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DEFINE GOOD BOOKS

Try Again, Says Prof. Hancock NEED BEST

CANBERRA, Today. PROF. Hancock, of Adelaide University, suggests further effort to fix a dividing line between good and bad books so that books furnishing knowledge which Australia cannot do without should be free of sales and primage duty.

Will the Commonwealth go bankrupt for the sake of £130,000?

This question was asked today by Prof. Hancock, of Adelaide University, who was a member of the deputation which asked the Federal Government to remove the sales and primage duty from books.



Prof. Hancock

Prof. Hancock expressed keen appreciation of Mr. Lyons' reply, which he characterises as sympathetic, able, and persuasive, but he disagrees with the contention that the financial situation is more serious than the situation arising from the loss of national efficiency caused by the difficulty of obtaining overseas books and periodicals.

The difference between the Government and the leaders of the thinking Australian community represented at the deputation, if analysed, is simply this," said Prof. Hancock. "Both the Government and the deputation are fully aware of the national emergency. The deputation believes that no matter what the emergency, in order to grapple with it knowledge must be freed from taxation. The country simply cannot afford to tax it. The Government, on the other hand, believes that commodities—perhaps not many, but some—are more important than the books any periodicals which give knowledge. Will there be no remission of duties on other articles in the next tariff resolutions?"

"Of course we all know that some books and periodicals do not give knowledge. Can we separate the good from the bad? The Minister for Customs said that the Government had sought for a dividing line, and had failed to find one. He asked the deputation if it could suggest one. All its members were unanimous in stating that it was impossible to find a satisfactory division. Perhaps it may be desirable to undertake the search again.

"We believe that the Government has made a mistaken decision—it may be possible at least to mitigate, just a little, the harm of that decision.

RESTRICT KNOWLEDGE

"In the meantime these taxes have definitely caused a serious curtailment of the scientific and technical works available for private persons and public institutions. In a world dependent increasingly upon technical efficiency this might mean the loss of old markets or the failure to gain new ones, the collapse of old industries faced with competition of more efficient rivals in other countries, or the neglect of a chance to establish a new industry through insufficient knowledge. And this would mean less employment for Australians.

"In addition, the whole matter involves our intellectual and spiritual future."

S.A. Awaiting Return of Professor

What action will be taken by the South Australian Book Protest Committee will be considered when Prof. Hancock returns. It was reported today that he would leave Melbourne tomorrow by motor car for Adelaide, and would probably call a meeting of the committee in the middle of next week.

Although Mr. Lyons refused to remove the primage duty and sales tax from all literature as requested by the deputation, it is still regarded as hopeful, that some exemption may be made on educational books.

WORKMEN NEED REST PERIODS

Tests Show They Improve Efficiency S.A. DOCTOR'S WORK

The work of a young South Australian psychologist, Elton Mayo, now Professor of Industrial Research at Harvard University, in investigating the effects of fatigue on the efficiency of workmen, has attracted widespread attention in America and Europe, and opened up new avenues of research.

Summarised, Professor Mayo's conclusions, reached as the result of laboratory tests and observations in big industrial plants, are:— The total daily output is increased by rest periods. These periods should vary, according to the work being done.

The conditions of work during the working day have more effect on production than the number of working days in the week.

Outside influences, that is, conditions not directly associated with the task, tend to create either a buoyant or a depressed spirit, which is reflected in production. A distinct relationship is apparent between the emotional state of girls and the consistency of the output.

The method of the supervisor is the single most important outside influence. Home conditions may affect the worker and his work, but a supervisor who can listen and not talk, can, in many cases, almost completely offset such depressing influences.

Pay incentives do not stimulate production if other working conditions are wrong.

Graduated Here

Professor Mayo, who is a brother of Dr. Helen Mayo, of Adelaide, graduated at the Adelaide University, whence he went to be professor in the University of Queensland, and for three years has concentrated on problems of industrial fatigue. American employers have been quick to interest themselves in his theories, and big firms, such as the Western Electric Company, which employs 40,000 hands, placed their plant and laboratory outfit at his disposal.

The significance of the experiments lies in the removal, Professor Mayo claims, of obstacles in the path of scientific training in industrial relations. A real beginning has been made in the study of human organism, not in the clinic, but in the factory.

An instance, practically the first big chance that Professor Mayo had, was found in a big Philadelphia textile mill. The difficulty facing the employers when he was called in was that men seemed to get tired of their jobs, and many supervisors had to be engaged to keep 40 consistently working. On investigation, it was found that almost every worker suffered from foot trouble, for which he apparently knew no cure. Their reveries were monotonously and uniformly pessimistic. Occasionally a worker would flare out into an unreasonable anger, and incontinently leave the job.

Rest Pauses Introduced

At Prof. Mayo's suggestion, the management agreed to introduce two or three 10-minute rest pauses, morning and afternoon. In these periods the workers were permitted to lie down, and were instructed in the art of complete muscular relaxation. By this means it was hoped to remedy, in part, the postural fatigue and dispel the pessimistic reverie.

Immediately the men, who had never earned a bonus, started to show a greater output, earn bonuses, and become more cheerful. Efficiency was increased, and the high percentage of "leavings" dwindled. After months of experiment, in which former conditions were introduced, and a relapse to former results was noted, the rest periods were definitely introduced.

In a paper before the annual autumn conference of the Personnel Research Federation at New York recently, Professor Mayo denied that fatigue was physiological and the result of a toxin in the blood induced by continual mental or physical exertion, or that rest and change were imperative to permit Nature to do the work of recuperation by rebuilding the worn-out cell tissue. He said he found that the difference between a Marathon runner and others was that the Marathon runner could achieve a "steady state" while running, his blood stream showing little or no change in chemical constitution, whereas others who could not continue running showed an increase of lactic acid, a diminution of alkali reserve, and "oxygen debt."

In his book, "The Maladjustment of the Industrial Worker," Professor

Mayo states that class consciousness is far more characteristic of British and Continental industrial situations than in the United States. The theory that there can be no mutual interest between employer and employe is definitely obsessive. He points to the

conditions in Australia, where development of industry, he says, is cramped and hindered by false issues, irrationality and emotion, strikes and lockouts are common and embittering. Arbitration courts are of small value, because they are also based on the false assumption of necessarily divergent interests.

Back From Europe

Professor Mayo has just returned to America from a visit to Europe, where he has spent much time in Paris with Pierre Janet, the great French physiologist, Henry Clay, of the Bank of England, Sir William Beveridge, Sir Josiah Stamp, and other experts. He is at present at work in the fatigue laboratory at Chicago, which is staffed by bio-chemists and physiologists such as Dr. Lawrence Henderson. At the other end of the experimental stage is a young anthropologist, Lloyd Warner, who has just completed two years' field work in Northern Australia. The results of this fatigue laboratory's investigations will be awaited with interest by every scientist as well as employers and employes. It is no small distinction that an Adelaide product by birth and education should be a professor in the greatest of all the American Universities.

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Busy Month for University

Adelaide University will see a busy time next month. Lectures for the first term will begin four days earlier than usual—on Thursday, March 10, instead of Monday, March 14. This change has been made so that, in the event of a University Exhibition and Carnival being held at the end of the first term, the lectures held during that period will have already been made up. Invitations are being issued today for the opening of the new Barr-Smith Library by the Governor (Sir Alexander Hore-Ruthven). On March 11 the University Women's Union will give a tea at the Refectory, to welcome new women students. In the same week the University commencement social will be held, preceded by the annual general meeting of the University Union.

In the following week the annual general meeting of the University Sports' Association will be held. Other functions for next month will be faculty socials, club welcomes, and sporting club activities.

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NEW ASSISTANT TO FEDERAL STATIST

Dr. Wilson's Career

Hobart, February 18.

Dr. Roland Wilson, Cobbett lecturer in Economics, and director of tutorial classes at the University of Tasmania, who has been appointed assistant Commonwealth Statistician, has held his university position for more than a year. He holds the degrees of bachelor of commerce (Tasmania), doctor of philosophy (Oxford), doctor of philosophy (Chicago), and the Oxford diploma of economics and political science. For five years he has been engaged on intensive research into overseas borrowing and trade cycles in Australia and other British Dominions, and has been the author of a number of publications bearing on these subjects. He has been secretary of the Hobart branch of the Economic Society of Australia and New Zealand. He had a distinguished scholastic and academic record. In 1924 he completed his qualifications for the degree of bachelor of commerce at the University of Tasmania, and was elected Rhodes scholar for 1925. He went to Oriel College, Oxford, and in his first year secured a diploma in economics and political science. Early in his second year he won the Beit prize in colonial history, and was admitted to the degree of doctor of philosophy at Oxford in 1929.

Having been elected to a Commonwealth fund scholarship tenable in an American university for two years, he went to the University of Chicago, and secured the degree of doctor of philosophy.

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Charge Against Doctor Found Proved

Sydney, February 15. The Medical Board of New South Wales today found proved one of three charges of infamous conduct in a professional respect recently made against Dr. Robert Vivian Storer, of Macquarie street, Sydney. It was alleged that when consulted professionally by three

REST PERIODS RAISE EFFICIENCY

Views Of Adelaide Psychologist

Discussing the article in "The Advertiser" yesterday about Dr. Elton Mayo's experiments in industrial fatigue and the introduction of rest periods in factories, Dr. Constance Davey, psychologist to the Education Department, said her experience was that when "rest pauses" were introduced in factories they were a definite success. A big London laundry had experimented with pauses at certain periods, and the results had been so astounding that the management had adopted the system as a permanency.

Jobs For Men

Dr. Davey said the work carried out by the Fatigue laboratories in England and America might eventually revolutionise the present system of employing individuals. A big London firm employed a psychologist to choose employes for its dressmaking factory, and the success of this experiment was remarkable.

Dr. Davey said she met Dr. Elton Mayo at Toronto some time ago, and discussed with him the problems he was investigating. Dr. Mayo's theory was vocational guidance, choosing the best job to suit the man, rather than the best man for any given occupation, as was the vogue at present.

Before returning to Adelaide she had worked privately in the Industrial Fatigue Research laboratories, now the National Institute of Industry.

The problem of vocational psychology, the discovery by scientific means of those varying qualities of mind that made different individuals suited to different jobs, was employing the best brains in the scientific world. Before deciding what aptitudes were to be looked for in an individual it was necessary to decide what qualifications might be wanted. Different temperaments and abilities were necessary for such jobs as salesmanship, law, teaching, or dressmaking.

Dr. Davey maintained that in her work she had found that mere knowledge of a person was not enough to enable him to be placed in a certain category. Individual tests of social and economic status, physical condition, mental capacity, and emotional qualities were necessary.

Mail 20-2-32

NO BIG SURGERY ADVANCES AT CONFERENCE

MELBURNE, Today.

The president of the Royal College of Surgeons (Sir Henry Newland) expressed his satisfaction with the work accomplished during the fifth annual meeting of the college, which concluded in Melbourne today.

Demonstrations and lectures covered no revolutionary developments in surgery, Sir Henry said, but they were of great importance.

A feature was the work done in hydatid diseases.

Committees of surgeons would deal further with the many medical questions raised, and demonstrated during the meeting. Later full reports would be made available to fellows of the college. The conference had revealed that local surgeons were abreast of the latest developments in their profession, he said.

Today brief addresses were given in the anatomy section of the Melbourne University, and there were demonstrations at city hospitals.

Sir Henry Newland left for Sydney this afternoon. He will dedicate the R. M. Todd Memorial Hall in the B.M.A. Building in Sydney.

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men, he told them that they were suffering from a disease when they were not so suffering, as he well knew; that he improperly sought to attract professional business by representing to them that they required his special treatment, and that they could not obtain proper treatment at a public clinic, by means of which representation he attempted to obtain from them large sums of money, and that he improperly sought to attract professional business and to obtain money by the publication and sale of a book and the sale of a preparation.

The president of the Medical Board (Dr. T. Storie Dixon) said that the first and second charges had not been proved. The third charge was proved, but the board was not prepared to take extreme measures, and would defer judgment for six months.