

Among Men who Work with Hand or Brain

Prepare to Be Bounced Land on Your Feet.

By W. Brighton.

ONE of the commonest experiences in life is to walk into some place and see a new face where a familiar one used to be. Perhaps the firm has found it advisable to make a change or the man himself has gone elsewhere. Often skilled auditors and business systematizers in going through a factory or a large office point out to the manager that certain departments can be merged with others or done away with altogether. Oftentimes the worker is unprepared to receive his walking papers, and his dismissal puts him in an awkward fix. But in reality an employer who is taken by surprise when he gets notice is not keeping abreast of the times.

Dangers surround the business man on all sides. If he does not sell out when he gets a favorable offer he never may receive such an offer again. Or competition may be so severe that he finds it necessary to curtail expenses considerably and has to cut down his working force or reduce their salaries. To the average man nothing is so disgusting as to have his pay cut down, and few employees will stand for it. Therefore they get out and often do not know where to go.

Wisdom dictates readiness for any emergency to the employer, whether he be getting \$100 or \$10 per week. It is folly to reckon on a position for years when the owner himself does not know how long he can keep the business going.

Save Up a Little Money.

The married man who reads the signs of the times to advantage has several alternatives. He can save up his money and try to get into some business for himself which will render him independent of being subjected to dismissal. He can have enough capital to last him until he finds another position. He can cultivate a large circle of acquaintances and let them know when he feels his position insecure. Knowing the employees of a large number of business houses is one of the best forms of insurance against being out of a job. All the time large concerns are making some changes and there are few times when a capable man is not needed somewhere.

When a worker enlists a concern there is no contract that the position will be permanent. The employer himself could not guarantee that he will be alive in three months' time. And even if the employer were offered a contract to stay for so many years at a certain salary few workers would care to tie themselves up when the probabilities are they can earn much more money elsewhere inside a year or two.

Instead of the old view of a man being made to his job for many years the more modern one is that he may get a divorce from it at any time. Not feeling sure how long he is going to hold it is by no means a great disadvantage to the worker. It makes him more provident of his earnings. He is much in the position of the business man who gets orders for his wares from another firm. Both the employer and the employee are careful when they know the continuance of their profits depend on the quality of the goods they deliver.

Employer's Point of View.

As the modern employer does not feel so sure of his most capable help as he formerly did, he is not so slow to reward their efforts as was formerly the case. He knows that the favorite motto of the world of commerce, "business is business," is quite as likely to rule the action of his employes when dealing with another position as when he himself is buying goods in the open market.

The outcome of the whole matter is that things are placed more on a business basis than before. The modern man of affairs looks on every worker as an investment. If he is paying him \$1,500 per year, he figures that is equal to an investment of \$20,000 at about 7 per cent. Now no man, employe or employer, usually is careless when investing such an amount of money. And if the employe will look at things in this light and strive to make the investment in services a profitable one, he generally will hold his job as long as he wants to.

The modern view of any position should be, "The owner of this business is out to make all the money he can. I'm going to try to fill my position to the greatest advantage possible and let my employer make a profit on my services. It will pay me to develop initiative and learn to look at things in the light the boss does. I will not be afraid to suggest changes and alterations which I honestly think would be for the good of the business. If my employer doesn't approve of them, he cannot but think I am using my time to good advantage in thinking out progressive plans."

Make Services Profitable.

"My employer expects loyalty from me and he shall have it; but if I receive an offer of a better position I know my employer will no more expect me to refuse it than I would expect him to lose 5 per cent a year on his business through trading with the wrong kind of firms out of personal friendship."

Workers should strive to avoid getting into a rut. It is a wise policy to stay a number of years with a big firm and be able to refer to that house. This will demonstrate that a man can stick to a position. His after a man has gotten such a reference he should not be afraid to strike out boldly for himself. In striving to make headway capable men will be offered many positions which they never believed they would be required to fill.

Too much modesty in any worker is a bad mistake. At the worst, if a man is out of a job and accepts a bigger position than he thinks he can fill he only can lose the position and thereby gain some valuable experience. It's impossible to demand certainties when big profits are at stake. More often than not the unborn talents in most men respond readily to the draft made upon them.

Chicago and all other big cities are crowded with men holding down jobs which when they started out in life they never dreamed they would fill. They think and act to the best advantage with the rapidity of lightning. Such men are the products of the twentieth century world of business. That they are capable of holding diversified positions is good evidence that they are brainy and resourceful; but unless the emergency had called out their hidden resources they never would have imagined they could do such widely different things so successfully.

Men who have held good positions for years and imagine they will hold them indefinitely should get ready for changes by saving and adding to their stock of knowledge. Even if disaster does not come there is nothing like being prepared for emergencies to give a man peace of mind. Further, money saved against contingencies always can be used to great advantage by workers if the contingency never comes.

Baggageman Works Hard; Thinks and Acts Quickly. Dress Well and Be Happy; How Various Garbs Affect People.

By A. M. Krecker.

DO you feel festive in evening clothes and serious in office coat? Are you pious in tailor made and kittenish in negligee? Are you a bustling, bustling new woman in a tulle affair and a timid, hesitating, fretful and old-fashioned hat? Are you mainly in white and Meisophelian in black and red? Are you sunny and sweet in rosy pinks and mournful in deep grays and browns? Are you of necessity happy when your modistes has been successful and depressed if she has made a misfit?

In a word, what is the psychology of your clothes? What, in the right exactness of the laboratory, are the subtle effects in your mind of your milliner's and modiste's concoctions?

The famous G. Stanley Hall, president of Clark university in Worcester, Mass., puts these questions to 151 normal school girls of New York, and Louis W. Flacchus, Ph. D., assistant fellow in Clark university, has philosophized over the answers and correlated them into an elementary psychology of clothes.

Some of the Questions Asked.

The questions in part ran thus:

1. How does a sense of being well dressed or the opposite affect you? How are you affected by shabby or ill-fitting gloves or shoes?
2. Do you feel a change in your personality, and, if so, describe it, from being in conventional evening dress, in outing costume, which gives unwonted freedom of action?
3. Do the materials of your dress affect your feeling—i. e., whether they are filmy, soft, stuffy or stiff, and more unyielding materials? Do you like the rustle of silk? Does the wearing of fur have any special effect upon your mental state? Does the character of your hat? Do you like to wear a train?
4. How does the presence of some defect in your clothing which may not be obvious to others affect you? Are you conscious of a difference in feeling due to fresh, dainty underwear irrespective of external dress?
5. Are you particular about the fit of your clothes or to have them of the latest style? Have you special preferences for certain articles of clothes, so that any extravagance in dress is likely to be in that direction?
6. How are you impressed by the dress of others? Does it affect your estimate of a person, and in what way?
7. What individual tastes and preferences do you sometimes indulge that are at variance with fashion?

Feel Better When Dressed Well.

As to question one, on being well dressed, the ladies avowed that it gave them greater sociability, a sense of power, a sense of worth. "I feel more freely with others," "I have a feeling of equality," "I feel able to meet any person," "I feel as if I could face the world," "I feel equal to meeting any one," "I feel at my best," "I feel able to cope with any situation," "I feel worth more," "I have more respect for myself," "I feel somewhat morally better," "I am careful of my speech and manners."

When ill dressed they feel unbecomingly, depressed, distressed, cross, disagreeable, uncomfortable, conspicuous, nervous, fidgety, bashful. "I do not like to have anybody see me," "I constantly tug at my clothes," "My opinion of myself takes a decided drop," "When gloves or shoes are defective, I feel as though everything were shabby," "I imagine I shall be criticised," "Some wish to hide one's hands," "to keep them out of sight."

Sense of Changed Personalities.

Question two, Dr. Flacchus reports, brought substantial returns. The fact to be established is the experience of a general change of personality. The experience is quite familiar. Putting on a light tie or a white vest will often cause a distinct sense of changed personality.

"In evening dress," one girl declares, "I feel uncomfortable, gotten up for show; in an outing costume I enjoy a delightful sense of freedom." "In evening dress," another feels "unreal, like living in a different world; in an outing costume I feel glad to be alive," "I feel more dignified and grand and feel that all eyes are turned on me," writes another of evening dress. In the outing costume "I feel like running, jumping," "I feel a glow in my animal spirits," "I forget all about myself," "unconventional, ready for anything reckless," "more natural."

Hidden Defects Cause Discomfort.

Question three touches on definite mental changes, due to materials and textures of dress. The disagreeable "feeling," true of rough materials, is marked. "I am cross when I touch rough materials," "I can't bear to touch woolen goods; they make me shiver."

Then there is question 4, in the hidden defects of clothing. Nearly all the girls think of some possible exposure, and dress free, pathetic way, Dr. Flacchus opines, the degree to which our work estimate of ourselves is dependent on the social currency.

Many Girls Dislike Ornaments.

Some of the girls, fourteen, like ornaments. They are "pleasing to the eye," "pretty," etc. Nineteen do not care for ornaments. Some would limit ornaments to special occasions. About forty insist on simplicity. "Jewelry should not be worn as if for public advertisement." "Too many ornaments show; lack of good taste, and dress free, the effect of dress to have too much lace and ribbons."

But they are of one mind in admiring good dress and in judging people by the clothes they wear. "As a rule I like people better when they are well dressed." "I often form hasty opinions about dress." "I judge characters by the style of apparel." "Clothes affect my first impression." The manner of putting on the dress, neatness, taste, quietude, more than the material. "Quality does not affect me; the judgment rests on the people's manners."

All of this and more impels Dr. Flacchus to conclude that the psychology of clothes has but begun; and whereas he has made a beginning, many other men and students contribute toward the ending. He only has reached the "ragged edge" of scientific analysis of the philosophy of dress and there, it is said, is the material. "Quality does not affect me; the judgment rests on the people's manners."

It has been recognized for a long time that the baggageman is a great abuser of trunks, grips, suit cases, and baggage in general.

The baggageman is not necessarily a specialist until he has been educated to it from worse than ignorance to the point where he is tolerably sure of his job for the next year, barring head-on collisions, derailments, sinking bridges, and a few little things like that. He is worse than ignorant in the beginning for the reason that he has the average layman's conception of the baggageman, and may have to post a time card of his first train on one side of his first car on his first trip and dump every piece of baggage as gently as possible exactly at the right way station—sometimes on so dark a night and at so small a town that he has trouble to discover a single kerosene light in the place. Then, if his train should be behind time, and either losing more time or making up more time as he proceeds in the dark, he needs something akin to omniscience in order that the conductor of the train, to say nothing of the baggage department at his terminal station, shall not curse him, and the baggageman swear may do it again the next day.

Baggageman Is Misjudged.

The common idea of the baggageman is the figure of a husky gentleman in blue overalls and blouse, sitting on a big drummer's trunk, smoking between all stations on his route. This station distance averages eight miles, which, at ordinary speed, gives him fifteen minutes in which to burn out his pipeful of tobacco and to rest up so that he can give the next trunk an unusually husky impetus from behind, landing it on one corner five feet down to the station platform. Then he lights up again, exercises a little with some muscle developer, and goes again in twenty minutes to take out his troubles on another baggageman owner.

But this is an unjust portrait of the baggageman. The purpose of this article is to take off at least a little of the business with which he has been hand-painted by the public. Not infrequently, when you know how something has been smashed on you by somebody else, instead of jumping on the man and his memory, to say nothing of his ancestry, you congratulate yourself that the damages are not worse.

In the first place, the baggageman gets but about \$50 a month, and he has to eat a lot of things that don't agree with him when he is on his "run."

In the lines affected by the baggage and express mergings in the baggage car, the express companies agreed that the railroad companies should pay half the baggageman's salary, while the express companies should pay \$50 a month for the express service to be rendered. Thus, in addition to his duties as baggageman for half pay, he was obliged to do the work of the express messenger at a saving of \$38 a month to the express companies. In the merging of the work, in most cases, only the brainiest and huskiest baggagemen survived.

Some Must Handle Express.

Under present conditions the baggageman leaving a terminal station, such as St. Louis, Kansas City, or Omaha, in the capacity of express baggageman, may have a car fifty feet long instead of the old sixty foot length. One-half of the car is conceded to the express company for express business. The average baggage load is 100 pieces one day with another. There is the express business, which varies more than the baggage, but which ordinarily needs its half of the car. Then from 1,000 to 3,000 pounds of sacked mail is piled in somewhere for dumping at the right place. And there is the baggageman in the car, too!

Do you know, as a traveler, that the baggageman has to "write" his baggage? The railroad company has to "right" it if it ever is righted. "Writing" baggage means that at his terminal station the car has been dumped full of baggage, which the baggageman may have to take in the shortest possible time when it comes from a connecting train that is late. Necessarily he throws it in, with slight knowledge of the destination. Yet in all the jumble of assorted stuff there may be two dozen heavy pieces for the next stop, miles off. Before these pieces, scattered everywhere, are dumped at the proper station the baggageman must have "written" them.

Must Register Each Piece.

Writing baggage consists in taking a book in ruled blank forms, putting a carbon sheet



By J. W. Adams.

under the leaf, and entering each piece checked under the heads: "Where taken," "Kind of check," "Destination," "State," and "Where left." In this book, also, will be entered the particular items of "excess" baggage and the registered "railway business" letters which the postoffice department allows the railroad companies to forward in competition just to this extent and no more. This carbon sheet is put into an envelope at the end of the baggageman's run and is posted as "railway business" back to the receiving terminal.

In the meantime at some possible opportunity, under most urgent necessity, the baggageman must make out receipts for his express letters and parcels, ready for the distribution to station expressmen along the route. The express agent uses the slip in making up his station records and on passing out the parcel and slip the baggageman must take the signature of the receiving agent at the station.

This routine takes time in proportion to how visible the way station is on a dark

night. And in this necessity of taking time the conductor of the train may get too mad to express himself fully in words, while the possibility of personal encounter with the offender cannot be considered for the man is in simple trunk training all the time!

No Time to Be Careful.

"All right here!" from the baggageman-pressman therefore many times becomes the conductor's signal for starting his train. With a train late and still losing time because of storm, bad track, or defective "steaming" in the locomotive, do you wonder if the hard-worked baggageman occasionally wrecks an unstrapped cheap trunk or merges some possible liquid in a bottle with a pair of clean shirts which are the last you have till the next laundry delivery?

The baggageman admits that the traveler has his share of annoyances over delayed baggage, as well as over the jammed, jammed station which he consigns to some more or less insecure receptacle. In the last ten years, however, he is noting a great improvement in the character of trunks and grips. They are better made and will stand his hurrying better. But as to the misplaced and delayed baggage, some of these illnesses within the power of the traveler to remedy or to palliate.

It is a good thing for a traveler in crowded seasons and occasions to look if his baggage is on the trunk at the station. It may be better for him to appear at the door of the baggage car at his station and mark it if it is in line for passing out. Not infrequently where this is done the passenger may have opportunity to get a much needed piece of baggage which otherwise would have been carried by.

Doesn't Smash for Amusement.

But as to much of the delayed baggage over which the commonest complaint is made, the traveler should recall if he embarked on his train only by the skin of his teeth at some union passenger station, where the shortest connection was made with the train by which he came in. Often a man forgets this circumstance and fumes and snorts to an innocent, overworked station agent because his baggage is not there on demand. Perhaps good time will have been made if it be there the next day or even the day after the next.

The baggageman doesn't like to smash baggage. No matter how large his natural bump of destructiveness, it becomes tedious after a few days, regard the baggageman as you will. But more than this, the records of baggage are kept so carefully and so much in detail at terminal runs that the baggageman cannot court this form of notoriety to any noticeable degree.

And when an autumn "homeseeker's excursion" season arrives—well, no matter how your baggage suffered on that last trip, Providence and the homeseeker squares you with the baggageman for one year at least.

Joe Rex Had Scheme; Found Job Any Time.

By C. D. Romero.

THINK it will make many readers happy to know how to go about it to pick up a job any time—Fridays and Saturdays preferred—when it is available or a cloudy day, hence I will tell about Joe Rex. He had a trick that worked to perfection. It was no trick for Joe to go out and pick up a job any time he felt like working. The only essential to the scheme was a newspaper five or six days old. And in justice to Joe it must be said here that he felt like working often enough to prove the scheme an absolute success.

After awhile I got so that I thought Joe must either be a lunatic or a bright young man. They do say that the two extremes meet sometimes, for what a man would want with a five or six days old newspaper in looking for a job was more than I could understand. Were there any jobs left after the hundreds of hungry unemployed who are daily on the lookout for work got through with chasing down the ads?

But Joe landed the job every time. "O, I'm just looking for a job. I told you that before," was all the answer I had to elicit from him to my occasional jolly that he was gazing at a paper old enough to do for carpet layers. And that is as much as I could ever draw him out on the subject. He got the job, however, and, what is more, a few weeks later—after the customary preliminary perusal of the stale "want ads"—he would land another.

As for myself, I must confess that he had me completely puzzled, insofar as any solution of the matter was concerned. I knew that the paper he used was the Sunday issue, and that his calls were made the following Friday and Saturday, but that was all. It is here, as the lawyers would say, he got the job, however, and, what is more, a few weeks later—after the customary preliminary perusal of the stale "want ads"—he would land another.

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Philosophy of the Office Boy.

De fellers wot 're always knockin' the boss are de sorehead wot wasn't good enough for his job.

De job-by ad is wot two in de employment agency.

Wen I sees a dub go in ter see de boss an' his breast smells like a barrel house, I lets de outside door open so's he kin get out quicker.

It's a lead pipe cinch dat de guy wot begins to watch de hands of de clock at ten in de mornin' an' tree in de afternoon ain't goin' ter find no raise in his envelope at de beginnin' of de year.

One good takedown only deserves another call, if de salesman's on ter his bid.

De early bird gets de worm, but de boy wot de smoot' line o' bunk lands de order.

The gent wot said, "Yer can't work fer two bosses at de same time," was wiser ter his job, 'cause generally yer gets de can from bot'.

De tinhorn sports wot spends most o' deir time an' de little brains dey got on de cut o' deir pants, don't have none left fer deir wot.

De keyboard dancer wot has lots o' time fer her bautiful hair and wotker her jaws overtime on gum is generally lookin' fer a "position"; she's too good ter have a real job.

Somewhow dese fellers wot don't jaw about wot dey did an' wot dey're goin' ter do, but keeps a-pluggin' at wot dey got ter do, soon gets a private office o' deyr own.

De guy wot works de hardest wen de boss's around 'll always have a boss ter be watchin' 'er.

Wen a guy comes in kinder slow an' asks me, "Is de boss busy today?" I sizes him up fer a book agent an' sez no, but if he comes in wif er firm step an' says, "Sonny, run erlong an' tell Mr. Smith I got ter see him right away," I humps meself ter see.

De feller wot stands high wif de paacher-ino ufer typist don't stand deuce high wif de boss.

Haste makes waste, but de slopoko don't draw no dividenda.

Among the World's Workers

In five years, 1900-'05, the larger American factories increased their invested capital to \$12,685,000,000, a gain of 41.3 per cent; their yearly product to \$14,902,000,000, a gain of 29.7 per cent; and their yearly wage earners' pay rolls to \$2,611,000,000, a gain of 39.8 per cent. The number of wage earners increased 15.9 per cent.

Japan, and a strong manifesto has been issued declaring that the existing labor conditions are deplorable. The new party's program includes opposition to monopolies and favors universal male and female suffrage, a general increase of wages and reduction of hours, the abolition of capital punishment and of trivial distinctions, fundamental reform in taxation, and arbitration in all international questions.

Tricks of Speakers; Impromptu Answers Are Rarely Made.

By Charles Lancaster.

WE all know the public speaker who "comes" entirely unprepared and hopes his hearers will make due allowance," and then proceeds to give them an "extemporaneous" address so exceptionally rare as to leave no small amount of speculation throughout the hall as to what stage of perfection his discourse would have reached had it really been figured up and prepared in advance. And ever and anon, too, one reads of some brilliant answer given spontaneously by the speaker in reply to an unexpected question from some one in the audience, and in following the matter up with a thought or two one cannot but wonder what measure of brilliance or force would have been carried in the answer had there been time for a little preparation for it.

Such questions usually are put by some one not in sympathy with the speaker or his doctrines. They usually are thrust out in a challenging tone, with the result that for an instant there is an expectant hush over the assemblage. The sympathizers "pull" for the speaker and trust that now in this moment of all others his wit will be ready and that he will triumph; while those not in sympathy with him or his cause or, at any rate, many of them—will hope for his discomfiture, if not a complete breakdown. But the discomfiture, or the ignominious failure, seldom occurs. The answer is shot along like a flash—clean cut as a cameo, decisive, and elegant—a sparkling gem of the first water. The sympathizers roar with delight. The opposing side holds a portentous silence. The speaker's prestige goes up a few degrees—with both, however, because of the brilliant answer. He has parried an unexpected thrust as ably as though he had known it was coming, and even his opponents are willing to give him credit for it.

This much for the ideal view of the matter. In reality there are few extemporaneous addresses and fewer instances of extemporaneous replies. It seems cruel to smash this popular idol, but a fact it undeniably is that nine out of every ten public speakers who open with apologies for their unpreparedness do so for effect merely. The modern public speaker makes a thorough advance study of his subject; he weighs the causes and effects of the sundry utterances he is about to make, and more than this, he carefully in his mind's eye—or in the manuscript if he has it down on paper—goes over the discourse for any possible points of attack.