

procedure it suggests, with informed persons representing different interests and many points of view--- employers, employees, scholars, investigators, social workers, public officials, agitators, etc. etc.

- (3) Opportunity of personal investigation of typical industries and industrial areas suggestive of concrete problems and existing conditions.

Having a due regard to the considerations mentioned, thought, discussion and observation, pursued with discrimination and discernment over a period of time, are essential to the exercise of a wise and judicious selection of the points of departure for purposes of investigation. Time spent in this manner, while inevitably delaying obvious beginnings, is certain to prove most profitable in the long run.

Selection of persons most competent to carry on work of investigation. This, too, requires opportunity of wide observation and ample discussion, not only for the purpose of discovering the individuals best qualified and making their acquaintance, but also for obtaining the opinions of others with respect to their character and abilities.

Use to be made of results of investigation. This involves all that is implied in a critical examination of data obtained, in instituting practical experiments and watching their progress, and in the methods to be adopted in the dissemination of ideas respecting industrial relations.