the formal involvement of the Hall Institute. Similarly, much of the success of AMRAD to this point must be attributed to its first Chief Executive, John Stocker, who completed his Ph.D [in immunology] at the Hall Institute under the supervision of Gustav Nossal. Readers will realise that in March this year Stocker became Chief Executive of CSIRO. These are but two illustrations of the diffuse and powerful influences of the present Director and the Institute on Australian science — influences not well drawn out in this book.

Life Among the Scientists does not offer a great deal that is new to those who have a practitioner's knowledge of science and a general understanding of the Institute. The book will, however, provide fascinating and occasionally riveting insights for those with less familiarity. It is in no sense a criticism to say that this book will be of greatest value to that much wider audience of people who are simply curious about science and scientists.

Life Among the Scientists, draws a better than rough and ready boundary around science and the scientist and describes the Walter and Eliza Hall Research Institute in a most unusual and especially interesting way. In this case, the reader can be grateful that the illumination of science, the scientists and the Institute given by Charlesworth and his colleagues was not provided by the sharply focussed microscope — the less clinical, less focussed and less fixed approach adopted here offers a richness and a feel for the humanity of science and the Hall Institute that is the book's greatest strength.

Kevin Foley
CIRCIT, Melbourne

New Technology. International Perspectives on Human Resources and Industrial Relations edited by *Greg J. Bamber and Russell D. Lansbury*
(Allen and Unwin, Sydney), pp.xx + 267, \$24.95, ISBN 0 04 928060 0

This book is a collection of chapters, which were given in their original form, at the Seventeenth International Industrial Relations Association World Congress, held in Hamburg in 1986. The interests and emphasis of a special

study group, from which the book draws its contributors, was technological change. The subject is technological change and industrial relations, and the book is drawn together under the focus of industrial relations and human resource management (HRM). The book is divided into five parts: an introductory chapter, defining and outlining the key concepts; technological change, industrial relations and human resource management. Part II is titled 'From Industrial Relations Towards Human Resource Management' and provides some American case studies. Part III is concerned with 'Industrial Democracy and Employee Participation' and provides case studies and overviews from Germany, Australia, America and Europe. 'Managing Change and the Socio-Technical Approach'. Part IV presents the principles and some applications of the socio-technical approach from a Scandinavian and British viewpoint. The final part raises the issues of 'Gender, Structural Change, Skills and Labour Market Segmentation'.

The book is meant to provide an international perspective on the introduction of technology in the workplace under a human resource management approach, but it seems to lose its way, unsure of what its objective or message is. This may be the result of beginning as a collection of conference papers. This does not mean that the book completely fails; it provides a good general introductory overview of some of the issues, problems and concerns regarding the introduction of new technology in the workforce. However, as an examination of the implication of new technology for HRM it is not explicit or structured. Most of the implications are implicit or inferred or presented in a generalist fashion. The focus on HRM is not clear enough. There are also problems with choosing such a focus. HRM is not an analytical tool, it is a management strategy, albeit more consultative and participatory than many other management initiatives.

The analytical framework of the book is the socio-technical approach, with some lip service paid to labour process analysis. The structure of the book might have benefitted had the final two parts followed on from the introductory chapter, thus providing an explanation of the socio-technical approach and highlighting some of the broad issues. The issue of the power differential between labour and capital, and analysis of its implications, is not expressly formulated. However, this was not the prime objective of the book. The introductory chapter states that the chapters in the book are a reflection of the beginning of a movement away from old style industrial relations and practitioners towards the wider perspective of HRM. As Lansbury and Bamber state:

Thinking about management and industrial relations has been changing. It is now less influenced by labour history and institutional economics, and draws more on sociology, psychology and organisational behaviour.

The old style industrial relations practitioners were not asked to implement corporate strategies and to settle unanticipated disputes. Critics characterised it as reactive and operational, or tactical. HRM is meant to be more far reaching, embracing:

the whole range of recruiting, selecting, appraising, training, developing, educating, communicating with, rewarding, motivating, and retaining employees, together with such issues as incentives, quality of output and of working life, work restructuring, equal opportunities, health and safety, skill formation, team-working, flexibility, shaping the corporate culture and managing change.

In terms of HRM practitioners, if the book is trying to outline the issues they will have to take into account when assessing the implications of new

technology, industrial relations and workers, it is probably quite successful. It is a good general overview of the situation, if dated in some chapters. However, it does not explicitly utilise HRM principles to assess issues and events. Those not overly familiar with HRM could have benefitted with the provision of more examples and explanations as to the role of HRM in the introduction of new technology and analysis as to why HRM was chosen as a management strategy and whether it has been effective.

The book's focus seems to be more on new technology and union response. It provides a useful pointer to many of the important issues and an international perspective on how some of the issues and problems have been addressed. Its references provide many sources for any interested reader. Despite my criticisms, it is a worthwhile collection with a range of information for readers from different perspectives.

Sue Whyte

CIRCIT, Melbourne

***Against Method* by Paul Feyerabend**

(Verso Press, London and New York, 1988) pp.viii + 288, \$29.95, ISBN 0 86091 934 X

First published in 1974, in conjunction with *Science in a Free Society*, Feyerabend's idiosyncratic collection of letters and notes to Imre Lakatos (without reply) has appeared in revised form. The revision merges parts of *Against Method* and excerpts from *Science in a Free Society*, and involves the deletion of some old materials, updated materials, a new chapter on the trial(s) of Galileo (Chapter 13), and a new chapter on the notion of reality (presumably Chapter 20).

Feyerabend, especially through the text of *Against Method*, has a significant place in the history and philosophy of science. He has deserved this for his challenging rebuttal of rationalism. *Against Method* is still a challenge, and is a must on any reading list in the history and philosophy of science. This new edition provides the opportunity to re-read this major work some twenty years after its insertion into debate.

Feyerabend has worn the label 'anarchist' since *Against Method* first appeared, but a re-reading reminds us that Feyerabend, the anarchist philosopher of science, is a straw man. He repeatedly demonstrates his opposition to naive anarchism. By way of analogy, Feyerabend writes:

The wanderer uses the map to find his way but he also corrects it as he proceeds, removing old idealisations and introducing new ones. Using the map no matter what will soon get him into trouble. But it is better to have maps than to proceed without them. In the same way, the example says, reason without the guidance of a practice will lead us astray while a practice is vastly improved by the addition of reason. (p.241).

The overall purpose for Feyerabend is not to champion philosophical anarchism, but rather to argue and demonstrate that there is no single comprehensive rationality, no one scientific method.

Limiting myself to a few general thoughts that occur to me in the context of a re-read, I am struck that Feyerabend assumes the sciences already