

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 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 member elected by the Board of Directors for exceptionally distinguished service in the advancement of the science and the art of management.
4. **Life Member*: Any 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, 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 instalments. 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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Comment

IN THE April issue it was announced that the theme of the December Meeting had been inspired by the Hoover Committee report "Recent Economic Changes." On the following page of this issue will be found the tentative program of the meeting accompanied by comment on the Committee's report.

AMONG other statements in the report is the following: that one factor accounting for the general activity and prosperity of the past eight years is "the co-operation of labor to increase productivity." This attitude of labor is again confirmed by the significant letter (page 187) of William Green to the International Management Congress which was held in Paris in June.

THE major papers recorded in this issue will appeal to a variety of interests. Mr. Hovey's paper discusses a subject of especial interest to accountants, plant managers, and all concerned with the construction of budgets. Mr. Mouravieff's account of the organization and work of the Russian Central Institute of Labor indicates that in that country research and education on behalf of industry are progressing steadily.

IT WILL be of interest to our readers to know that in addition to the Central Institute of Labor, a research and educational institution, there exists a co-ordinated institution of active engineers whose function is to install better methods of management in Russian enterprises—a group of industrial engineers under government auspices and direction. Within recent months Mr. Chebotarev and other members of Orgstroy (Institute of Scientific Management of U. S. S. R.) have been in the United States on a mission of observation of American methods of management.

THE PAPER by Mr. Berger is an interesting contribution of one of the younger engineers. It should be highly suggestive to the resident staff of an enterprise which is disposed and competent to rate its own efforts objectively. Mr. Board's article presents the generalizations based on his experience as director of the Yale Placement Bureau in New York.