The final section deals with retirement plans. The introductory chapter presents the public policy issues that encourage private plans and tries to introduce basic classification and terminology that are expanded in later chapters. Students need to be forewarned that everything will be thoroughly explained in later chapters. These chapters do provide extensive examination of pension plans. A major problem for an employee benefits course is trying to fit everything into a semester, but the authors have not held back and provide excellent text on profit sharing, 401(k), ESOP, nonqualified deferred compensation, 403(b) plans, individual retirement plans, executive plans, and administration of plans. At the end of the book, the authors recommend journals, loose-leaf services, and other books that are helpful in the study of employee benefits. The listing is very comprehensive and adds emphasis to the dynamic nature of a field that requires constant study.

In sum, the authors have made major changes not just in a technical sense, but in overall emphasis. The book has moved from an insurance perspective to an employee benefits one, which reflects the evolutionary process the academic field is experiencing. Also, as they intend, the authors do cover a broad spectrum of benefits that is applicable to any size firm and does delve into the design issues that are important to anyone working in this field. The authors have succeeded in their goal and, as a professor who teaches in this field, I highly recommend this text.

BOOK REVIEWS

Valuing Health Care, edited by Frank A. Sloan (Cambridge University Press, 1995).

Reviewer: Brenda P. Wells, University of North Texas

This book is a "must-read" for anyone seriously interested in the future of health care in the United States. *Valuing Health Care* provides a concise review of the existing research on cost-benefit and cost-effectiveness analyses of medical interventions. The book is well written and is well suited for an academic audience. The book guides the reader, whether an expert or a novice in the field of health care, in understanding the "state of the art" in cost-benefit and cost-effectiveness technology.

An especially endearing quality of this book is Frank Sloan's introductory chapter. This chapter doesn't just include an overview of the chapters to follow; instead, it shows the reader how the book is organized and provides suggestions as to where a particular reader might look given his or her interest in the subject of health care. For example, Sloan guides the reader who "just wants a quick discussion of some of the major issues" directly from Chapter 1 to Chapter 10 (with an appropriate caveat to follow).

The chapters in the book are written by experts from various fields—economics, mathematics, medicine, and psychology—thus providing a variety of perspectives about health care valuation.

The analysis of fundamental issues in cost-effectiveness/cost-benefit is followed by a discussion of the various avenues for deciding which medical programs to adopt. The next section addresses in more detail three selected topics related to cost-benefit/cost-effectiveness analysis: discounting future costs and benefits, statistics, and modeling the long-term effects of programs. Finally, the book concludes with a concise summary of the book's content.

Because many of the chapters are written by economists, readers with a strong economic background will probably gain substantially more knowledge than those with a limited knowledge of economics. In some areas of the book I was admittedly walking on unfamiliar ground because of my lack of medical knowledge. Yet the book does a nice job of summarizing important points in straightforward language, and allows the interested reader to understand the fundamental issues faced by each of the major parties in the health care system (patients, payers, providers, and the public).

Valuing Health Care imparts an important piece of wisdom: we have an awful lot to learn about how to measure the true benefits of a medical procedure. This book is an excellent place to begin the process of learning about cost-benefit/cost-effectiveness analysis.

BOOK REVIEWS

Causes of Death in the Workplace, by J. Paul Leigh (Quorum Books, 1995).

Reviewer: Steve Revenson, Richmond, Virginia

A very short and, if you are a devotee of old statistics, amusing book of 57 written pages drawing obvious conclusions, and an additional 271 laborious pages of admittedly outdated 1979 and 1986 statistics, studies, and customary text references.

The author, a recipient of federal research grants, attempts to make a case for the need of more federal funding of grants to further additional studies relating to workers' deaths and for additional federal laws mandating that workers be warned that employment may be hazardous to their health. Warnings would be on job applications, and the federal government would be required to send notices to individual workers. Obviously, the author is not a disciple of the terms "downsizing," "tax reduction," or "budget balancing."

Some data in the book are obscure or inaccurate. For example, the Bureau of Labor Statistics does not supply death rates for the occupation of "Womens Underwear," lawyers are most frequently murdered, and the "very hazardous occupation of Elephant Training" is not included in Supplemental Data System Statistics of the Bureau of Labor Statistics. Leigh's description of ironworkers as people who work at "dizzying heights" appears at discrepancy with traditional government and insurance industry guides to occupational classifications, and his suggestion that this occupation's 27 deaths "implies falls" is one example of the