DON'T DISCLOSE IDENTITIES

From the beginning of these studies, the identities of the percents under study have been kept confidential. We look to wou to carry on this trust. Please guard the privacy of the cases involved by substituting fictitious names, or collegaments for real names.

QUESTIONNAIRE
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September, 1931

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Monday Feb., 11,1929

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Monday Feb., 11, 1929

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Monday Feb. 11, 1929

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Monday Feb., 11,1929

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Monday Fet., 11, 1929

INCOSTRUL REFERENCE

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Monday Feb., 11, 1929

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8.	What do you think has made it possible for you to increase your carnings since you have been on the test?
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Prestionners

OPERATOR #1

- Question #1: What responsibility rests on each girl at home?

 No excessive financial responsibilities, but has the house to take care of:
- Question #2: Does she contribute her entire earnings to the family budget?

 Most all of her money is turned in at home.
- Question #3: If not, approximately how much does she have for herself?

 Mother gives her what she needs, which is now greater as she is buying things for her hope chest.
- Question #4: Any domestic scruples at home which might react unfavorably?

 Nothing unusual. Have misunderstandings "the same as any other family, I guess."
- Question #5: What routine duties around the house are theirs?

 All the house work, as her mother has been operated upon and has been ailing for the past eight years.
- Question #6: If any, on which days do they perform them? (Anything of a strenuous nature, sweeping, washing, scrubbing, etc.)

 Prepares supper and does dishes and other work which keeps her occupied until eight or nine o'clock each evening.
- Question #7: How is time usually occupied between supper and bed time?

 Seldom has time for anything except on Wednesday Evenings and sometimes Saturday or Sunday Evenings.
- Question #8: Have they their own room, or do they sleep in a room with someone else.

 Has always slept alone until recently, when she had to share

her room and bed with an orphan cousin.

Question #9: Is their bedroom removed from any distracting street noises which might effect the sub-conscious? Have they gained or lost weight since being on test?

Bedroom fronts on Kedzie Avenue, but says she is used to the noises of the traffic.

OPERATOR #1 Cont'd.

Question #10: What are they most interested in doing outside of work?

In getting things ready for her coming wedding,

Question #11: Are their parents exacting in discipline?

Not unusually, "but when it comes to 12:00 or 1:00 o'clock, they call up to see why I'm not home."

Question #12: If given three wishes what would they be?

1. "I wish I were married now already, so that all the trouble and worry would be over."

2.

3.

Remarks: This operator thinks the rest periods are fine but that they should be of ten minutes duration. Thinks it will be fine if we reach the point where production is sufficient to warrant Saturday A.M. off. Says it will give her time to do her house work and then she can have the afternoon for herself.

- Question #1: What responsibility rests on each girl at home?

 None
- Question #2: Does she contribute her entire earnings to the family budget?

 Most all.
- Question #3: If not, approximately how much does she have for herself?

 Has two dollars a week to spend.
- Question #4: Any domestic scruples at home which might react unfavorably?

 None. Says the family gets along just like any other family.
- Question #5; What routine duties around the house are theirs?

 Washes the supper dishes.
- Question #6: If any, on which days do they perform them? (Anything of a strenous nature, sweeping, washing, scrubbing, etc.)

 On Saturday helps her mother with the house cleaning.
- Question #7: How is time usually occupied between supper and bed time?

 Says when she gets home at night she's most always too tired to want to do anything. Likes to go auto riding.
- Question #8: Have they their own room, or do they sleep in a room with someone else?
- Question #9: Is their bedroom removed from any distracting street noises which might effect the sub-conscious? Have they gained or lost weight since being on test?
- No noises bother her in her bedroom.

Sleeps in her own room.

- Question #10: What are they most interested in doing outside of work?

 Doesn't know of anything in particular she is interested in.
- Question #11: Are their parents exacting in discipline?

 No. "They used to be when I was younger, but not now."

OPERATOR #2 Cont'd.

Question #12: If given three wishes what would they be?

1. Would like to have a vacation each week (says about 1/2 day).

2.

3.

Remarks: "I supposes if you had a vacation each week, you'd want to be back at work."

This operator did not wish to talk freely, but had to be prompted in order to get her answers.

She thinks the rest periods are fine, but not long enough.

Question #1: What responsibility rests on each girl at home?

Father and herself have supported the family alone until recently when young brother started to work. (Father makes \$25.00 a week).)

Question #2: Does she contribute her entire earnings to the family budget?

Yes.

Question #3: If not, approximately how much does she have for herself?

Only gets money for herself by asking for it which is infrequently, as family is saving to buy a bungalow next spring.

Question #4: Any domestic scruples at home which might react unfavorably?

Nothing unusual. Has arguments with brother. Father never talks. Says what is necessary and that is all. Never talks to the children.

Question #5: What routine duties around the house are theirs?

Has some duties occasionally. Young sister goes to school and does most, but is not capable to relieve mother sufficiently. Does not like to see mother work hard, so helps her, although she is not supposed to. "Has one job already."

Question #6: If any, on which days do they perform them? (Anything of a strenuous nature, sweeping, washing, scrubbing, etc.)

Does her share of house work on Friday night. Then "can go home Saturday and the work is all done." Does her mother's shopping Saturday afternoons: always has.

Question #7: How is time usually occupied between supper and bed time?

Goes auto riding with sister and brother-in-law. Stays home mostly.

Question #8: Have they their own room, or do they sleep in a room with someone else?

Shares room with sister.

Question #9: Is their bedroom removed from any distracting street noises which might effect the sub-conscious? Have they gained or lost weight since being on test?

Is quiet in bedroom.

OPERATOR #3 Cont'd.

Question #10: What are they most interested in doing outside of work?

Visiting. Likes to go to see her grandmother.

Question #11: Are their parents exacting in discipline?

Very. Cannot have a door key. Must be in when told to. Cannot go out too many times in succession.

Question #12: If given three wishes what would they be?

1. Would like to see her mother get their bungalow.

2.

3.

Remarks: She thinks the rest periods are fine, but that it will be much better when they are longer or when there are more of them.

This operator seems to be concerned about everything in general, and while she claims not to worry, is ready to do anything with a willingness (in some cases eagerness) that seems to be born of a fear of the consequences, provided she didn't.

OPERATOR #4 -

- Question #1: What responsibility rests on each girl at home?

 Helps support the family.
- Question #2: Does she contribute her entire earnings to the family budget?

 Gives all of her money home, mother gives her \$2.50 each week for spending, and also buys her clothes. (Says she doesn't need that much money to spend.)
- Question #3: If not, approximately how much does she have for herself?
- Question #4: Any domestic scruples at home which might react unfavorably?

 None. Says father takes pleasure in doing things with the children, such as showing them how to fix things and do whatever they are interested in.
- Question #5: What routine duties around the house are theirs?

 Has the lighter work to do, such as dusting and straightening up, always done on Saturday afternoon or Sunday morning.
- Question #6: If any, on which days do they perform them? (Anything of a strenuous nature, sweeping, washing, scrubbing, etc.)
- Question #7: How is time usually occupied between supper and bed time?

 Likes to go to the movies and also does her mending and fancy work.
- Question #8: Have they their own room, or do they sleep in a room with someone else?
 - Sleeps with her sister.
- Question #9: Is their bedroom removed from any distracting street noises which might effect the sub-conscious? Have they gained or lost weight since being on test?
 - Noises do not bother her. Had lost, then gained weight on the test, when losing was on diet.
- Question #10: What are they most interested in doing outside of work?

 Likes nothing especially. "Just likes to take it easy around the house."

OPERATOR #4 cont'd.

Question #11: Are their parents exacting in discipline?

No

Question #12: If given three wishes what would they be?

1. I would like about two months vacation.

2.

3•

Remarks: Used to go to many dances but does not go now. Parents want to know why she doesn't go out more. Says she "can't understand her parents," they want her to go out and never bothered her about the time she used to come in. Says her girl friend's folks are different, "always bawling her girl friend out for being out late."

Question #1: What responsibility rests on each girl at home?

None. Does not live at home. Boards with friends.

Question #2: Does she contribute her entire earnings to the family budget?

Keeps all of her money except what is necessary to clothe her sister.

Question #3: If not, approximately how much does she have for herself?

Question #4: Any domestic scruples at home which might react unfavorably?

Question #5: What routine duties around the house are theirs?

Does no more than make her own bed.

Question #6: If any, on which days do they perform them? (Anything of a strenuous nature, sweeping, washing, scrubbing, etc.)

Question #7: How is time usually occupied between supper and bed time?

Does her washing and mending, visits friends and likes to dance.

Question #8: Have they their own room, or do they sleep in a room with someone else?

Has her own room and sleeps alone.

Question #9: Is their bedroom removed from any distracting street noises which might effect the sub-conscious? Have they gained or lost weight since being on test?

Bedroom is quiet. People she lives with own their home which is located in Elmwood Park, a suburb northwest, and is a very quiet community. Has lost then gained weight on test.

Question #10: What are they most interested in doing outside of work?

Taking care of her lodge work and visiting.

Question #11: Are their parents exacting in discipline?

Parents are in Norway. Father was sick last spring, which was the first time in his life. Is better now and is 73 years old. Has mother, brother and sister at home, and a married brother, all in Norway.

OPERATOR #5 Cont'd.

Question #12: If given three wishes what would they be?

- 1. Health
- 2. Would like to take a trip home at Christmas time.
- 3. Perhaps will get married and take a wedding trip to Norway next spring. (Not a direct wish, but and expression.)

Remarks: Is perfectly satisfied with her work and conditions in general.

Likes "the way things are going" and appreciates her place.

Polish

¥.32

Brown hair - Good looking

Reserved

Likes to be noticed

Engaged 7/11 (Ring)

Sees beau 3 times per week.

Sensitive (noises), temperamental, (Mother same way)

Doesn't show much interest in test, mind off work somewhat.

UNIVERSITY OF WISCONSIN - MILWAUKEE

Polish

Yrs.

Brown hair - Good looking

Not much color.

Vivacious. Bordering on boldness.

Not timid. Ready to talk.

Expert operator

Erratic

Likes attention

Moody

Shows interest in test

Polish

2+ Yrs. \$.33

Blond - Very pleasant

Nervous temperament

Shows interest

Rather vivacious

Asks more questions than others,

ready to do anything willingly.

1

<u>3 Yr</u>s.' \$.3'

Dark hair, eyes and skin.

Stolid, Bashful, very quiet.

Not nervous.

Very steady, plodding type.

Stays home.

Shows interest.

Brighter than she looks.

Good natured.

OPERATOR #5

(

Norwegian

1/2 Yrs.

\$.32

Reddish Blond

Seldom takes time out for "Personal"

Talks very little

Pleasant

Shows interest

F

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	NAME DATE
, . · · · · · · · · · · · · · · · · · ·	Since the test began have you changed your habits in the following:
	1. In general health do you feel the same better or worse ? Ans.
	2. How about the amount of vegetables you now eat? Ans.
	5. How about the amount of fruit you now eat? Ans.
· · · · · · · · · · · · · · · · · · ·	4. Do you drink the same exount of water? Ans.
	5. Do you drink the same amount of milk? Ans.
	6. Do you sleep the same number of hours?
	7. Have there been any changes in the way you spend your evenings? If so, what?
	8. What do you think has made it possible for you to increase your earning singe you have been on the test?
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الإمال	DE-US
1.	Which place do you like to work in better, regular department or test room?
	And
2.	May?
	ANS.
5.	That do you dislike about test room?
٠.	And
4.	Do you like being questioned?
-	
5.	Do you get any comments from the girls in the regular department?
	Ane
6.	Are test girls all friendly?
*	Asso
7.	Do you like freedom to talk?
	Asso
8.	De you like additional meney?
•	Alte-
9.	Do you like to have people come into the mean where you are working
	And the second s
10.	Is Moise ebjectionable?
	And
n.	Do you like the small mag?
	And
12.,	Did you like the Gong Boss?
	Ans.

#

15.	Bid you like the Foremen?
,	And
14.	De you like a large room?
	Anse
15.	Have yet ever worked for any ether occupany?
	Ans
16.	How do conditions here compare with those under which you worked?
	Ans.
17.	Mry does output Austrate on different days?
	Abs.
18.	Why is Monday's output low?
	Anso
19.	Why is Saturday's output low?
,	ÅTS.
20.	that eased output to go up in the test room?
. 4	Anse
21.	Which do you like better, a max or weman supervisor?
	Ans

1 - Novelty:	new each period,	hat you were being given something and each day, have anything to do ed efficiency? How much?
2 - Increased		ch has increased earnings to do our increased efficiency?
3 - Attention	being given you:	You have been the center of attention by a number of people among them Prof. Turner, Dr. Mayo, Mr. Pennock and others you know. How much of your increase in efficiency can you say was due to this attention?
4 - Separated:	This has made i such as is pres	n a small group by yourselves. t possible to have less confusion ent in a large open department. is worth to you in increasing your
5 - Your Boss:	Your supervision regular departm	oft pretty much to yourselves. In has been different than in the ent. How much has this helped mg your efficiency?

6 - Of the things listed above, and any others of which you can think, which had the most to do with giving you an added interest in your work. Think hard about this one and try to put down just what it was as nearly correct as you can judge.

Now, after you have gone through these questions and have had time to give them some thought, I am going to ask you to vote for your favorite or first choice.

Then, when you have made your first choice, pick out your second, and third and fourth, and so on down to your last choice.

Novelty
Earnings
Attention
Small Group
Your Boss
Interest

- Did the thought that you were being given something now took ported, and each day, have snything to do with your increased efficiency? How much? "Yes, the thought of having nemething new once in a while increases by efficiency." "Yee, considerably." "It beloed me. It made me feel like working." "Yes, it has pretty much to do with my efficiency." ****** "by knowing that I would be given something new would make work more interesting and also would increase my efficiency." 2 - Increased Berninge: Now much has increased cornings to do with your improused officiency? "The introduct cornings increased my officiency." "Your much. Just like milk from contented cover." "To don't have to work so hard and our exemines are increased." "It has a lot to do with my increase in officiency." "Increased causing lessens my financial werrice and mables me to work better." "By knowing that the persentage I make would not be paid mong some that do not ours to work has in-
- S Attention being given you: You have been the center of attention by a number of people tuning them Frof. Turner, Dr. Maye, Mr. Pennock and others you know. How much of your impresse in efficiency on you say was one to this attention?

creased the efficiency."

: "The difference of the people helped sens in my increase of efficiency."

"Regardless of that, I maintained a steady pace." "It didn't make much difference." "It has a little to de with my efficiency." 4 - Separated: You have been in a small group by yourselves. This has made it possible to have less confusion such as is present in a large open department. How much was this worth to you in increasing your efficiency? "Being in a small group by ourselves increases my efficiency." "It has excessaged me. I received greater returns for my work." "The small group of girls doing as we please." "This was worth very much to my increase in efficiency." "Then I work in a small group, I don't feel as though I am working for semebody who does not went to work." "by knowing from one day to exother that I would be weeking in the sens group and doing the sens work has increased my efficiency." You have been left pretty much to yourselves. Your 5 - Your Bess: supervision has been different than in the regular department. Now much her this belyed you in inereasing your officienty? "The idea of being left to cursalves increases efficiency." "Noliced of moutal processe, sexual by the processes of a boss." "I could work much better."

"It has helped my a great deal."

"I can work much better where I don't have somebody watching and bossing me."

"By knowing that I would not be reminded every merning about not making a certain output."

6 - Of the things listed above, and any others of which you can think, which had the most to do with giving you an added interest in your work? Think hard about this one and try to put down just what it was as nearly correct as you can judge.

"The one that added interest in my work is being in a small group by ourselves."

"The fact that we were separated has made me feel that there is an even amount of ecoperation."

"The small group of girls."

"Sociability of the gang. hall group."

"By working in a small group and not having a boss watching me all the time."

"by working in a small group."

Now, after you have gone through these questions and have had time to give them some thought, I ma going to ask you to vote for your favorite or first sholes.

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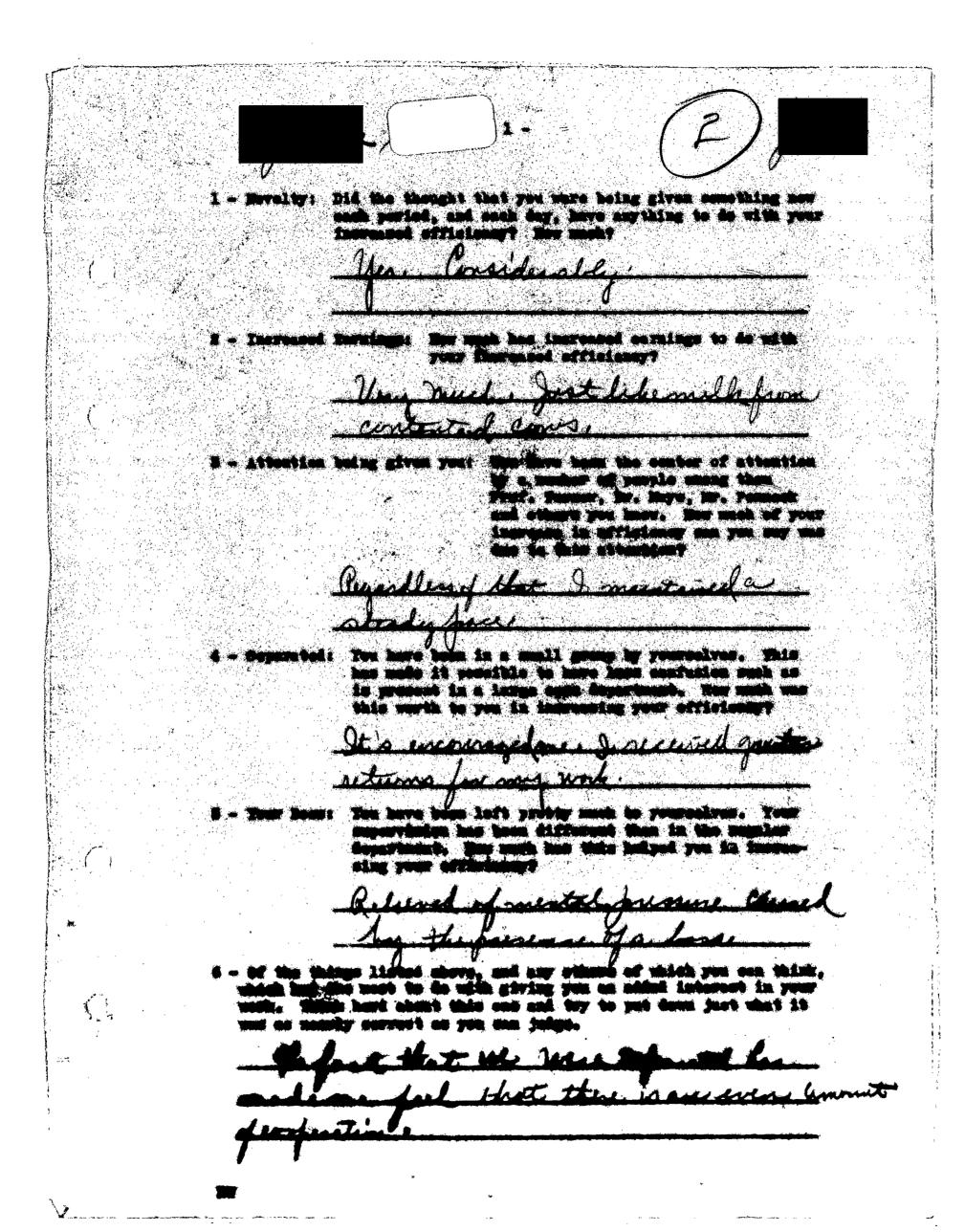
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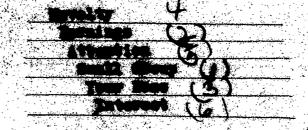
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1 - Nevelty: Did the thought that you were being given something new seek period, and seek day, have emything to do with your increased efficiency? How much? - Ingressed Barrings: New back has impressed earnings to do with your increased afficiency? 5 - Attention being given your You have been the center of attention by a member of people mong them Prof. Turner, Dr. Maye, Mr. Person kand others you know. Her much of your increase in officionar am you say was due to this attention? - Separated: You have been in a small group by yourselves.
This has made it possible to have less confusion such as is present in a large open department. How much was this worth to you in increasing your officiency? 5 - Your Bees! You have been left pretty much to yourselves, Your supervision has been different than in the regular department. Non much has this helped balan your affiltiment yet in ime

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By knowing that I would be given remething new would make work more intresting and also would increase my efficiency

2 - Increased Earnings: How much has increased earnings to do with your increased efficiency?

By knowing that the percentage I make would not be paid among some that do not care to work has invessed the efficiency

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Prof. Turner, Dr. Mayo, Mr. Pennock and others you know. How much of your increase in efficiency can you say was due to this attention?

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By knowing from one don't another that I would be working in the same group longthe same has increased fele efficiency

5 - Your Boss: You have been left pretty much to yourselves. Your supervision has been different than in the regular department. How much has this helped you in increasing your efficiency?

By knowing that I would not be reminded every morning about not making a certain output

6 - Of the things listed above, and any others of which you can think, which had the most to do with giving you an added interest in your work. Think hard about this one and try to put down just what it was as nearly correct as you can judge.

By working in a small group

Now, after you have gone through these questions and have had time to give them some thought, I am going to ask you to vote for your favorite or first choice.

Then, when you have made your first choice, pick out your second, and third and fourth, and so on down to your last choice.

Novelty
Rarnings
Small Group
Your Boss
Interest

That type relays do you prefer to need
let choice ______

Ind choice _____

Tri choice _____

	id the thought that you were being given something or each period, and each day, have anything to do ith your impressed officiency? How much?
8 - Increased 1	undings How such him ingressed carmings to do with your ingressed africamen?
	Man given your You have been the desirer of attention by a number of people small than Prof. Turner, Dr. Mayo la. Present others you know. How seems of your increase in afficiency on you say was due to this attention?
4 - Separatel	for here been in a small group by yourselves. This has made it possible to have less confusion such as is present in a large open department. Now much was this worth to you in increasing your afficiency?
5 - Your Reset	You have been left protty much to yourselves, Your supervision has been different than in the regular department. How much has this helped you in impressing your officiency?

6 - Of the things listed above, and any others of which you can think, which had the most to do with giving you an added interest in your work. Think hard about this one and try to put down just what it was as nearly correct as you can judge.

Now, after you have gone through these questions and have had time to give them some thought, I am going to ask you to rote for your favorite or first choice.

Them, when you have made your first choice, pick out your second, and third and murth, and so on down to your last choice,

Revelty

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Small Group

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3 harden

September 11, 1981.

DON'T DISCLOSE IDENTITIES

From the beginning of these studies, the identities of the persons under study have been kept confidential. We look to you to carry on this trust. Please guard the privacy of the persons involved by substituting fictitious names, or cade symbols for real names.

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	Anna No. See		Arried Names	01		Lio Sant
I.		-	Pull Fresh	1	* 1 8	
	-		4180 Step		4 4 4	
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VI.			AND ONLY			()

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Operator No.

Date Sept. 11, 1931

Which of the following working weeks do you prefer? Also indicate second, third, fourth, fifth and sixth choice.

	Hours. Per Day	Days Per Week.	Period Feature Choice
I.	8 Hour Day	4 1/2 Day Week	Fri. P.M. & Sat 5. A.M. Off 4:15 Stop
II.	8 Hour Day	5 Day Week	Sat. A.M. Off _ 3 4:15 Stop
III.	8 3/4 hour day	5 Day Week	Sat. A.M. Off - 2
IV.	7 3/4 hour day	5 1/2 day week	4:00 Stop -
Ψ,	8 1/4 hour day	5 1/2 day week	4:30 Stop - #
VI.	8 3/4 hour day	5 1/2 day week	Full Week - /

Operator No. 2

Date Sept. 11, 1931.

Which of the following working weeks do you prefer? Also indicate second, third, fourth, fifth and sixth choice.

			_	
	Hrs. Per Day	Days Per Week	Period Feature	Choice
ï.	8 3/4 hour day	5 day week	Sat. A.M. Off -	100
II.	8 hour day	5 day week	Sat.A.M. Off 4:15 Stop	2=5
III.	8 hour day	4 1/2 day week	Fri.P.M. & Sat A.M. Off 4:15 Stop	6 5/2
IV.	8 3/4 hour day	5 1/2 day week	Full Week -	3 <u>20</u>
٧.	8 1/4 hour day	5 1/2 day week	4:30 Stop -	y the
VI.	7 3/4 hour day	5 1/2 day week	4:00 Stop -	والمستحدث

Operator No. 3

Date Sept 11, 1931.

Which of the following working weeks do you prefer? Also indicate second, third, fourth, fifth and sixth choice.

į	Hrs. Per Day	Days Per Week	Period Feature	Choice
I.	8 3/4 hour day	5 1/2 day week	Full Week -	1
II.	8 1/4 hour day	5 1/2 day week	4:30 Stop -	4
III.	7 3/4 hour day	5 1/2 day Week	4:00 Stop -	5
IV.	8 3/4 hour day	5 day week	Sat.A.M. Off -	2
٧.	8 hour day	5 day week	Sat.A.M. 0ff 4:15 Stop	2
vi.	8 hour day	4 1/2 day week	Fri.P.M. & Sat A.M. Off 4:15 Stop	

A. S.

		. /	
Operator	1	4	
Oberg 101.	THE STREET	all burns are	المراجعة فالمتاركة والمتاركة

Date Sept 11, 1921.

Which of the following working weeks do you prefer? Also indicate second, third, fourth, fifth and eight choice.

	Hours, Per Day	Days For Wook.	Period Feature	Choise
I,	8 Heur Day	4 1/2 Day Week	Fri. P.H. & Set. A.H. OFF 4115 Ste	6
n.	8 Rour Deg	5 Day Week	Sat. A.M. Off 4:15 Stop	· 2
III.	8 5/4 hour day	5 Day Week	Sate A.N. Off	* /
17.	7 5/4 hour day	5 1/2 day week	4100 Step	* J
7.	8 1/4 hour day	5 1/2 day week	4130 Step	- 4
VI.	8 5/4 hour day	5 1/2 day week	Full Wook	* 3

HEAT TEST STUDY

Operator No.

Date Let 11, 1931.

Which of the following working weeks do you prefer? Also indicate second, third, fourth, fifth and sixth choice.

	Hree Per Day	Days Per Week	Period Feature Choice
I.	8 3/4 hour day	5 day week	Sat. A.N. Off + 2
II.	8 hour day	5 day week	Sat.A.N. Off 4:15 Step - 3
III.	8 hour day	4 1/2 day week	Tri.P.N. & Set. /
II.	8 5/4 hour day	5 1/8 day week	mai week - 6
v.	8 1/4 hour day	5 1/8 day week	4:30 569 -4
VI.	7 5/4 hour day	5 1/2 day week	4100 Step - 5

Operator No. LAYOUT OPS

Date Let 11, 1931

Which of the following working weeks to you prefer? Also indicate second, third, fourth, fifth and sixth choice.

·:	Hra. Per Day	Days Per Veck	Period Feature	Choise
1.	8 3/4 hour day	5 1/2 day week	Pull Week -	4
II,	8 1/4 hour day	5 1/2 day week	4:30 Stop +	6
III.	7 5/4 hour day	5 1/2 day Week	4:00 Stop -	5
IV	8 3/4 hour day	5 day week	Sat.A.W. Off -	3
7.	8 hour day	5 day week	Sat, A.N. Off 4:15 Stop	1
YI.	8 hour day	4 1/2 day week	Pri.P.M. & Sat.	- 2

F- .