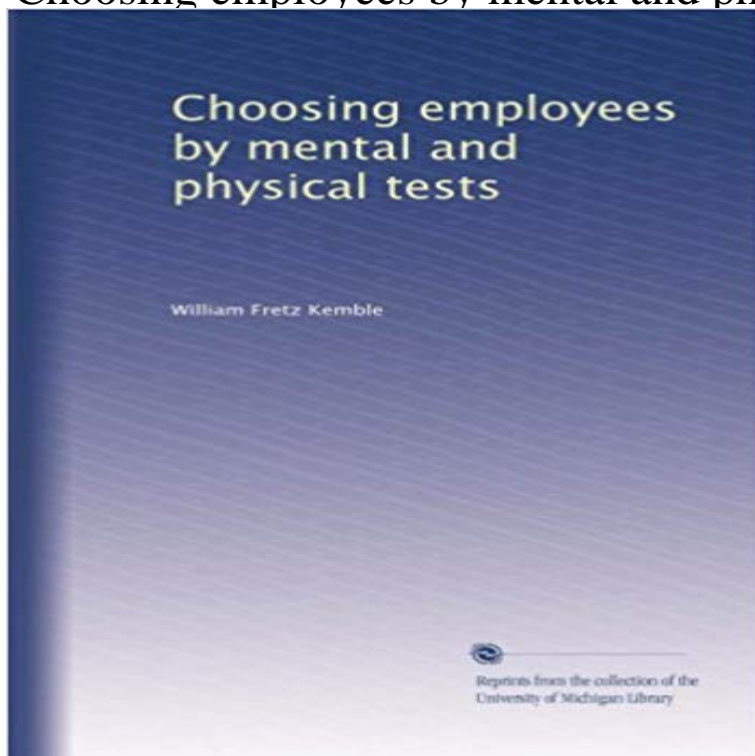


Choosing employees by mental and physical tests



When an authors purpose and propositions are set forth so fully as Mr. Eemble the editor has no excuse for a long preface. He finds himself indeed, in the position of the man to whose lot it falls to present an interesting explorer to an expectant audience. Convention insists that the flattering oi Bce of introduction be performed; courtesy imposes the obligation of discharging it briefly, lest it seem to intrude between the chief figure of the occasion and the impatient welcome of those who have come to hear him. Fortunately, however, the significance of our authors message can be expressed impersonally and emphatically in the words of an authority high enough to be given the floor by unanimous consent, even in these circumstances: It is neither injustice nor discrimination most carefully to analyze, test, and sort those to whom must be entrusted the task of carrying on work of any kind. In industrial plants on exactly the same work schedules, under the same foremen, under the same conditions and on similar machines, as to the same standards, workers efficiencies vary from 8per cent up to 140 per cent. The 8per cent men were overpaid for what they did, the 140 percent men were underpaid; it would have been possible to fill the shop with men of the 140 percent class and to have paid them 40 percent more than standard earnings. No other direct act would have so added to contentment, happiness, freedom from trouble, and cost reduction.(Typographical errors above are due to OCR software and dont occur in the book.)About the Publisher Forgotten Books is a publisher of historical writings, such as: Philosophy, Classics, Science, Religion, History, Folklore and Mythology.Forgotten Books Classic Reprint Series utilizes the latest technology to regenerate facsimiles of historically important writings. Careful attention has been made to accurately preserve the

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