

~~above set forth~~ have, I believe, been, at least partially attained by the investigation into the root causes of ~~some of~~ ^{the} industrial controversies ^{which were} existing at the time the study was commenced, and ^{by practical} in the working out of improvements in ^{industrial} ~~existing~~ relations through suggestion or otherwise, as opportunity offered. ^{how} It seemed impossible, ~~however~~, to disclose appreciation of the magnitude of the task assigned by the Foundation, or to ^{discuss it in an explicit and definite manner in accordance with} indicate means whereby the Foundation's ^{the Foundation's direct object} aim might be promoted, except by a review of the industrial problem sufficiently comprehensive to suggest the proportions of any adequate study of industrial relations, and a method of approach toward a solution. This twofold purpose I have had before me in the preparation of the volume transmitted herewith.

Whilst I cannot hope that this study will realize the expectation of the Trustees, or do justice to the aim of the Foundation in any of the many particulars cited, I believe a perusal of the pages of the accompanying work will disclose that I have sought to keep in mind the ^{comprehensive purpose} ~~outstanding aim~~ of the study, as well as ~~each of~~ the specific objects mentioned; also that I have sought to be "constructively helpful", by going to the heart of the matter and indicating to those closely connected with Industry, and especially to Employers and Leaders of Organized Labor, a point of view from which the problems ~~of~~