

Vacations for Industrial Workers. By Charles M. Mills, Research Series, Industrial Relations Counselors, Inc., The Ronald Press, New York, 1927, pages viii, 328.

Mr. Mills' purpose in this book has been to offer an analysis of the paid vacation movement for industrial workers throughout the world. This has been done as far as material was available, giving to those interested the first comprehensive presentation of the subject.

The material is arranged in very usable form with the history of the movement and its results followed by a general summary of its three origins:—(1) through company plans, (2) through collective agreements, (3) through legislation.

This is followed by (1) a detailed analysis of the movement in the United States and (2) in countries outside the United States.

About a third of the book is then given over to a tabular presentation of the material found in the earlier pages.

The book closes with a list of the organizations consulted and a bibliography.

It is of interest to note that paid vacations in the United States are of company origin for the most part. In some of the older countries of Europe the trade unions have been largely instrumental in getting reductions of working hours in the form of paid vacations through collective agreements; in the newer countries of Europe, they have been achieved through legislative enactment. It is difficult to realize that the movement for workers' paid vacations is of such recent general significance. Very little was accomplished until the war period.

Enough details of company plans, of collective agreements and of acts of legislatures are given so that those interested in working out a plan can get help in determining a policy as well as in answering such questions as: What shall be the length of the vacation? Shall length of service count and how much? When shall vacation pay be given? How shall vacation pay be worked out in the case of those on a piece rate or commission plan of payment? What effects have vacations on the morale of an organization, on the health and well-being and production of the individuals to whom they are given?

The author does not advocate any one of the three plans. Decision on this point is left to the reader. He does, however, give the advantages and difficulties in the working out of each.

For employers of labor, for the organized workers in industry and for those interested in social legislation, this book will be of special value.

BERNICE M. CANNON*

Science: The False Messiah. By C. E. Ayres, The Bobbs-Merrill Company, Indianapolis, 1927, pages 296.

Professor Ayres writes as a missionary, even if he essays the negative task of tearing down a false messiah. His peculiarities of style and the almost jaunty method of presentation may obscure for many the seriousness of the missionary enterprise upon which he has embarked. For,

in the first place, many who have tended, in the colloquial phrase, "to make science their God," do not fully realize that they have done so. And in the second place, they are probably not willing to admit the extent to which the falling of false gods has been the cause of their own intellectual or spiritual bewilderment. But given a person who realizes both of these things and he will find this a diverting account of the reasons why science should never have been conceived as offering a way of life as distinct from its having offered a method of inquiry into phenomena and events.

The present reviewer confesses that he has found other recent books which seek to delimit the influence of a scientific method of thinking over life, to be more cogent, persuasive, and positively enlightening in their statement. Mason's "Creative Freedom," several essays in the volume entitled "Science, Religion, and Reality," Whitehead's "Science and the Modern World," are among the recent discussions of the same general topic. The upshot of them all is that both scientific thinkers and their followers—who are now legion—have gone too far in assuming that because science has shown that it has a method of analysis which is useful it therefore offers the one and only way to approach experience and realize what are true and permanently valuable and significant activities in life. The implications about a philosophy of life to which science is supposed to have led have been completely deterministic in character. Now the foremost physical scientists are joining with a resolute remnant of the social scientists in saying that a truly scientific understanding and a truly radical conception of life processes do not necessarily require the assumption of mechanistic determinism. Or rather, it so alters the conception of determinism that the fluid, creative, and emergent aspects of life are taken adequate account of.

Professor H. S. Jennings, in a recent issue of *Science*, put the matter interestingly when he said, "The physicist, the chemist, shall have their way with the inorganic, the zoologist with animals, the humanist with men; their results supplement one another, but need not coincide, for they are studying diverse emergents."

In the reviewer's mind it is a real limitation of Professor Ayres' book that it is able to come to no positive view. It would seem that a sympathetic reading of the philosophers would have led to a constructive formulation, however tentative. However, in establishing effectively the truth that science cannot provide an adequate philosophy and religion for life, the author has performed a real service to many who have no doubt been stamped into thinking that it can.

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Two Useful Bibliographies

"Bibliography of Scientific Management in Great Britain," compiled by the Management Research Groups, 23 Bloomsbury Square, London, W. C. 1. "Bibliography of Factory Cost Accounting and Production Engineering," compiled by Paul M. Atkins and published by the Society of Industrial Engineers, 608 South Dearborn Street, Chicago, Ill.

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