

The Central Institute of Labor

A Russian Contribution to the Sciences of Work and Workers' Education

By V. MOURAVIEFF

Scientific Secretary of the Central Institute of Labor, Moscow

IN THE June 1919 issue of the Bulletin was published "What Lenin Said About the Taylor System," an abstract in the form of quotations from an article by Nikolai Lenin in "Prouda" of April 28, 1918. The principal point of the quoted part of Lenin's message to the new government was that Russia "should try out every scientific and progressive suggestion of the Taylor System."

In the October 1922 issue of the Bulletin appeared "Russian Scientists in Quest of American Efficiency," by S. Slonin, of the American Relief Administration and formerly editor of "Russian-American Journal of Commerce." This article described in a general way the new Central Institute of Labor, of which the object was generally "to implant into the character of the peoples of Eastern Europe and Siberia, the searching, daring, persisting American energy," and specifically to serve, through research and education, as the standard-bearer of a new culture of industrial efficiency in Russia.

We are pleased to be able to present, ten years after Lenin's declaration in "Pravda," from the pen of its distinguished scientific secretary, a complete and authoritative account of the purpose, organization and accomplishments of the Central Institute of Labor. It is evident that the Institute has not been neglectful of the significance of the word "scientific" in the combination "Scientific Management." (The Editor)

Its Aims

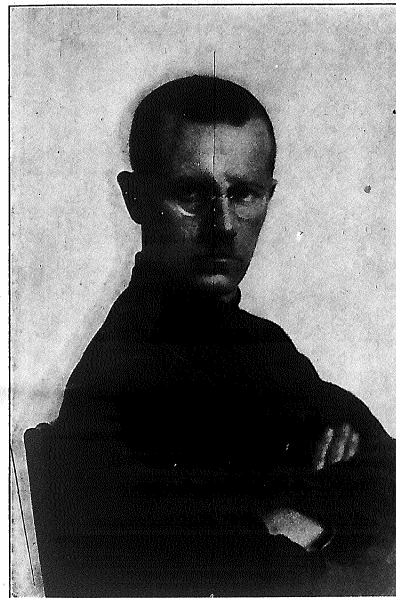
THE Central Institute of Labor in Moscow was organized in 1920 by the Central Council of Trade Unions, with the two main objects of scientific research and vocational training. These are closely related; the scientific study of work helps to develop new and efficient methods of professional education and the practice of training furnishes the Institute with material for its scientific investigations. The students in the Institute's courses are not only taught but are used as subjects for study and experiment.

The aims of the Institute have been formulated in the following way in official proclamations.

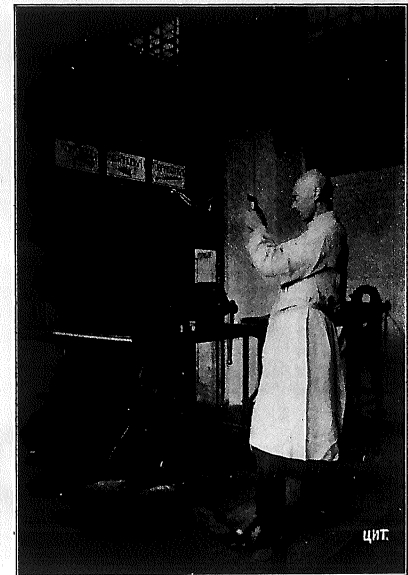
1. To help workmen to master the methods of industry.
2. To further the growth and development of skilled work.
3. To create an organization of production that can not only guarantee the interests of industry but also educate and regenerate the workers employed and develop in them a spirit of creative initiative.

The Central Institute of Labor regards all the problems of the organization of work and industry from the standpoint of the gradual accumulation of improved working habits. Its aims differ from those of the American and European movements for the betterment of the human factor in industry. While in America and Europe the object of new methods is generally to improve the performance of workers in the narrow field of their specialty, the Central Institute considers that organization at the working bench is the prototype of every type of further organization and of the organization of the whole enterprise. The work of the skilled workman contains in embryo all the elements which, when developed and enlarged, make up the activity of the whole industrial organization. Thus, the work at a lathe is analogous to the work of a whole plant. It covers the fields of supplies (material); power (the motor); speed (gears, driving pulleys, change wheels); balance (centers, spindles); instruments (tapers, tools, stamps); calculation (the stroke counter and recorder of feeding); control (measurement of output), and management (handles and supports). The workman, therefore, can be called the director of his working bench. And the enlargement of his horizon opens up to him the way to management in its widest sense.

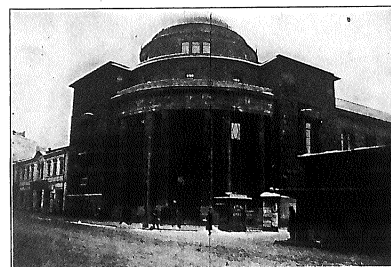
The Institute's activities along the lines of scientific research, of education and of the organization



The Director of the Institute, Alexei Kapitonovich Gasteff



The Bio-Engineering Laboratory



The Institute Building



The Institute's Hall