

Man Relationship Angles Labor Field Told Kiwanis

relations problems in labor and management are related to conflicts on personal plane, and must be solved in a democratic way or there is a danger that many people will decide that the Communist system offers more than the American system, members of the Club were warned Monday.

Dr. Roy Stagner, professor of psychology at the University of Oregon, in his teaching, Dr. Stagner pointed out that the problem today in labor relations is "to learn to live together, not a problem of divorce or legal action."

The Taft-Hartley bill, he emphasized, has not reduced the frequency of labor disputes, but has merely changed the treatment of some problems.

Live Together
"Employers and employees must learn to live together in a mutually tolerant and understanding frame of mind," the speaker said.

Psychologists who have studied the problem have suggested two steps as a beginning toward solving labor-management problems.

What's Wanted
The first is to find out what people really want. Many battles are fought in industry over issues that are not the real issues at stake, the speaker said.

He cited the case of a man unhappy with his foreman. The worker, unable to "take it out" on the foreman, may spearhead a demand for wage increases to "get back" at management. In this way he feels he can punish the boss for not treating him as a human being.

Likewise, employers often feel they must preserve their power and prestige by refusing wage demands.

Humanity
"Workers demand recognition as human beings," Dr. Stagner said. "The worker wants some voice in making decisions, and in turn the worker must understand what management wants and why."

The second possible step toward solution of the problem will be to try to get people from both sides of the bargaining table to see things in the same light, the speaker urged.

Relative Urgency
A safety problem that may be urgent to a particular worker may not seem important to an executive sitting in an air-conditioned office a block away, and at the same time the problem of waste, which is urgent to management, may not seem important to the workers.

If each side sees the needs of the other side, and understands these needs, an important step in labor-management relations has been taken, the speaker believed.

Dr. Stagner urged more information, more education of workers, and more meetings of labor and management to talk over problems and work toward their peaceful solution.

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