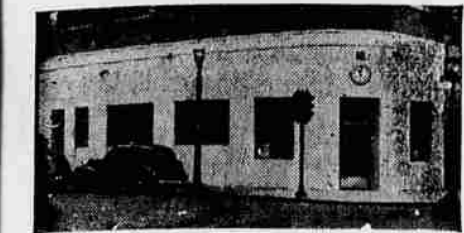


Professor Tells Clubs of Need Human Relations in Business

Dr. Hilden Gibson, visiting professor at the University of Oregon this summer and associate professor at the University of Oregon, addressed a joint meeting of the Oregon and Kiwanis Clubs Tuesday noon on "The Human Relations of Business and Industry".

Fresh from a year at Harvard University where he taught human relations, Dr. Gibson admitted that he was skeptical about the value of human relations in business and industry when he went east, and "almost fanatical" about it when he returned.

At Harvard he worked with Wallace B. Donum and Professor Elton Mayo. The work and background of the latter he outlined in some detail as an example of



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the human relations field. Army Psychologist

Professor Mayo, he reported, taught philosophy, sociology and anthropology, medicine, psychology, and finally became the consulting psychologist for the British Army in World War I and then the consulting psychologist for the largest mental hospital in Australia, his native land.

He began to realize, Professor Gibson related, that to get at the root of the troubles of humans a complete study of the patient, his family, his interests and his background is necessitated, and his interest shifted from personal to social psychology. He realized that psychiatric training was improving, but that there was gap between the need and service that was growing with each decade. Psychiatrists, he found, could not keep up with the increasing number of patients.

Industrialism Changed

After considerable study Mayo realized that the difference in our society and early societies was the advent of industrialism. On the individual side he was concerned with the growth of emotional disorder or obsessions, where people were living at increasingly high pitches. On the social side he was concerned with the growth of social disillusionment or breakdown in the ability of groups to cooperate. The social breakdown can be measured, Dr. Gibson believes, by the continuing increase of strikes, divorces, suicides and delinquent children.

Professor Mayo was so concerned with the factors in industrial living that were leading to these breakdowns that he became an industrial psychologist, Dr. Gibson said. He then supervised the experiment in the Western Electric plant at Hawthorne, Ill., where many years and several million dollars were spent by the company, Harvard and the Rockefeller Institution to conduct a study on human relations.

Found Thoughts Counted

He related a series of experiments worked out by engineers to increase production which were proved false by Professor Mayo. They concerned illumination and advantages on the job. Then a trained staff of counselors was hired with the approval of the management to interview 20,000 employees to "find out what they really thought", Dr. Gibson reported. The interviewers found sentiments important, and discovered that workers often camouflage their sentiments. Man, they found, is a complex being, and not a completely rational being as had been formerly assumed. They found group life important, and certain basic needs of individuals that could be denied only at the risk of disintegration. Recognition as an individual is important to workers, the reports showed.

"The real function of the business and professional man today is to stop ignoring the place of the community in the workshop", Dr. Gibson declared. "It is the role of these men to develop administrative skills in human relations

Concert Stars Cornet Soloist

Arthur S. Haynes will direct the Eugene Municipal Band in its concert Thursday evening in the Park Blocks. The concert will start at 8 p.m. and will feature Byron Miller as cornet soloist.

Miller has been instrumental supervisor in the Eugene public schools the past two years, and has been instructor in brass instruments at the University of Oregon school of music.

Miller will play the well-known Carnival of Venice in his solo act.

to provide the satisfactions which human beings demand."

Dr. Gibson warned that our present day society is no different from others which have developed and then decayed.

"Since man was created he has subjected the world to his wishes and desires", Dr. Gibson pointed out, "but he has been unable to find a way to live in peace and cooperation with his fellow man. Man may soon perish because of his great mechanical ability and his social ineptitude."

Dependents to Get Increased Pensions

WASHINGTON —(AP)—Widows, children and dependent parents of veterans who did in service are eligible now for pension boosts totaling more than \$30,000,000 a year.

A bill setting up the increased benefits was signed into law by President Truman Thursday. It also raises payments received by widows and dependents of veterans of the regular military establishment who lost their lives because of disabilities resulting from the war.

Here, in order, are some of the

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old rates and payments provided by the new measure:

Widow, \$60 and \$75; widow with one child, \$78 and \$100; widow and two children, \$93.60 and \$115; widow with three children, \$109.20 and \$130.

One orphaned child, \$30 and \$58; two children, \$45.60 and \$82 (total); three, \$57.60 and \$106; four, \$69.60 and \$126; five, \$81.60 and \$146.

One dependent parent, \$54 and \$60; two dependent parents, \$30 and \$35 (each).

CLEANLINESS, NEXT TO CHICAGO —(AP)—Police have solved the mystery of a string of black bath tub rings with the arrest of George Springer, 13, who confessed breaking into 10 homes to take baths.

A simple, unusual flower container, may be made by hiding a small water container inside a carved-out gourd, squash or pumpkin.

January Explains Softball Expenses

In response to inquiries concerning financial arrangements for the softball league games played weekday evenings at the Ninth and Lawrence St. playground, Don January, superintendent of parks and recreation, Tuesday explained that gate receipts go to cover the expenses of the games.

The softball association, January said, is a separate organization with its own board of directors. The association collects fees from team sponsors and adds them to the gate receipts to cover charges for the playing field lights, umpires, bats and balls, field maintenance and miscellaneous expenses.

The collection of funds and their use is handled by the softball association, January said, but

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its books are always open to public inspection at the Bureau of Parks and Recreation.

Commenting further that his office functions to coordinate the operation of the softball program with other uses of the city playground, January added that concessions at the softball games are provided for convenience of the

crowds under an agreement which allows the private operator a fair return and also helps offset costs of the league.

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