

Individual Case
Study
Mica Spitting Op
1929-1930

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 code symbols for real names.

5/11
OPERATOR NO. 5.
MICA GROUP.

Factors which influence the individual's performance and which are reflected in the curves of the total weekly production and percentage of efficiency.

Operator No. 5 - Restrained by severe parental discipline, especially from her mother. Mother acquires her entire pay, and allows her a meager amount for spending. She is moody and emotional. Has two dollars taken out of her pay each week as a savings in the Ready Money Plan. Would like to increase same to five dollars a week "if Mother wouldn't find out," but is afraid Mother will find out."

Is subscribing to five shares of A. T. & T. which her father, more sympathetic than her mother, assures her will be hers when they are paid up.

Mother wants to return to Austria where this operator was born. Wants to take the father and younger brother, leaving operator here to work and send Mother her money. Mother removed her from school when in the seventh grade. Has sister in second year high school, whom the mother says will have to discontinue as she is "too big to go to school!" Was laid off during the slack period after working six months. Has a total length of service of one year and six months. Is eighteen years of age; has worked on Mica a total of one year and four months.

The following comments indicate the severeness of her mother's discipline:

June 18, 1929. "My Mother bawled me out for coming home early Monday. My Mother said that it was too bad that overtime was discontinued as I would be more of a bother around the house."

July 6, 1929. "My Mother was sore this morning. She wanted to know how much money I was going to bring home today and why I didn't bring home as much as I used to. She knows I'm not working overtime and I've been working hard lately. She said I have too much money taken out of my pay. The more money she gets, the more she wants. My brother, my dad and I give her our pay checks, but when I want a new dress or a pair of stockings, she won't give me the money. She says I don't need them. She's told me before if I didn't like it at home I could pack my things and go. The next time she tells me that I'm going."

August 12, 1929. "My Mother is always hollering at me not to go out and that I ought to stay home nights. She knows where I go and I don't stay out late. She makes me sore."

August 19, 1929. On Saturday, August 17, 1929, Operator No. 5 left home and is now living with a girl friend. There are several noticeable differences in her routine and conversation since leaving home. When living at home, she was not allowed to sleep on Sunday morning; her mother making everyone in the family get up at 7:00 A. M. Now she sleeps until 8:00 or 8:30 A. M. on Sunday. When she was living at home she talked considerably to Operator No. 4 about the family and things they did or incidents occurring around the home. Since leaving home she does not talk about home life but talks more about shows, dresses, etc.

August 22, 1929. She went home last night to get the rest of her belongings and stayed all night. Her mother indicated that she was angry at [redacted] and the reason she picked on her was that she didn't want [redacted] to go with the fellow she has been going with. [redacted] says, "My father told me to go if I wanted to, as he was tired of hearing the same arguments all the time. My mother said the whole bunch could leave if they wanted to. The trouble with my mother is, she listens to every thing the neighbors have to say and then she starts picking on me. If I stay out until eleven o'clock she wants to know where I was, what I was doing, etc, and if I tell her, she doesn't believe me anyway."

September 2, 1929. [redacted] remarked that she was home over the week-end and her mother was crabby as usual. "My Mother asked me for my pay check; she said she was broke and needed some money over the holiday as my dad doesn't get paid until Tuesday." Operator No. 4 asked, "You didn't give her your check, did you?" Operator No. 5 replied, "Yes, I did. I told her I have to pay for my board, and for food, but that I would loan it to her. I'm kind of sorry I did it now because she wont pay me back. The only reason I gave it to her is because I had thirty dollars left from last week."

September 12, 1929. "No matter where you are, there is no place like home."

Operator No. 5, "Then you said it."

Operator No. 4, "You don't have to be home at eleven o'clock any more, do you, [REDACTED]"

Operator No. 5, "No, but I haven't got a key."

September 19, 1929. "In two more weeks I'll have one hundred twenty dollars. When I saw other girls with five or ten dollars I thought, 'Gee, where did they get all the money'. I have nothing to spend my money for. I have everything I need."

Favorable Comments of 5m, Apr. No. 5

(1)

	WEEK ENDING	1	2	3	4	5	6	7	8	TOTAL	
1928	12-8								1		
	12-15						1	11			
	12-22							1			
AT HOME	1-12							1			
10-22-28	2-2					1					
To	2-23							1			
8-17-29	3-30							1			
	4-20				1			1			
	5-4			1			1				
	5-11							1			
	6-1							1			
TOTAL				1	1	1	2	9	1	15	
AVER.										1.36	
	8-24		1		1						
AWAY	9-14		1								
FROM	9-21		1		1						
	10-19							1			
HOME	11-9							1			
8-19-29	12-14	11	1								
To	12-28	1						1			
12-28-29											
TOTAL		3	4		2			3		12	
AVER.										1.71	
	1-11							11			
BACK	1-25							1			
HOME	2-1							1			
12-30-29	2-8				1						
To											
2-1-30											
TOTAL					1			4		5	
AVER.										1.25	

Favorable Comments of ^{5/11/22} - Fr No 5
(2)

1. Regarding Returning home (on better terms with mother, parents with her to return home, father wishes to purchase fur coat for her.)
2. Left home (sleep longer, more spending money, own pay check, own bank account, no housework or sewing, more freedom, better satisfied.)
3. Father sanctioned purchase of coat and she could keep pay check to pay for it.
4. Happy + feeling good.
5. More freedom in test room regarding talking than in old dept.
6. Subscribed for Ready Money Plan (glad)
7. Felt like working (likes job, worked hard, going pretty good etc.)
8. Hourly rate increased.

Unfavorable Comments of ... 5m, Apr No. 5

3

	WEEK ENDING	1	2	3	4	5	6	7	8	9	10	11	TOTAL
1928	11-3									1			
	11-10					1						1	
	11-17								1				
AT HOME	11-24										1		
	12-8											1	
10-22-28	12-15							1					
To	12-22										1	1	
	12-29						1					1	
8-17-29	1-5					1							
	1-12											1	
	1-19										1	1	
	1-26				1	1		1	1				
	2-2								1				
	2-9										1		
	2-16							1					
	2-23						1			1			
	3-2								1				
	3-9								1	1			
	3-16						1		1		1		
	3-23										1		
	3-30								1			1	
	4-6					1		1					
	4-20			1									
	4-27								1				
	5-4								1		1		
	5-25						1			1			
	6-1									1			
	6-8		1						1				
	6-22					1						1	
	6-29						1						
	7-6					1	1						
	8-10					1	1		1				
	8-17					1							
TOTAL AVER.			1	1	1	9	8	4	15	5	7	9	1.82

Unfavorable Comments of

SM, Jpn No 5

(4)

WEEK	1	2	3	4	5	6	7	8	9	10	11	TOTAL
ENDING												
AWAY					1							
FROM					1							
HOME				1				11				
8-19-29				1		1						
9-21												
9-28								1			1	
TO						1		1				
10-12												
10-19										1		
10-26	1			1								
11-2				11				1				
11-9								11			11	
11-16			11			1						
11-23	1							1				
11-30								111	1			
12-7		1										
12-21	1											
12-28								111				
TOTAL	3	1	2	5	2	3		14	1	1	3	35
aver.												2.19
BACK												
HOME												
12-30-29						11		1			1	
2-1						1				1	1	
2-8-30						1		11			1	
TOTAL						4		3		1	3	11
AVER.												3.67

1. Regarding mother & conditions at home.

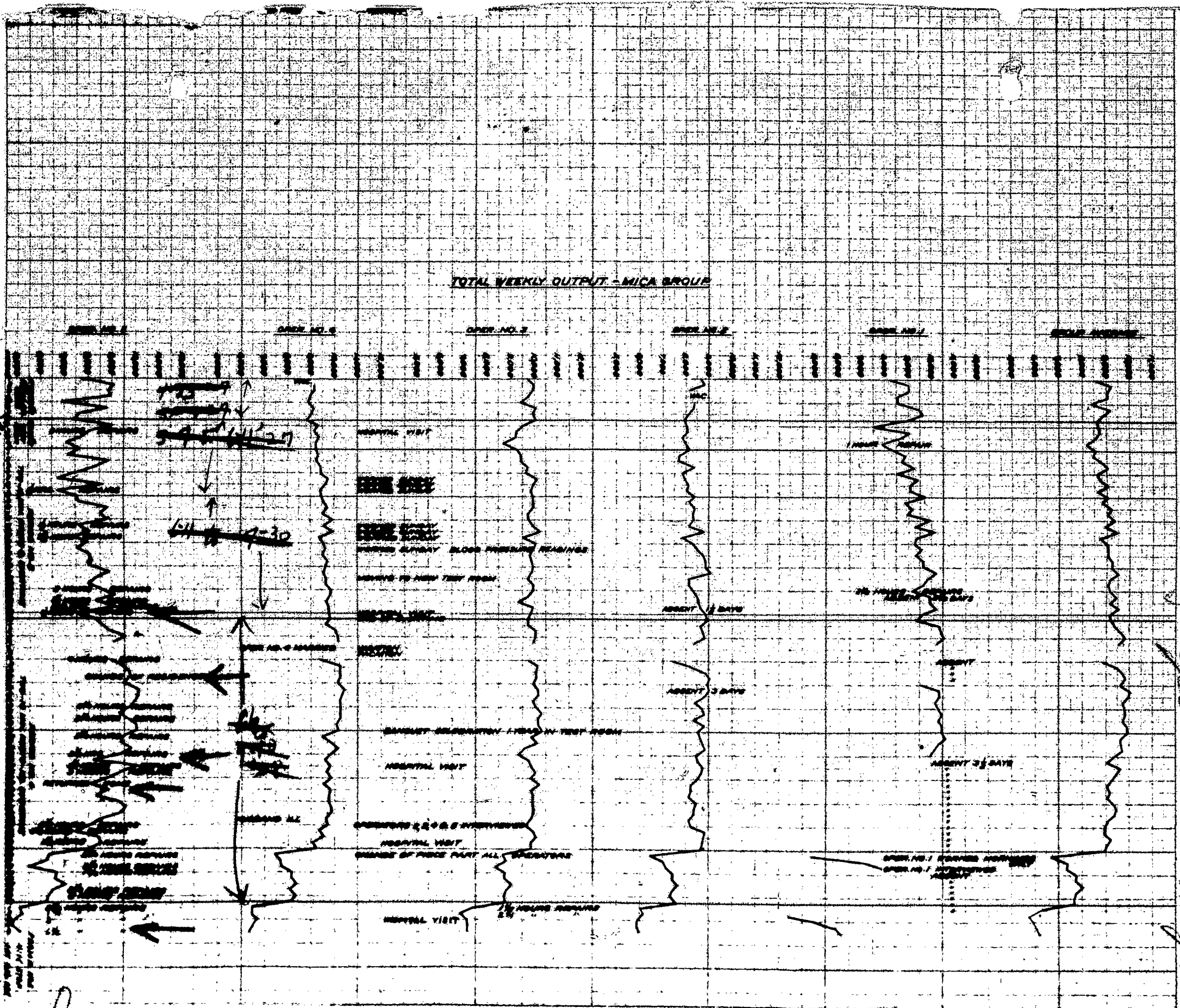
2. Regarding Hospital Visit

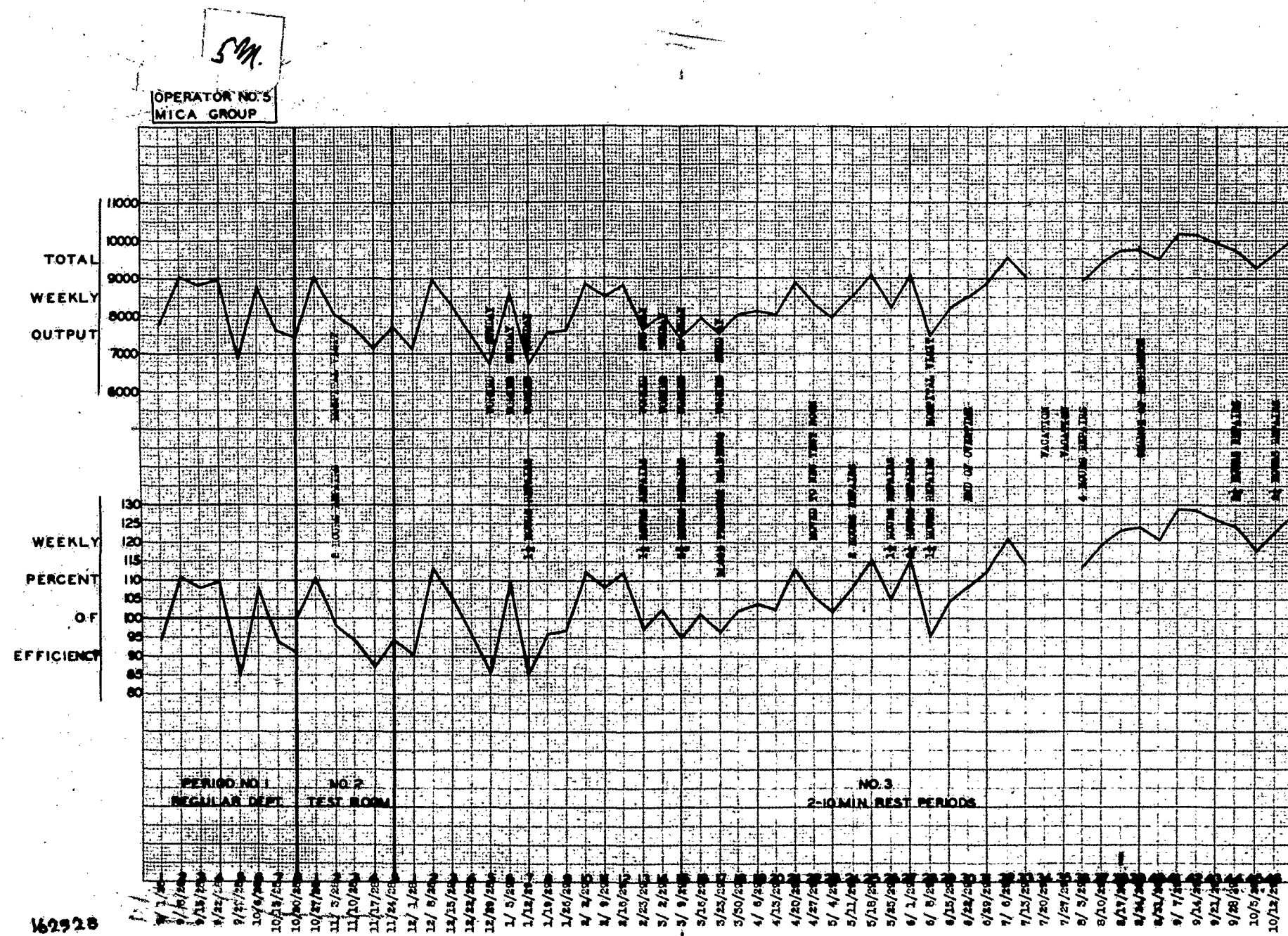
3. Ill disposed (angry or ill tempered, brooding)

4. Complained that the day seemed long.
5. Mother (arguments at home, taking pay checks, bawled out at home, objected to boy friend).
6. Tired
7. Fear of Mother (taking Ready Money Plan, increasing R.M. plan and taking vacation).
8. Unable to work (couldn't work, don't feel like working, day dreaming etc).
9. Referring to output rejections (crying, upset & nervous, unable to work after rejections etc.)
10. Headaches
11. Colds and other sickness.

[illegible]

22

[illegible]



OPERATOR#5
MICA GROUP

