



CHURCH MOVED — The Episcopal church, Chapel of the Holy Cross, built in 1893 in the town of East Weare, N. H., was moved five miles to its new location in Weare, N. H. The photo shows the church en route being guided under telephone and electric wires in North Weare. The church was relocated as the town of East Weare was evacuated to make room for a flood control project. (UPI Telephoto)

Interim Agriculture Committee Recommends New Procedures

Salem — UPI — The Legislative Interim committee on agriculture has recommended a bill calling for new procedures for taxing and zoning of farm lands.

Certain property taxes on land zoned exclusively for farm use would be deferred as long as it was continued to be farmed. When the land is removed from this category, deferred taxes for five years back would be due.

The committee said much land near cities is assessed at higher urban land values although it is used for farm purposes, and should be taxed at a lower rate.

The Legislative Interim Tax committee is recommending a similar bill except it suggests a seven-year back payment for rezoned property.

Principles Approved

The committee approved the principles of a controversial marketing bill but has not decided to recommend it to the legislature. Farmers want laws enabling them to set up bargaining associations to deal with processors in sale of crops.

At hearings, processors complained that such legislation would be unfair and discriminatory.

Many farmers feel processors take advantage of them and dictate prices.

The committee called for increased research on agricultural problems.

Expansion of facilities was recommended at the Umatilla, North Willamette and Central Oregon branch stations.

Salary Boosts Asked

Other recommendations: —Increases in salary levels for state agriculture department employees. —Additional staff for the department's marketing division for work on transportation problems. —Authority for the soil conservation committee to conduct water and watershed conservation as well as soil conservation projects.

—Strengthening of the Oregon meat inspection program. —Maintenance and encouragement of programs of the by the 1959 legislature to investigate duplication in agricultural agencies but the committee found "no serious overlapping" and suggested no changes.

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Psychological Motive Believed Behind Most Men Quitting Job

By HENRY J. BECHTOLD
UPI Financial Editor

New York — UPI — When a man leaves his job the chances are good his motive was psychological.

At least that's the belief of Harry Levinson, director of the Menninger Foundation's Division of Industrial Mental Health, Topeka, Kan.

He said that behind the common management complaint that nobody cares about doing a good job anymore may be a worker's belief that "nobody up there cares about me."

Most employees develop psychological ties with their organization, and when they feel that this psychological contact has been broken they may respond by withdrawing from their work, Levinson declared.

He said man wants the organization to serve his psychological development; he wants to do a good job. And when the organization does not encourage and permit this growth, he can only withdraw from it in self defense, he added.

Despite the great increase in the use of psychological and psychiatric consultants in industry, Levinson noted, managers frequently have trouble relating psychological data to their everyday activities.

Psychological test scores may be used to help select personnel, but the fact that employees might have certain feelings toward their work often is regarded as unimportant, studies showed.

In general, he pointed out, research in industrial mental health has shifted from an exclusive preoccupation with the individual person and his symptoms toward an equal concern with the forces in the working environment which may contribute to mental illness or health.

Job Fulfills Needs

Levinson explained that man seeks to meet a number of psychological needs in his work. "He seeks a way of coping with the inevitable changes in his life; he tries to obtain a balanced relationship with the people with whom he works so he can be comfortable with them without losing his privacy; and he must be able to depend on other people and his company if he is to have a working relationship with both of them."

He said the results of several studies indicate that the lower a person's skill, the less somebody cares about him, the less he is involved in any kind of decision making, and the less responsibility he has for his work and what happens to him in the course of his job.

No Real Investment

He may perform, Levinson said, but only under certain kinds of pressure. This kind of person has no real investment in what he does, but he does care about what happens to himself.

Because little credence has been given to the unconscious motivation of work, "human relations" programs have often become little more than lessons in manipulating people by various artificial devices, according to Levinson. Naturally, he noted, manipulation is bound to fail, just as gimmicks of any kind are bound to fail.

And it is for this reason that management is becoming leery of manipulation. Slowly it is recognizing the importance of enabling people to share in decision-making and in responsibility for what they do, Levinson stated.

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EXECUTIVE EDITOR DIES

Shreveport, La. — UPI — Charles A. Hazen, 60, managing editor of the Shreveport Times for 26 years before he became the paper's executive editor two years ago, died Saturday.

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