

appointed to consider the possibilities of coördinated study of management problems—it can bring to bear upon them seasoned methods and a well-rounded background for the scientific study of industry.

In the introduction of labor-saving machinery, for example, there arise questions relating to various sciences; such physiological problems as fatigue, such psychological problems as capacity to learn, such psychiatric problems as the emotional effects of fear of loss of job, such social problems as the absorption by the community of workers thrown out of employment, and such economic problems as the absorption of increased output. These are but a few of the angles from which the sciences of human nature can contribute to the solution of the managerial problem of how labor-saving machinery can best be introduced. But it is only as there is provision for organized coöperation of these several sciences that partial angles of approach can be blended into a well balanced study of the whole.

Such a study will not bring many managerial formulae or precise solutions. Human problems, even in industry, share the ineradicable individuality of human personalities. But such coördinated study will gradually develop an orderly and penetrating understanding and a scientific method of approach. This will assist engineering and management students at Yale and elsewhere to become adequately prepared for the human as well as the material aspects of their work. This will also give to the management of human nature a scientific foundation and technique, which will provide a firm basis for progress.

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