

themselves to give accounts of their experiences in their own words, effectively impressing upon the reader the varied personal styles, thoughts, concerns, and orientations of the attorneys categorized as salaried professionals.

Spangler's data analysis shows that lawyers can and often do remain intellectually autonomous of the bureaucratic structure imposed for meeting the need to rationalize the business aspects of firms' operations. Conversely, she shows how the rise of the staff professional can also represent the subordination of a former elite to corporate or governmental entities. To account for these contradictory outcomes, she illustrates how, historically, professionals have often relied upon bureaucratic procedures to accomplish their ends in legal practice. Moreover, she contends that the organizational structures of the large corporate and governmental agencies in which lawyers work today are not inconsistent with organizational structures of large law firms of the past, when one frequent result of large numbers of lawyers working together in a firm was the development of a sharply-graded hierarchy of several classes of associates and several classes of partners in the firm. She therefore concludes that bureaucratic and professional elements may be successfully combined in structural arrangements which permit either their fusion or the accommodation of such structural patterns. Further, the employment of these professionals need not impose unmitigating restrictions on the essence of the work—use of their specialized knowledge in providing a service.

In the course of her analysis, Spangler investigates the lawyer-client relationship and the role each plays throughout the handling of the client's legal matter. One salient point concerns a change in the nature of much of the work performed by corporate lawyers, both those in firms retained by businesses and those employed as in-house counsel, from litigation to prophylactic law, which is in part due to increasing complexities in governmental regulations affecting businesses. Her further discussions in this regard include questions focused on the extent to which a lawyer is a vendor of services in a buyer's market. Themes of economic considerations are woven into her analyses of the strategies of the employing agencies in hiring and managing these professionals, as well as the motives behind attorneys' choices of working environments, and the manner and degree in which each participates in the structuring of the organizational milieu.

In her summary, Spangler (191) comments:

Certainly the history of the legal profession has been one of gradual changes rather than notable events. Perhaps one of the most significant changes in lawyer's experiences

is the transformation of a profession of independent practitioners into a profession of employees. In this development, lawyers greatly resemble doctors, and both are coming to be more like engineers, professors, clergy, and scientists—highly trained people who are answerable both to the canons of their profession and to the demands of their employers.

Arriving at the conclusion that attorneys pay much more attention to the substance of their work than to its organization, Spangler speculates on the possible future of law as a profession.

This book contains two appendixes, including a chapter on the solo practitioner in the legal profession to provide a vivid contrast to the experiences of salaried attorneys, and a listing of the interview questions used in the course of Spangler's study.

It is evident that the legal profession is transformed with changes in the employment status of lawyers, and Ms. Spangler has presented us with information which could provide the impetus for further exploration of the outcomes of a profession's responses to growth in the number of its members, to changes in work settings, to shifts in the nature of the work performed, and to the complexity of the economy of the societies in which professionals work. *Lawyers for Hire* should prove extremely useful to students of organizational behavior, organizational structure, business, economics, work and the professions. The book will certainly also be of interest to lawyers and anyone who is interested in the legal profession.

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Hua Wu Yin, *Class and Communalism in Malaysia*, London: Zed Books Ltd., 1983. 246 Pp. \$9.25 (paper)

Hua's book should interest all scholars of the sociology of development. This book investigates the continued repression in Malaysia and links it rather impressively to communalism. It includes a lengthy and comprehensive description of the significance of British imperialism, its relation to international dependency, and to present day communalism in Malaysia. In brief, the book adds much to the debate on dependency.

The first chapter is a useful and in-depth history of pre-colonial Malay society. Two significant points are that Islamic religious ideology was a crucial

component of the political process and that the feudal mode of production was built into the very essence of Malay society.

In chapter two, Hua explores how the growth of British penetration (beginning with the influence of Francis Light in 1786) laid the foundations for communalism in multiracial Malaysia. The evidence presented is elaborate but also overlapping at times. The primary argument begins with the insight that to preserve their presence, the British adopted the "divide and rule" strategy. The introduction of capitalism and a division of labor along racial lines prevented any form of unity among the peasants and also led to the grooming of a bourgeois class including Malays, Chinese and Indians. Hua sees this as a necessary strategy if the extraction of surplus from the peninsula was to continue. Most importantly, the British masqueraded their political and administrative control through the use of Malay puppet rulers.

Chapters three through five assess the events leading to anti-colonial movements and the transfer of power to the local ruling class. Hua illustrates the major institutional changes that followed the struggle for independence and offers an impressive list of evidence to support his description of the current class structure in Malaysia. While discussing the dependent nature of Malaysian society in relation to the metropolis, he points out that "the local ruling class continues to be dominated, because the pursuit of their own interests is circumscribed by the imperialist interest they serve. And while the neo-colonial situation exists, it is the workers and peasants who are exploited by the local and metropolitan ruling class" (111).

The division of the masses through communalism has prolonged the deprivation of democratic rights. The last part of the book focuses on this issue. Hua asserts that the New Economic Policy that was first promulgated in 1970, is another indication of the "institutionalization of communalism by the Malaysian state." Other indicators are the imposition of the Amended Internal Security Act authorizing arrests and detention without trial; the Printing Press Ordinance of 1971; and anti-labor legislation.

Class and Communalism in Malaysia is an excellent analysis of the socio-economic situation in that country. It sheds much needed light on the complex relationship between the domestic class structure and neocolonialism. On a much broader scale, it raises fundamental concerns about the nature of the international economic order.

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Sumil Kukreja

Helmut R. Wagner, *Alfred Schutz: An Intellectual Biography*, Chicago: University of Chicago Press, 1983. 357 Pp. \$15.95 (paper).

Wagner's contribution to the Heritage Sociology series, edited by Morris Janowitz, was published in paperback this year (1986). The book is a shortened version of the original "personal and intellectual biography" composed between 1974 and 1979, of which "about 20 percent" remains (xi). Even so, it is quite comprehensive, first tracing Schutz's life in broad overview, then focusing on details of the personal and intellectual relationships that he had with other scholars, and finally exploring the relationship of his work to that of Leibniz, Bergson, and especially Husserl. This comprehensiveness is the strength of the book. Nothing comparable has been provided anywhere else. I doubt, however, that any but the most committed social theorists and Schutzians have an interest in exploring the details. The most interesting parts of the book, the first on Schutz's life and the last on his uses of Leibniz, Bergson, and Husserl, will be of interest to those who only want a general knowledge of Schutz's work. The middle section, dealing with many predecessors, contemporaries, and successors of Schutz, drags. Its usefulness as an introduction to the American phenomenological dialogue has to be balanced against the repetition of its seemingly endless listing of names. Yet, on the whole, Schutz's criticism of objectivist sociology shines through the text.

The first part — "A Life of Intellectual Devotion" — explores Schutz's life course, dividing it into fourteen different stages. Wagner is not the first to note that Schutz's intellectual "life-plan" was designed and fulfilled with a very high degree of consistency. The "one single, ultimate, theoretical-philosophical purpose" informing his intellectual life was "the creation of a radically subjective sociology of understanding" (pp. 16, 115). This was so from his first synthesis of Husserl, Bergson, and Weber in *Der sinnhafte Aufbau der Sozialen Welt* (1932, translated in an English edition as *The Phenomenology of the Social World*, 1967), until his dying efforts to produce the outline of his philosophy that has been gathered into *The Structure of the Life-World* (Schutz and Luckmann, 1973).

The young Schutz attempted a clarification of Weber's methodological tenets for an "interpretive" sociology through the phenomenologies of Bergson and Husserl. His later intellectual projects were primarily concerned with using the insights of diverse philosophers and sociologists to extend and modify the original presentation of his ideas. In his busy and sometimes tumultuous life, Schutz started major projects (after completing *Der*