

THE OBSERVER

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S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SCIENTIFIC MANAGEMENT.

It seems so common place to say that an institution should operate at a maximum of efficiency that one wonders the idea was ever questioned. Yet it took years of study to enunciate the doctrine of "scientific shop management" and even now there is

bitter opposition to it in some quarters. To some minds the suggestion that a man should produce as much as possible during his hours of daily toil appears the height of absurdity.

Now that the federal government has approved the idea, however, it is possible that further opposition will be gradually broken down. The application of accurate system in the conduct of an industrial plant means an increase of output, of profit, of wages to the employees, of comfort and satisfaction to all concerned. The formal approval of the United States government comes in a report of the secretary of war, based upon the findings of Gen. Crozier, chief of the ordnance department. For three years "scientific shop management" has been on trial and under observation at the arsenal at Watertown. The results have been identical with those obtained in private establishments where tried in various cities of the land.

This government plant for the manufacture of ordnance was used for three years as a sort of experiment station, with a view of trying the theory of management before applying it generally through the government service. The result, as Crozier reports, has been an increase in the efficiency of the workmen and a material reduction in the cost of production. Of even more importance is the fact that this reform was accomplished without endangering a single interest of the employers. Their pay was not decreased, no unpleasant exertion was required; there was no "speeding up."

Unless "scientific management" brought some advantage to workmen as well as to employers, the public might well withhold endorsement. Employees are entitled to participate in the rewards of increased efficiency. Unless the new system accomplishes this, it fails of its full purpose.

The experiment at Watertown was organized to teach a truth. A planning room was provided to relieve the foreman of all clerical work. Men were assigned to keep the tools of other workmen in order. Laborers or messengers ran errands for higher priced employees. Experts kept the shop in order so it could operate continuously at highest efficiency. Precision gave way to the ordinary haphazard manner of operation.

This simple, yet immensely important, innovation in industry threatens the rights of no one. It deserves cordial approval. At the same time workmen are certainly not to be criticized for demanding their share of the advantage it brings.

"Scientific management," too, has a wider application than can be circumscribed by the country's industrial plants. It may be adapted to the home and the office. It will help in one's personal affairs. A good idea is worth experimenting with.

It must be splendid to be a great detective, work up a big case and carry it to success, and then receive a message of congratulations from T. R. What more could human ambition desire?

A nation wide campaign is being started to uplift the rural schools. It should carry with it the kid who persists in placing gutta percha but-

tons on the hot stove.

Miss Ivy Cole, a waitress in a Denver restaurant, in two years saved 1,000 dimes received as tips, and has just bought herself a \$100 fur garment. Her name now is Ivy Caot.

Father has been telling daughter to do her Christmas shopping early, and daughter, with outstretched hand, tells father to come across with the cash.

Mr. Rockefeller took the Standard Oil company in swaddling clothes, and left it a strapping big fellow with a change of raiment for every day of the week.

Congress has the unanimous consent of the people to begin passing wise legislation at once, and to go as far as it likes.

A livestock show is a place where the common people can see porterhouse steak and pork tenderloin on the hoof.

Members of congress are showing such affection for the old soldiers at the present session, it's a wonder they didn't think of it before.

Indiana health authorities have barred the all-day suckers. This need not, however, discourage the green goods operators.

As president Underwood would be no improvement whatever over Roosevelt, in the opinion of headline writers.

The Los Angeles judge showed some consideration when he sent the McNamara brothers where they will Bordwell.

The McNamara case, however, was brought to a sudden end without the consent of the newspaper paragraphers.

In Massachusetts there is a man that claims he can get excited over a game of chess.

An optimist is a person that sows birdseed and expects to raise canaries.

If you are a quitter, don't start anything.

PRINCESS PATRICIA.

Daughter of Canadian Governor General is Twenty-three and Charming.

Princess Patricia, younger daughter of the Earl of Connaught, governor general of Canada, is one of the most popular members of the British royal family. She is said to be looking forward joyfully to the good times of the Canadian winter, having already become a devotee of skiing, skating and tobogganing during the long visits she has paid to her sister in Stockholm, the Princess Margaret of Connaught, now crown princess of Sweden. The princess is also fond of traveling, and proud Canadians will probably have an opportunity to show her the mountains and glaciers of their great north-west. Neither she nor her brother,



PRINCESS PATRICIA.

Prince Arthur of Connaught, came to America with the duke and duchess, but the Princess Patricia, who is now in Sweden, is expected to reach Canada in time for the Christmas festivities.

Although she is twenty-three years

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Just received, a large assortment of silk waist and dress patterns. Priced very low for Christmas selling.

Received by Express another shipment of Athletic sweaters, ruff neck collars, shaker knit. Colors red, blue and oxford. Prices \$4.00 to \$7.50. : : ; : :

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