

## 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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### Contents

Comment	1
Industrial Equilibrium in a Business Economy	
Are There Practical Steps Toward an Industrial Equilibrium?	2
By Wesley C. Mitchell	
The Bearing of Industrial Equilibrium on Regularity of Operations and Employment	6
By Leo Wolman	
Discussion by Stuart Chase, James T. Madden, Leonard Kuvim, Henry P. Kendall, C. B. Hammond, Hudson B. Hastings, Norman Lombard	
Control and Size in Management	
Are There Controllable and Uncontrollable Factors in Management?	18
By Howard Conoley	
Is There an Optimum Size of Organization?	22
By John H. Williams	
Discussion by Richard A. Feiss, F. A. Silcox, Walter Rautenstrauch, John M. Carmody, William H. Leflingwell, L. Herbert Ballou, Harry Arthur Hopf, Henry P. Dutton, Gorton James, Henry P. Kendall, H. S. Person	
Distribution Costs	32
By Norris M. Perris	
The World Engineering Congress in Tokyo	39
By Lillian M. Gilbreth and Yorit Ueno	
Wilfred Lewis	45
By King Hathaway	
European Appraisals of "Recent Economic Changes"	46
By L. F. Urwick, Edmond Landauer and Oliver Sheldon	
A French Labor Leader Interprets Scientific Management	53
By Mary van Kleec	
Annual Business Meeting	54
News of the Sections and Notes	54
Reviews	55

### Comment

WE BELIEVE our readers will keep this issue of the Bulletin within easy reach, for it is packed with material which will inspire deliberate and thoughtful reading. In fact, there is so much that we shall refrain from comment; should we once begin we should not know how to stop.

INSTEAD, we shall call our readers' attention to a book, translated and published under the auspices of the Taylor Society, which will be made available by Harper & Brothers about the time this Bulletin appears. The American title is "Robots or Men? a French Worker's Experience in American Industry," by H. Dubreuil. It is a translation of Dubreuil's "Standards: le travail américain vu par un ouvrier français," which was published in Paris in the Spring of 1929 and has become a non-fiction best seller in that country, and the object of much controversial discussion.

THE AUTHOR is a French mechanic and officer of a labor organization. Having become distrustful of reports by academic and executive investigators concerning the status of labor in American industry—how scientific management and mechanization are making workers slaves of the machine—he decided to do some investigating for himself. Like a journeyman of earlier times, he came over as an immigrant and worked for fifteen months in American plants. Fortune favored him in securing a perspective of American industry, for he worked under every type of management. The result is a fascinating story of exploration and discovery.

WHAT IS more significant, this book is an important research document. What is the worker's reaction to American mechanization and methods of management? We have never had a report of experience and reactions from a worker or from one who succeeded in putting himself in the place of a worker. Our appraisals of "the iron man" have been from those who are essentially artists, who have tried in vain to project themselves into the position of workers and realize their feelings and reactions. Now for the first time we have a report by a worker. And on the whole it is complimentary to American conditions.