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 Spring Meeting of Taylor Society

Ann Arbor, Michigan

May 14-16

Auspices of University of Michigan

Comment

IT IS a conviction of scientific management that where there is management in accordance with engineering principles will be found harmonious industrial relations, and where there are harmonious industrial relations will be found management in accordance with engineering principles; for agreeable conditions of work, efficient methods of work and profitable results of work are inseparable elements of a "total satisfaction situation." This is illustrated by the two books of the Brothers Filene, preeminently successful and well-known Boston merchants.

THE mental attitude and motive behind the great experiment in industrial government of Wm. Filene's Sons Company were disclosed in A. Lincoln Filene's "A Merchant's Horizon." The mental attitude and motive which have made Wm. Filene's Sons Company a conspicuous business success are now disclosed by Edward A. Filene's "The Way Out," even though it is concerned primarily with the industrial problems confronting the United States. These complementary volumes offer proof that "there is nothing necessarily contradictory between successful business and social progress. Success in both will demand the same principles and the same practices. Commercial success and social welfare, in the days ahead, will stem from the same root."

STATEMENTS such as the following, coming from a merchant and not from an engineer-manufacturer, are significant. Says Edward A. Filene: "American business has reached its last frontier . . . As society develops, the pioneer must always be succeeded by the engineer . . . The business man of tomorrow must have the engineer-mind . . . We would better turn our energies to the urgent job of substituting the engineer-mind for the pioneer-mind in the American business of the future . . . If there was ever a time when business men were obliged to think scientifically in order to succeed, it is now . . . The survivors will be the businesses in which waste has been conquered and scientific method introduced." Some teachers of management in schools of business administration also are beginning to think along these lines, and are manifesting more interest in the engineer-mind and engineer technique. That is a reason why they should be brought into touch with teachers having the engineer background, point of view and technique.