

## 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 other industrial and 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 adaptations 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 of the Taylor Society

December 5-7, 1928

Rumford Hall, 50 East 41st Street

Afternoon and dinner sessions are being held on the fifth; morning, afternoon and evening sessions on the sixth and seventh. The Teachers of Management will meet on Saturday morning and afternoon in the Engineering Building.

Hold these dates—detailed announcement to follow.

## Comment

EVERY executive who gives thought to industrial relations will find much of interest in Mr. Selekmán's report of his studies in Great Britain and Germany. The trend which Mr. Selekmán observed in Great Britain is an increasing consciousness of the importance of applying scientific methods to the conduct of industry, and a disposition of the working groups to bring pressure to bear for better management in industry. Institutions which were developed originally for the settlement of group differences are being transformed into joint fact finding bodies engaged in improvement of industrial conditions. That the trend is becoming a policy of labor is indicated by such recent events as the Swansea vote to participate in the Mond conference.

IN GERMANY, more accustomed to central control, the individual is more readily adjusting to group discipline. Organized employers and organized workers are given status by law and both are enjoined to co-operate, not only in a determination of such things as wages and working conditions, but in the development of national productive power. And not only are there joint institutions for these purposes, but each employer group or union maintains its individual research service, or avails itself of such service, to equip itself for contribution to joint constructive effort.

THESE developments are compelled by economic necessity resulting from the war. The major problem is national stability; a condition of its solution is greater industrial efficiency; and one move toward satisfying the condition is to give responsibility to functional industrial groups. In the United States there is not the same problem; here is national stability and extraordinary overall industrial efficiency, the result of advantages in natural facilities and markets, combined with enough participation in the war to stimulate development of a new and highly efficient industrial technique. But the rate of development on to a new plane of general prosperity in the United States has brought distress to many industries and to many individual plants; and has introduced a new and serious type of "technological unemployment." It may well be that the experiments in Great Britain and Germany have much of value for the United States.