

# CANADIAN MINING JOURNAL

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## How do YOU Solve "Labor Turn-over"?

An industrial authority writes:

*"Modern industry must employ a hundred and fifty to five hundred men every year in order to keep a hundred positions steadily filled."*



Pay-time Disputes—they certainly increase labor turn-over.

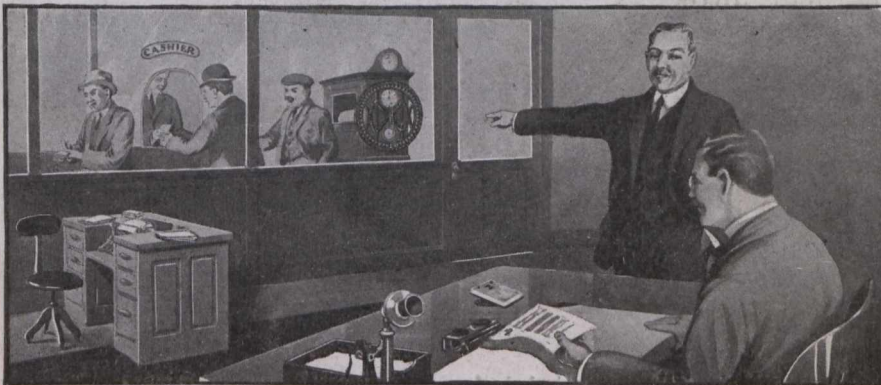
You know, Mr. Employer, what a statement like that means in cold dollars. Among other things it means a dead loss in trained labor—and trained, very often, at your expense! Can you afford it? Can any business man?

What is the chief reason, and how can it best be prevented? The chief reason is discontent due to "Time" disputes, and the best way to overcome this discontent is by installing one or more

## INTERNATIONAL TIME RECORDERS

By making every worker his own time-keeper in his own time, you eliminate all possible chance of "Soreness," and thus materially reduce your labor "turn-over."

Also, you increase "out-put," efficiency, self-respect and loyalty. Your workers *know* they are getting a square deal, and respond accordingly, while *you* know that your profits are being protected against loss through error in recording working time. Let us send you our latest folders.



Satisfied employees—satisfied management—decreased labor turn-over.

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