

- on economy of shorter working day, 116-117.
- Oxford, Mass., campaign against tuberculosis at, 184-185.
- Packard Motor Car Company, apprenticeship school of, 86-87; records of learners' progress kept by, 88-89; school of, for training executives, 95-96.
- Packard Piano Company, scientific management accepted by shop committee of, 223-224; management-sharing at, 225.
- Parke Davis & Co., Women's Association of, 242.
- Part-time courses in schools, 36, 78; vocational training in, 81; benefits of, 81-82.
- Paternalism in housing, avoidance of, 269-270.
- Pelzer Manufacturing Company, schools for employes of, 79.
- Pennsylvania, industrial accidents in, 136.
- Pennsylvania Department of Labor and Industry, questionnaire by, 45.
- Pennsylvania R. R., teaching of English to employes by, 100; portable bunk houses used by, 279.
- Pensions, or old-age insurance, 309-317.
- Personality of applicant, importance placed upon, 53-54.
- Personal meetings, 104-105.
- Physical examinations of workers, 59-62; an accident preventive, 140; benefit of periodic, 166-167; records of, 191.
- Physician, office of, in industrial plant, 189, 330-332.
- Picnics for employes, 256-257.
- Piecework wages and time wages, 203-204.
- Plant chart, the, 40; for use in promotions, 98.
- Plant medical equipment, 173-177, 330-332.
- Plant organ, the, 105; a typical issue of, 105-107; special points concerning, 107-108; form and cost of, 109; frequency of publication and distribution, 110; qualifications of editor of, 110.
- Playgrounds for children of employes, 289-290.
- Plumb Company, attendance bonus paid by, 210.
- Point system or bonus-for-quality-of-work system, 211-212.
- Port Huron Engine and Thresher Company, reduction of accidents by, 137; plan of, for Shop Safety Committee, 139.
- Port Sunlight Men's Club, 253.
- Postal Telegraph Company, success of credit union in, 323.
- Premium systems of wages, 204-206.
- Price, Dr. George M., 195, 197.
- Prizes for gardens, 285, 286.
- Productivity, effect of labor administration on, 4; effect of lighting on, 152-153; comparative effects of bonus systems on, 211-212; increasing, by adequate housing conditions, 261.
- Profit sharing, growth of, 19; history of, 216; defects of, 216-217; gain-sharing an attempt to remedy defects of, 217; a possible application of, 217-218; combined savings scheme and, 218-219; labor's attitude toward, 224; to be accompanied by management-sharing, 224-225.
- "Profit-Sharing," book on, by business authorities, 217.
- Promotion, systems of, 96-97.
- Promotions, reduction of labor turnover by, 73-74; hope for, as a stimulating efficiency factor, 212-213.
- Prudential Life Insurance Company, noonday concerts at, 242.
- Psychological tests for workers, 55-56; function of, 58.
- Pullman Company, paternalistic housing venture of, 269-270.
- Quality-of-work bonus system, 211-212.
- Quality progress records, 211.
- Railroad apprenticeship schools, 87.
- Railroad club houses, 246.