

Case study of a relay assembly test room operator who was removed from the test for health and attitudinal reasons possibly related to her work in the study.

Individual Case
(S) (D)

DON'T DISCLOSE IDENTITIES 6-28-28

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.

The case of 2A is of interest. It will be recalled that it was found necessary to take her off the test in December, 1927, as her attitude toward the test had apparently changed from one of cooperation to an antagonistic attitude. Questioning by Mr. Hibarger and again by Mr. Pennock failed to disclose the reason for this change.

When Professor Mayo was here in April this case was discussed with him and upon looking over her physical examination records he noticed that her blood condition was considerably below average. Her red corpuscle count was 3,890,000, and hemoglobin, 69%. Dr. Mayo felt that this anemic condition might easily account for her apparent change in mental attitude.

Mr. Pennock had a talk with her outlining what we had found and she readily agreed to a check-up on her physical condition and the trial of a liver diet if found advisable. An examination on May 4, 1928, showed as follows: red corpuscle count, 3,640,000 - hemoglobin, 72%.

She started taking an extract of liver on May 9 and an examination on May 28 showed blood count, 4,440,000 - hemoglobin, 82%.

The figures as of June 25, 1928 are: blood count, 4,860,000 - hemoglobin, 83%.

She is going on a two weeks vacation starting July 2 and will be on a farm in Wisconsin. She has been given sufficient extract to last the two weeks, after which it is planned to discontinue the treatment and check up each month for some time. Irene says she now has a good appetite whereas previous to the treatment she had almost no appetite. She now feels ambitious to do something when she gets home at night.

Mr. Pennock had a talk with her on June 27 and the following facts were disclosed:

Her weight record since May, 1927, when she started on the test, is as follows:

May, 1927	-	98	lbs.
Aug. "	-	108	"
Dec. "	-	105	"
May 1928	-	99	"
June "	-	105	"

She stated that during October or November of last year she noticed a decided loss of pep. She couldn't get started at anything and had no ambition to do anything when she got home at night. When her output began to slump the other girls razzed her about it and this irritated her and led her to make the remarks she did.

She said she did not get the idea that the test was not being run solely to determine the best working conditions although she did hear comments from girls in the regular department that what the Company was really after was the maximum output.

It seems very probable that we now have the real story of the case, viz., that her physical condition accounted for the slump in output and that the remarks of the other operators goaded her into making the remarks she did relative to not hurting herself working, et cetera.