Title	**Industrial Relations: Stress Induction or Stress Reduction?**
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Abstract	This Special Issue has been devoted to exploring the linkages between industrial relations and stress. Surprisingly little attention has focused on how workplace control and the potential for conflict between labor and management that is viewed to be inherent within organizations is associated with stress and strain (Bluen and Barling, 1988; Hartley, 1992). A review of much of the literature on occupational stress finds little mention of the labor relations climate; in fact, few reports even indicate whether the participants in the study worked in unionized settings, were members of unions, or were involved in union activities. It would appear, based on the research presented in this issue, that this may be a significant oversight in understanding the process of occupational stress. Before attempting to summarize the findings of the research reported here, it is important to note that the research was conducted in very dissimilar settings in five different countries (Canada, Israel, Netherlands, South Africa, and United States). The participants in the studies also differed in the extent of involvement in unions. The studies by Bluen and Edelstein, Heaney, Israel, Schurman, Baker, House, and Hugentobler, and Fried and Tiegs focused on rank-and-file members in unionized settings. On the other hand, Martin and Berthiaume as well as Nandram and Klandermans focused on union officials, and Shirom and Mayer included both rank-and-file and union officials. In addition, Burke's study examined physician's responses to their work and social/economic environment and Kelloway, Barling, and Shah examined administrators' (and one union official) responses to industrial relations stress events. Given the diversity of samples, the results are very coherent among themselves as well as with our current understanding of stress within the work environment.