

prise with a dual foundation of scientific technique and practical experience.

In his previous book, "Employment Psychology," Professor Burtt outlined various methods useful in selecting men correctly for particular occupations. The present volume is in the nature of a companion to the first, and deals with the effectiveness of the man after he is hired. As an introduction to it and as a reminder and summary of the many phases involved, it is suggested that the chapter on Satisfaction and Morale be read first.

E. HAYDEN HULL²

Studies on Industrial Relations. Series A (Industrial Relations) No. 33, Studies and Reports of the International Labour Office, Geneva, 1930, pages xii, 263.

The International Labour Office was first requested in 1928 by the International Labour Conference to devote special attention to that feature of industrial relations problems which has to do with collaboration between employers and workers. This characteristic feature of American industrial life has also been the subject of a great deal of study and discussion in other countries. Conferences have been held and consulting bodies have been set up in France, England and Germany. As a result of this interest the Governing Body authorized the International Labour Office to undertake a program of study in this field.

This book, the first in a series describing the actual development of relations between employers and workers both in plants and in collective negotiations on the part of representative organizations, is one of the results of this program of study. The Siemens Works of Germany, Austria and Italy, the Lens Mining Company of France, the London Traffic Combine, the State Mines of the Saar Basin and the Bata Boot and Shoe Factory of Czechoslovakia are described in this volume. No attempt is made to appraise the system in any of these organizations or to draw comparisons. A varied body of factual material from which the reader is left to draw his own conclusions, is simply presented. History, organization, selection of workers, training, wages, health and insurance features, and living conditions are some of the subjects treated.

The book is an interesting historical document in the field of industrial relations.

HELEN A. CARNES³

Stability of Employment. Vol. VII, No. 2, The Reference Shelf. Compiled by Julia E. Johnsen, The H. W. Wilson Company, New York, 1931, pages 206. (\$1.90).

These irregular publications are planned to make available debates, collections of articles, briefs, bibliographies and study outlines on timely subjects. This little volume contains briefs for and against stabilization of industry, a considerable body of bibliographical references and current periodical digests on various phases of the problem. It is not all inclusive but is stimulating and suggestive.

²Consulting Personnel Engineer, New York, N. Y.

³Taylor Society, New York, N. Y.

Survey of the Current Literature of Industrial Relations, 1930 Semi-Annual Review, and Five-Day Week, A Selected Bibliography. Library Bulletin of Industrial Relations Counselors, Inc., New York, 1931, pages 35.

This list of current literature on industrial relations in general and the five-day week in particular has been carefully selected and the brief appraisals are most helpful in these days of an over-abundance of printed matter. The foreword calls attention to the Industrial Employment Code of the Taylor Society as outstanding among the pamphlets of the period.

Books Received

**Case Studies of Unemployment.* Compiled by the Unemployment Committee of the National Federation of Settlements, edited by Marion Elderton, Research Studies XII, Industrial Research Department, Wharton School of Finance and Commerce, University of Pennsylvania Press, Philadelphia, 1931, pages 1, 418. (\$3.00).

The Century of the Reaper. By Cyrus McCormick, Houghton Mifflin Company, Boston and New York, 1931, pages xiv, 307. (\$3.50).

**Personnel Problems.* By Felix E. Baridon and Earl H. Loomis, McGraw-Hill Book Company, Inc., New York and London, 1931, pages x, 452. (\$5.00).

**Policy and Ethics in Business.* By Carl F. Tausch, McGraw-Hill Book Company, Inc., New York and London, 1931, pages xi, 624. (\$5.00).

**The Problem of Maintaining Purchasing Power.* By P. W. Martin, P. S. King & Son, Ltd., London, 1931, pages xiv, 314. (15s.).

**Quantity and Economy in Manufacture.* By Fairfield E. Raymond, McGraw-Hill Book Company, Inc., New York and London, 1931, pages xiii, 375. (\$4.00).

**Restriction of Output Among Unorganized Workers.* By Stanley B. Mathewson, with chapters by William M. Leiserson, Arthur E. Morgan and Henry S. Dennison. Foreword by Walter V. Bingham, The Viking Press, New York, 1931, pages x, 212. (\$3.00).

**Soviet Foreign Trade, Menace or Promise.* By J. M. Budish and Samuel S. Shipman, Horace Liveright, Inc., New York, 1931, pages xii, 276. (\$2.50).

**Union-Management Co-operation on the Railroads.* By Louis Aubrey Wood, Yale University Press, New Haven, 1931, pages xiv, 326. (\$4.00).

**University Education for Business.* By H. S. Bossard and J. Frederic Dewhurst, University of Pennsylvania Press, Philadelphia, 1931, pages xii, 578. (\$5.00).

**Wages, A Means of Testing Their Adequacy.* By Morris E. Leeds and C. Canby Balderston. Research Studies XI, Industrial Research Department, Wharton School of Finance and Commerce, University of Pennsylvania Press, Philadelphia, 1931, pages xi, 79. (\$1.50).

**Why Recognize Russia?* By Louis Fisher, Jonathan Cape & Harrison Smith, New York, 1931, pages 298. (\$2.00).

*To be reviewed later.

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