scholars everywhere must be informed about relevant materials wherever they may be, so that they may work most efficiently both in their home countries and elsewhere.

While not all-inclusive—no single volume could be—the essays in this collection cover a great deal of ground. In her preface, Lynne Viola includes introductory notes for researchers; this is followed by Sheila Fitzpatrick's introduction, presenting an overview and critique of sources on the social history of the 1930s. The general section continues with an essay by Patricia Kennedy Grimsted on archival resources from the 1920s and 1930s, and a practical guide for historians on archival research in the USSR by Viola.

Moving to more specific topics, J. Arch Getty offers a guide to the Smolensk Archive, A. B. Bezborodov describes annual reports of industrial enterprises, and document series on collectivization and industrialization are provided by Viola and Lewis H. Siegelbaum respectively. Peter H. Solomon, Jr. discusses sources and finding aids for laws and administrative acts and S. G. Wheatcroft reviews statistical sources. Fitzpatrick covers newspapers and journals, and Solomon treats legal journals and Soviet social history. Getty describes Soviet city directories and their availability; three Soviet scholars (V. Z. Drobitshev, E. I. Pivovar, and A. K. Sokolov) discuss the study of sources for this period in conditions of perestroika; Hiroaki Kuromiya offers a guide to emigre and dissident memoir literature; and Mark von Hagen concludes with a note on military sources.

There are two sets of appendices, the first on national, republican, and regional newspapers and the second on stenographic reports of Party, Soviet, and other meetings. The volume concludes with a combined subject and name index.

No volume of this type is free of all errors, and a few can be found here. For example, the monthly bulletin Novaja sovetskaia literatura po obshchestvennym naukam. Istoriia, arkheologii i etnografii is described (on p. ix) as announcing Soviet Academy of Sciences publications, whereas it actually indexes and abstracts a very wide range of Soviet works from many publishers; the issuing body of this bulletin, the Soviet Academy's Institut nauchnoi informatsii po obshchestvennym naukam (INION), is also identified incorrectly as Institut nauchnoi issledovaniia obshchestvennykh nauk. (p. xi) These are small problems, however, and in no way diminish the value of the work. Throughout this volume contributors urge readers to consult specialists in libraries and archives, a recommendation seconded strongly by this reviewer: in this way errors can be corrected, gaps filled, and the burgeoning literature and new bibliographic developments in this field brought to the attention of researchers.

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In Workers in Stalin's Russia, Vladimir Andrle looks at "the pattern of political initiative and industrial response in the campaigning for labour efficiency" (p. 201) during Stalinist industrialization. Applying the categories of analysis familiar to industrial sociology to an array of non-archival sources, including management and trade union publications, Stakhanovite memoirs, and accounts from American engineers, he
brings a fresh perspective to bear on the Soviet factory and the social and political tensions that accompanied the industrialization drive. He argues that the methods employed in this drive—"taut planning" (i.e., unrealistic tempos) and mass mobilization—frustrated the consolidation of managerial authority and exacerbated the obstacles in Soviet industry to modern managerial strategies of mass production developed in the West. The political logic of mass mobilization, as well as the effort to find, in the absence of market criteria, effective managerial performance standards, left management politically vulnerable and contributed to its decimation during the Great Purges.

In chapter 1, Andrle provides a brief historical background to the "great breakthrough," and in chapter 2, a useful discussion of changes in the composition and living conditions of the working class during the 1930s. The core arguments of the book are found in its last three chapters, which deal, respectively, with the politics of management, industrial campaigns and shop floor culture, and Stakhanovism.

Andrle locates his discussion of these themes in the peculiar political and economic environment created in the factory by taut planning, which placed enormous pressures on all spheres of industrial production and was the source of managerial dilemmas and factory social tensions. Andrle presents a lucid discussion of the contradictions inherent in the attempt by managers to reconcile modern managerial strategies of Taylorism and functional management, the goals of which included production regularity and efficiency, with the demands and consequences of taut planning. How could inexperienced managers hope to turn the factory into a model of order and efficiency when the work force was poorly trained and ill disciplined, when the chaos of labor markets and politics of anti-bureaucratism made it difficult for managers to assert their authority, when machines were being over-utilized and under-repaired, when production assignments were being constantly changed, and when chaos reigned supreme in the supply of raw materials?

Starting from the premise that the labor process is "a socially organized activity which has a substantial degree of autonomy from political and economic conditions" (p. 121), Andrle also presents a compelling analysis of shop floor culture and its resilience in the face of managerial production strategies and state initiatives. He argues that interventions from above, in the form of norm review campaigns and mass mobilization drives such as socialist competition and Stakhanovism, were successful only insofar as they converged with the interests of different social, occupational, and generational groups on the shop floor. In the cases of socialist competition and Stakhanovism, Andrle discerns an "element of spontaneity" deriving from the ability of young workers to use these campaigns to force management to reallocate resources away from more entrenched older workers.

Ultimately, Andrle links his analysis of the social tensions of Stalinist industrialization to the broader political developments of the period. He argues that the convergence between the anti-bureaucratic politics of mass mobilization and the failure to formulate and assert adequate standards for judging managerial performance was central to the political and social dynamics reflected in and unleashed by the purges. For Andrle, Stalinist industrialization was not simply about the atomization of the working class and its retreat from state power into the protective space provided by the shop floor (as Donald Filtzer argues in Soviet Workers and Stalinist Industrialization: The Formation of Modern Soviet Production Relations [London, Pluto Press: 1986]). Instead, he asserts that the mass mobilization campaigns characteristic of industrial policy in the 1930s involved appeals to coherent factory social divisions and group interests whose support was crucial to the leadership's political and industrial strate-