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5 Will be working for a bare living

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XXIII.

WHY GOOD MEN QUIT

Go today into the Treasury depart-

ment, the Department of Agriculture, the Department of Commerce, or Into any other establishment of the government doing important technical work and they will tell you that their chief difficulty is to retain competent employees in the supervisory and technical positions. Their turnover is abnormally high in these positions.

Every day men leave the service to accept private employment at materially increased salaries, so that the departments are continuously going through a process of selecting and training executives and technical employees, only to lose them, as they beome really valuable, on account of the inadequacy of their compensation.

The second factor which contributes to the present ineffectiveness of the government as a business establishment is found in the improper organization of the executive branch of the government for effective service. You are familiar, at least in a general way, with the defects of the present administrative machinery.

You know for example, that the Interior department now has jurisdiction over a great number of bureaus of a miscellaneous character that have nothing to do with each other or with the functions which the Interior department was originally established to perform.

You know that many agencies have been located in the Treasury department, the great fiscal department of he government, which are purely nonfiscal in character, such as the coast guard, the public health service, the supervising architect's office and the bureau of war risk insurance.

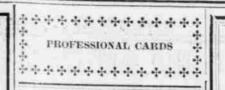
You know that the great bulk of the civil public works of the government are executed under the supervision of the War department, although the bureau of public roads is located n the Department of Agriculture, and the reclamation service in the Department of the Interior.

You know, furthermore, of the Independent existence outside the jurisdiction of any of the great executive departments of some 40-odd boards, commissions, offices and bureaus.

These are merely examples of a condition that would require volumes to describe fully, but it is generally known that the executive branch of the government is at the present time IIogically and uneconomically organized in many important particulars. It should be remembered, however,

that even with an ideal personnel and perfect organization it is doubtful efficiency that characterizes private business can ever be attained in the government offices. This is so because economies made by government officials are not transformed into divilends for themselves as they are in

and throughout the country that men of great ability are not found in government service; that the salaries are not sufficient to attract and hold them On the contrary, there are a great many people of distinguished ability in the government service. One is more and more impressed by that fact, especially since the war sent to Wash ington so many men of large means and famous names with whom the government employees could be compared. The comparison was time and again to the advantage of the government employee. But the salaries are not the attraction; it is the work it self. This is well understood by some eminent observers or public life. Secretary of State Hughes declared bimself us follows before the advisory committees of the war risk insurance



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