

## 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 adaptation 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 Fellow, over 50 years of age, who has rendered exceptionally distinguished service in the advancement of the science and the art of management.

4. \***Life Member**: Any Fellow or 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, of collegiate rank, 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 installments. 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 this double-sized issue are brought together a collection of articles which furnish impressive evidence of the growing importance of scientific management in national and international thought, and incidentally evidence of the extending activities and contacts of the Taylor Society.

Mr. Hunt's report of the World Economic Conference at Geneva, to which he was a delegate in response to an official request that the International Management Institute name two experts who could discuss economic problems from the point of view of scientific management, reflects world interest in a method of approach to managerial—and economic—problems of which the Taylor Society has been the conspicuous representative from the day of its founding.

Mr. Tead's paper on leadership reflects activity of the Taylor Society as a co-operator with other similar organizations in the search for truths of human nature and human conduct fundamental to adequate understanding of the basic problems of management.

The group of papers presented at the Philadelphia Labor Conference are evidence of labor's interest in problems of management and in scientific management, and of co-operation of the Taylor Society in promoting the interchange of ideas and of information concerning conditions between labor and management.

The paper by Mr. Smith, together with the valuable group of discussions of that paper, is evidence of the profitable results of well-planned local section activities and of the policy of unfeared open-forum discussions characteristic of the Society. There is here most penetrating discussion of incentives—financial and non-financial.

Mr. Kimball's article is an appraisal by a competent and judicious authority of the influence of scientific management in the United States; it shows that that influence has been profound, even though there are but few conspicuous cases of Taylor methods applied to the entirety of a business—general administration as well as detail management. Mr. James' article is a penetrating inquiry into an important problem of accounting management, considered from the point of view of the manager.

Altogether this is a noteworthy issue.