

New Ideas and Improved Methods

By FLOYD QUERY

JOB METHODS TRAINING PROGRAM: Approximately 1,000 California State employees have participated in the Job Methods Training Program now being conducted in nearly all state departments. Key employees in various departments are trained in six general institutes for two weeks, three days per week. These key employees then carry out the training program in various departments.

To date the same 1,000 state employees who have taken part in the improvement program have submitted suggestions for improvement of work methods which, when approved, will save the various state departments an estimated total of 152,327 man hours per year. (from *Civil Service Assembly*, July, 1945)

Oregon state employees who, except in a few instances have had no organized training, are to be commended for the contributions they have made to more efficient state operation. Several of these contributions have appeared on this page during the past year. They are especially noteworthy when the fact is considered that the employees who made them had no reward or incentive in sight outside of the individual's desire to see things done in a better manner.

Industry has long realized the value of training employees, and the tremendous war time production achieved was in a large measure due to the skill and know-how developed by the various types of in-service training. It would seem a logical conclusion that in-service training intelligently applied to state personnel would provide more efficient, more economical state government. There would also be a benefit to the employee in an increased sense of responsibility, and a feeling of pride in work being done to the best advantage.

WAR TIME ROAD MAINTENANCE: A word of appreciation should be given to those state employees who have been responsible for the maintenance of Oregon's highways during the war. With new construction practically nil due to war restrictions, the problem of keeping our highways in condition to carry the commerce of both civilian and war needs fell squarely on the shoulders of these people. This problem had to be met with a constantly diminishing personnel, with equipment which became more obsolete year by year, (new equipment was not available) and with the added handicap of a sub-standard wage scale.

Many of these employees worked 54 hours per week, five to nine months per year, in what in some instances developed into a race between destruction and repair. These employees do not feel that there was any heroics attached to their efforts. To them it was a job to be done, and it was done, without ballyhoo or fanfare.

The training within industry program has reached the cumulative total of 1,687,125 trainees throughout the United States.

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