

be indebted to these widespread observation posts. . . .

This, then, is the neighborhood's charge to industry. In introducing these neighbors, Miss Hall has the gift of making us feel deeply with them as well as for them. She understands; and shares her insight with us.

The book is excellently printed and in a generally appealing form, except for the absence of one feature, namely, the use of attractive titles. Instead of a heading which would characterize or summarize the cases, each is introduced by a routine code and arbitrary classification scheme used in charity work, and thus is disregarded. It is hoped that in similar case studies the extreme importance of carefully selected distinctive titles will not be overlooked.

HERMAN FELDMAN⁷

Minnesota Mechanical Ability Tests. The Report of a Four-Year Research Investigation conducted in the Department of Psychology of the University of Minnesota, University of Minnesota Press, Minneapolis, 1931, pages 586. (\$5.00)

This book should be of interest to teachers of manual arts, child guidance workers, research investigators, employers and personnel workers. It was prepared under the direction of Professors Donald G. Paterson and Richard M. Elliott, of the Department of Psychology of the University. L. Dewey Anderson, Herbert A. Toops and Edna Heidbreder also assisted in the preparation of the report.

The conclusions recorded in the book show that "mechanical ability" is a unique trait, not depending on intelligence, motor ability or physical strength, and that it is practically independent of such factors as sex and environment. The investigators suggest that these tests be given to immigrants entering this country as an indication of whether or not they are likely to succeed in the work they intend to undertake. The chief importance of the tests, however, is in relation to vocational training. They provide a means whereby there is reasonable hope for the prediction of success or failure for a student entering the field of mechanical work.

Waste Materials Dictionary. Prepared by the Elimination of Waste Committee, American Society of Mechanical Engineers, New York, 1931, pages 54. (\$.50).

This dictionary of reclaimable materials is the result of a study of the practices of forty-two leading organizations. It was planned to meet a widespread demand for concrete information on methods of identifying, collecting, assorting, reworking, using or disposing of scrap materials resulting from plant or office operations. It lists, defines and describes the most important salvable materials, suggests the most profitable uses for them and indicates the most advantageous methods of preparing them.

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Report by the Committee to Investigate Prison Administration and Construction. Presented to the Legislature of the State of New York, Albany, February 15, 1931.

The commission appointed by Governor Roosevelt last summer to study the subject of prison administration has presented an able and forward-looking report. Much credit is due to the chairman of the commission, Mr. Sam A. Lewisohn, one of our Taylor Society members, who also acted as chairman of the earlier Parole Commission. The individual prisoner is the point of departure of the study which reviewed the needs of the prison population before making recommendations for new construction. The Report also includes information on prison personnel, education and training requirements of prisoners, recommendations for changes in the penal laws and other pertinent material.

The Dismissal Wage. Prepared by the Industrial Relations Section, Princeton University, Princeton, N. J., 1931, pages 16.

In answer to requests from a number of firms the Industrial Relations Section has prepared a tentative and preliminary memorandum on "The Dismissal Wage." The pamphlet gives the details of a number of plans of varying types. A short bibliography is appended and some conclusions drawn as to the status of such systems at this time in the United States. This material, which may be secured upon request, should be of interest to all in the management field. The Section will appreciate receiving in return your comments and any additional information.

Books Received

- **America's Way Out.* By Norman Thomas, The Macmillan Company, New York, 1931, pages ix, 324. (\$2.50).
- **Business Adrift.* By Wallace Brett Donham, Whiteley House, McGraw-Hill Book Company, Inc., New York, 1931, pages xxix, 165. (\$2.50).
- **Equality.* By R. H. Tawney, Harcourt, Brace and Company, New York, 1931, pages xii, 280. (\$2.25).
- **How to Interview.* By Walter Van Dyke Bingham and Bruce Victor Moore, Harper & Brothers, New York and London, 1931, pages xiv, 320. (\$4.00).
- Outlines of Agricultural Economics.* By Henry C. Taylor, The Macmillan Company, New York, 1931, pages xii, 614, Revised Edition. (\$3.25).
- **A Personnel Program for the Federal Civil Service.* By Herman Feldman, Ph.D., United States Government Printing Office, Washington, 1931, pages ix, 289. (\$.30).
- **The Problem of Unemployment.* By Paul H. Douglas and Aaron Director, The Macmillan Company, New York, 1931, pages xix, 505. (\$3.50).
- **Science and First Principles.* By F. S. C. Northrop, The Macmillan Company, New York, 1931, pages xiv, 299. (\$3.00).
- **Social Politics and Modern Democracies.* By Charles W. Pipkin, The Macmillan Company, New York, 1931, Vol. I, pages xxxiv, 377; Vol. II, pages vii, 417. (\$7.50)

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