

### Time Study Engineering Conference

THIS issue of the Bulletin, devoted entirely to the subject of time study, follows close upon the publication of the Proceedings of the Time Study Engineering Conference held under the auspices of the Society of Industrial Engineers. The first conference, held in Chicago on February 14, proved so successful that it was repeated in Milwaukee on March 23, 1928. The material presented was in the nature of a progress report of the Time Study Engineering Standardization Committee of the Chicago Chapter of the Society of Industrial Engineers, organized about a year prior to these meetings. Since the Milwaukee meeting this committee has been nationalized and hopes to issue a series of reports that will serve as an authoritative handbook of time study engineering. Both members and non-members of the S.I.E. who have unusual equipment in this field—either through special study or the accomplishment of outstanding results in industry—are being asked to assist the committee in its work.

In this report the need for standardization of practice is first brought out through an analysis of the returns from a confidential questionnaire. This is followed by papers on the investigational phases of time study, the ten fundamental principles, the importance of correct basic standards in wage incentive plans, and fatigue research. There is also included a report on the development of the industrial slide rule and a review of the exhibit of forms, equipment, etc., that made up a valuable part of this conference. Part of this same exhibit was also on display at our Detroit meeting.

The report is a compact and well organized statement of time study principles and procedures that should be in the hands of every executive concerned with problems in any way related to time study. We look forward to additional material from this group.

### Suggestions Requested

IN RESPONSE to an expression of interest on the part of various groups of members, a committee has been formed to work out a suitable insignia for the Taylor Society. Such a variety of ideas has been expressed even within the narrow limits of this committee that it has seemed desirable to seek

more general suggestions from the whole body of the membership before proceeding in this important matter. The committee will be glad to receive either descriptive material or sketches during the summer, so that the matter may be submitted to the Board of Directors for final decision early in the fall. It will be of real assistance to them in making a wise selection if they can have an expression of opinion from a number of people. Communications should be addressed to the Society Office in care of Miss Carnes.

The design should symbolize what the Taylor Society stands for—a science and an art in all phases of management, an educational influence of international scope, an open forum. It should also be possible to apply it to a charm, a button, or a pin for use by either regular or student members of the Society; to use it as the Society seal, and also to incorporate it in a certificate of membership. Simplicity should, of course, be sought, both from the standpoint of beauty and effectiveness and of economical execution.

Let us have your ideas by September 1:

C. L. BARNUM  
HELEN A. CARNES  
R. G. WAGENET

### Communications

To the Editor:

I feel that circumstances treated Professor Carl W. Scholz rather badly with reference to his discussion of my paper at the December, 1927, meeting of the Taylor Society. In my original typewritten manuscript sent to discussors I included, erroneously, a phrase about "an increase of real wages of thirty-six per cent since 1921." In the final revision as read, I had corrected "real wages" to read "real income."

In Professor Scholz's discussion, based on the unchecked manuscript, was the following (*Bulletin of the Taylor Society*, Vol. XIII, No. 1, February, 1928, p. 17, column 2): "There appears to be a contradiction between this observation (by Mr. Williams) and the statement made by Mr. Brougham, based on recent wage studies, that since 1921 there has been a thirty-six per cent increase in real wages in the United States."

The manuscript had been sent out with a caveat that it was subject to change before delivery. But I had forgotten my error when I said in my closure (*Bulletin of the Taylor Society*, Vol. XIII, No. 1, February, 1928, p. 22, column 1): "Professor Scholz is incorrect in inferring that real wages have made an equal advance."

Of course, Mr. Scholz had picked up inevitably my own original error, and I seem inadvertently to have blamed him for it. For this he has my very humble apologies.  
May 2, 1928. (Signed) H. B. BROUGHAM.

BULLETIN OF THE

# TAYLOR SOCIETY

AN INTERNATIONAL SOCIETY TO PROMOTE THE SCIENCE  
AND THE ART OF ADMINISTRATION AND OF MANAGEMENT

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Engineering Societies Building  
29 W. Thirty-Ninth St.  
New York

AUGUST, 1928

VOL. XIII, NO. 4