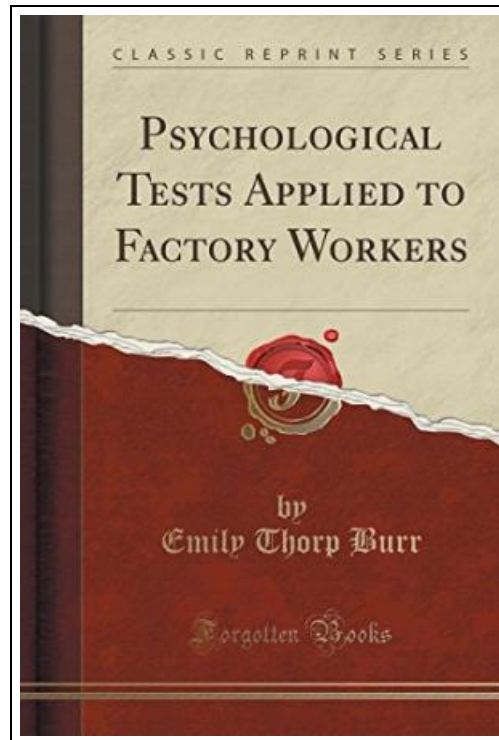


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Forgotten Books, United States, 2015. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. Excerpt from Psychological Tests Applied to Factory Workers It is rather disconcerting that in the conduct of modern business the handling of the human element has received far less consideration than the development of machinery and the perfection of the materials used in industries. The history of industry shows a gradual increase in the specification of the material factors employed, but not until the last decade has the recognition of differences in the individual been considered. In the industrial magazines of former years a great deal more space is devoted to the study of the materials and machinery utilized than to the analysis of the employee and the appreciation of his needs and value. When selecting a machine, managers of industrial organizations are extremely careful to obtain one that is absolutely adapted to the specific work for which it is required, but although there is more variation in men than in machines, in the great majority of cases men are still selected by the most haphazard methods. It should be obvious that even though all factories producing a similar type of goods were to adopt the same kind of mechanical devices their output would vary tremendously because of the differences in the quality of the human labor employed. Until recently, neither the employer nor the employee gave much attention to the method of work. The employer interested himself first of all in the Output and the wages he was obliged to pay while the employee concerned himself but little with the matter of Output and a great deal with the matter of wages. The attitude of both toward the amount of energy that must be expended to bring forth results was...



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