

Objects of the Taylor Society Incorporated

The objects of this Society are, through research, discussion, publication and other appropriate means:

1. To secure—for the common benefit of the community, the worker, the manager and the employer—understanding and intelligent direction of the principles of administration and management which govern organized effort for accomplishing industrial and other social purposes.
2. To secure the gradual elimination of unnecessary effort and of unduly burdensome toil in the accomplishment of the work of the world.
3. To promote the scientific study and teaching of the principles governing organized effort, and of the mechanisms of their adaptation and application under varying and changing conditions.
4. To promote general recognition of the fact that the evaluation and application of these principles and mechanisms are the mutual concern of the community, the worker, the manager and the employer.
5. To inspire in labor, manager and employer a constant adherence to the highest ethical conception of their individual and collective responsibility.

Membership

The membership of the Society comprises Members, Junior Members, Honorary Members, Life Members, Firm Members, Contributing Members and Student Associates. Application for membership should be made on a regular form which may be secured from the Society. New members may be elected directly to the grades marked*.

1. ***Member:** An individual interested in the development of the science and the art of management as engineer, executive, operative, scientist, investigator or teacher. Minimum age 28. Initiation Fee, \$15. Annual dues including subscription to the Bulletin, \$20.
2. ***Junior Member:** A younger member. A Junior Member may become a Member without payment of additional initiation fee at 28 years of age and must change to Member at 30 years. Initiation Fee, \$5. Annual dues including subscription to the Bulletin, \$10.
For any of the above grades a person engaged in educational work, state service, government service or the service of any other non-commercial enterprise of an eleemosynary nature shall pay one-half the initiation fee and one-half the annual dues of the grade to which elected.
3. **Honorary Member:** A Fellow, over 50 years of age, who has rendered exceptionally distinguished service in the advancement of the science and the art of management.
4. ***Life Member:** Any Fellow or Member who has prepaid all dues by the payment of \$500.
5. ***Firm Member:** A firm or organization interested in the advancement of the science and the art of management which desires to make the service of the Society available to members of its organization. A firm member designates two representatives (who may be changed from time to time at the organization's discretion) who have all the rights and privileges of membership except the right to vote and to hold office. Annual dues, including two subscriptions to the Bulletin, \$40.
6. ***Contributing Member:** Any individual, firm or organization desiring to promote the work of the Society by an annual contribution of \$100 or more. A contributing member has all the privileges of personal or firm membership, as the case may be, including one subscription to the Bulletin for each \$20 contributed.
7. ***Student Associate:** A regularly enrolled student of management in any school of engineering, business administration, commerce or arts, of collegiate rank, or a graduate of such institution who has applied for membership not later than one year after graduation, elected upon recommendation of the instructor in charge of management courses. A Student Associate may become a Junior Member, without payment of initiation fee, any time after graduation and must become a Junior Member at the age of 25. Annual dues including subscription to the Bulletin, \$3.

All dues are payable in advance, either annually or in semi-annual installments. The fiscal year is November 1 to October 31. Members elected other than at the beginning of the fiscal year are charged pro rata (quarterly) for the first year.

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Annual Meeting

December 7-10, 1927

Engineering Societies Building, New York

A full program of interest to general managers, production and sales managers, teachers of management, economists, psychologists and research workers has been planned.

Sessions will be devoted to general organization and administration, production management, sales management, industrial surveys, and to the bearing on the industrial relations problem of increased use of power and labor-saving equipment and methods.

Comment

AT THE First International Management Congress—Prague, 1924—there were some six hundred delegates representing seventeen nations. At the Third International Management Congress—Rome, 1927—so skilfully reported in this issue by Mrs. Cooke, there were nearly twelve hundred delegates representing forty-two nations. We may safely say that now all the world is profoundly interested in scientific management. And there is also further weighty evidence in the recent establishment at Geneva of the International Management Institute.

AT THE Prague Congress the desire was for a program primarily descriptive of American methods. At the Rome Congress delegates from other countries offered five times as many papers as were offered by Americans. That is important to the scientific management movement. European experience is not less important than our experience. There is plenty of experience to give and take in even exchange across the Atlantic. And not least; perhaps the solution of some of our fundamental problems may come from our learning to think internationally. In that we are far behind.

WE ARE pleased to be able to last to meet the many requests that Colonel Hathaway's classic paper on "Standards" be made available to the many members who have joined the Society since the paper was first printed, in 1920. In the excerpt from Mr. Rich's letter are substantial suggestions concerning scientific management and Taylor Society policy. Miss McLaughlin's study is a preliminary inquiry of a graduate student of management into the possibility of finding substitutes, for shop use, for certain words which are believed to be misunderstood or disliked by workers. Apparently substitutes for such words are not available. But it is a good thing to discuss the matter and to search for substitutes. That in itself will bring out the real meaning of words; will bring realization, for instance, that control as used in scientific management has that meaning given it when newspapers speak of control stations in cross-country automobile races. Eventually that is the only connotation it will have in discussions of management. We hear that Mr. Cooke's address at Rome, printed here without his knowledge, got him a hearty handshake from Il Duce.