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ty and Training, American Smelting & Refining Co.

"Human Relations Training", Morgan Upton, Chairman, Psychology Department, Rutgers University.

"Mechanical Crafts Training", David W. Hill, Training Supervisor, Hercules Powder Co.

"Evaluation of Management Training", Walter R. Hahler, Psychological Corporation.

The appendix contains information on registering apprentice programs, and a Bibliography.

The authors discuss steps in developing training programs; problems to be encountered in administering and maintaining successful educational functions, and evaluation of the results of training.

THE AMERICAN JOURNAL OF SOCIOLOGY, publication of the University of Chicago Press, Chicago, Illinois, U.S.A., has published a special January 1954 issue on *Age and Retirement* — Ernest W. Burgess is the Issue Editor.

The following titles of the articles written give a good idea of the different aspects of this interesting subject treated:

Retirement Problems in American Society, by Clark Tibbitts.
Flexibility and the Social Roles of the Retired, by Robert J. Havighurst.

Changes in the Labor-Force Participation of the Older Worker, by Philip M. Hauser.

The Migration of Older People, by Charles R. Manley, Jr.

Community Adaptation to the Presence of Aged Persons: St. Petersburg, Florida, by William H. Harlan.
The Organized Social Life of the Retired: Two Florida Communities, by Irving L. Webber.

Moosehaven: Congregate Living in a Community of the Retired, by Robert W. Kleemeier.

Social Relations, Activities, and Personal Adjustment, by Ernest W. Burgess.

The Life of the Retired in a Trailer Park, by G.C. Hoyt.

The New Leisure Class, by L.C. Michelon.

Some Clinical and Cultural Aspects of Aging, by David Riesman.

Economic Aspects of Aging and Retirement, by Robert K. Burns.

JANSEN, H.L., *Le Conseil économique et social des Pays-Bas* — dans *Revue du Travail, Ministère du Travail et de la Prévoyance Sociale de la Belgique*, Bruxelles, Belgique, janvier 1954, pp. 67-71.

L'auteur, secrétaire de cet organisme, décrit le statut, la composition et le rôle du Conseil dans l'élaboration de la politique économique et sociale.

PUBLICATIONS RÉCENTES

Généralités

Eighteenth Annual Report of the Department of Labor, of the State of Carolina for the period: July 1, 1952 to June 30, 1953, 135 pp.

Historique du Ministère du Travail, Ministère du travail, Hôtel du Gouvernement, Québec, 167 pp. — 1953.

Human Welfare and the ILO., by V. C. Phelan, reprint published by Canadian Institute of Internal Affairs, Toronto, 1954, 9. pp.

Le Plan au service de l'industrie, par Francis Bolen, article de *Industrie*, revue de la Fédération des industries Belges, 33, rue Ducale, Bruxelles, Belgique, novembre 1953, pp. 709-711.

Programme des études, année académique 1953-1954 de l'École d'Administration des affaires des Facultés catholiques de Lille sous le patronage du Centre d'Études des problèmes industriels. 109, rue de la Bassée, Lille, 56 pp.

Rapport général du Ministère du travail de la province de Québec, pour l'année fiscale terminée le 31 mars 1953, Ministère du Travail, Québec, 1953, 315 pp..

The International Labor Organization, what it is... what it does... how it works article from "The Trades and Labor Congress of Canada", published by the Trades and Labor Congress of Canada, 172 MacLaren Street, Ottawa 4, Ont., January 1954, pp. 7-10.

Direction du personnel

Absenteeism and Turnover in the Foreman's letter published by the International Foremen's Institute Inc., 432, Ontario St. West, Montreal, P.Q., February 18, 1954.

Building a Functional Personnel Budget, by Daye Yoder, Reprint Series No. 12, published by the Industrial Relations Center, University of Minnesota, Minneapolis, 1953 — 11 pp.

Conducting an Employee Opinion Poll by Questionnaire, by Robert D. Gray, L. Robert Sorensen, Gloria M. Flower, published by the Industrial Relations Section, California Institute of Technology, Pasadena, California, November 1953, 19 — exhibits.

Establishing a Training Program selected experiences published by the Institute of Management and Labor Relations, Rutgers University, the State University of New Jersey, New Brunswick, N.J., 1953 — 41 pp. — Bulletin No 3.

How C.I.L. Control Maintenance, by A.N. Smith from Plant Administration, MacLean Hunter Publishing Co. Ltd., 48 University, Toronto, January 1954, pp. 41-46.

How Much Do Personnel Activities Cost?, by Dale Yoder, Reprint Series, No. 12, published by the Industrial Relations Center, University of Minnesota, Minneapolis, 1953, 11 pp.

Increasing the Effectiveness of Maintenance, by Steve Dembicki and A. A. Smith from Plant Administration, MacLean Hunter Publishing Co. Ltd., 48 University, Toronto, January 1954, pp. 41-46.

Labor Turnover Report, by Martin Ruddock from the Factory Manager published by Production Publications (London) 117 Kingsway, London W.C. 2 — January 1954, pp. 47-50.

L'Entrevue, Louis-Philippe Brizard, Conférence donnée à la journée d'étude de la conférence de Montréal, 7 octobre 1953, 5 pp.

Personnel Practices in Industrial Laboratories, by Lowell W. Steel, published by the Department of Economics and Social Science Publication in Social Science, Series 2, No. 36, Reprint — May 1953, 8 pp.

Statistics and Personnel Management, by M. G. Kendall, Occasional Papers No. 3, published by the Institute of Personnel Management, Management House, Hill Street, London E.I., 1953, 16 pp.

The Impact of Interpersonal Relations on Rating of Performance, by Verne Kallejian, Paula Brown and Irving R. Weschler, Reprint No. 33, published by the University of California, Los Angeles 24, 1953, 6 pp.

Transferts, extrait de lettre au Contremaître, publié par the International Foremen's Institute Inc., 432 Ouest, rue Ontario, Montréal 2, P.Q., 18 février 1954.

Why Counseling Followup, by Elva Macpherson from Employment Security Review, United States Dept of Labor, Bureau of Security, Washington 25, D.C., January 1954, pp. 27-28.

Industrie

Productivité et protection des travailleurs, Dr C. Simonin, publié dans Jeune Patron, 19, ave George V, Paris 8e, septembre-octobre, 1953, pp. 44-49.

Promotion ouvrière et productivité, Léon Delsinne article de Industrie revue de la Fédération des industries Belges, 33, rue Ducale, Bruxelles, Belgique, novembre 1953, pp. 686-691.

Législation

Revendications législatives au Cabinet Fédéral: Mémoires annuels du Congrès des Métiers et du Travail du Canada — Congrès Canadien du Travail — Confédération des Travailleurs Catholiques du Canada, publiés dans Gazette du Travail, Ministère du Travail, Ottawa, janvier 1954, pp. 44-62.

Questions économiques

The Guaranteed Annual Wage from Labour Research published by the Research Department of the Canadian Congress of Labour, 74 Sparks St., Ottawa, Ont., November, December 1953, 8 pp.

The Guaranteed Wage, a panel discussion sponsored by Employee Relations Section, The Montreal Board of Trade, Montreal 1953, 24 pp.

Relations industrielles

Communication in Industry: A cure of conflict? Paul Pigors, published by the Department of Economics and Social Science Series 8, No. 37 — Reprint, July 1953, 12 pp.

Due Process on the Railroads, by Joseph Lazar, published by the Institute of Industrial Relations, University of California, Los Angeles, 1953, 38 pp.

Financial Statements in Collective Bargaining, by Solomon Barkin, Reproduced from the New York certified Public Accountant, July, 1953 issue, pp. 439-446.

Interviewing for Organizational Research by William F. Whyte, published by New York State School of Industrial and Labor Relations at Cornell University, Ithaca, New York — Reprint Series, November 17, 1953, 7 pp.

Labor Unions and National Politics in Italian Industrial Plants, by Maurice F. Neufeld, published by the Cornell International Industrial and Labor Relations, Cornell University, Ithaca, N.Y., 1954, Report No. 1 — 146 pp.

Management Memo on Supervision, by R. C. Shaw from Plant Administration, Maclean Hunter Publishing Co. Ltd., 481 University, Toronto, January 1954, pp. 47-49.

Picketing and Speech, Herbert Burstein, from Labor Law Journal, published by Commerce Clearing House Inc., 214 N. Michigan Ave., Chicago 1, Illinois, December 1953, pp. 791-804.

Sociometric Choice and Organizational Effectiveness: a Multi Relational Approach, by Fred Massarick, Robert Tonnenbaum, Murray Kahane and Irving R. Weschler, reprint No. 34, published by University of California, Los Angeles 24, California, 1953, 30 pp.

What is the Foreman's Job?, by R.C. Shaw from Plant Administration, Maclean Hunter Publishing Co. Ltd., 481 University, Toronto, January 1954, pp. 47-49.

Sécurité sociale

Douzième Rapport annuel pour l'année financière 1953, publié par la Commission d'Assurance-chômage, Ottawa, Canada, 50 pp.

The Problem of Retirement in Industry, fifth Annual Labor Management Conference, published by the Institute of Management and Labor Relations Rutgers University, State University of New Jersey, May 1953, 79 pp.

Workmen's Compensation in the United States, Rehabilitation, Jerome Pollack, article reprinted from Monthly Labor Review, Vol. 76, No. 12, December 1953 5 pp.

Syndicalisme

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A.F. of L. Looks Ahead, by George Meany, published by the American Federation of Labor, 901 Massachusetts Avenue, N.W. Washington, D.C., 1953, 16 pp.

Government Regulation of Local Union Democracy, by George Strauss and Don Qillner, published by the New York State School of Industrial and Labor Relations at Cornell University, Ithaca, New York, 1953, Reprint Series, No. 18, 17 pp.

Membership of Trade Unions in 1952, article published in the Ministry of Labor Gazette published monthly by H.M. Stationery, Office, November 1953, 2 pp.

Mémoire de la Confédération des Travailleurs Catholiques du Canada présenté au Cabinet fédéral, 555, Blvd Charest, Québec, 4 décembre 1953, 14 pp.

Mémoire annuel de la C.T.C.C. au Cabinet provincial, 22 décembre 1953, Québec, 23 pp.

Memorandum to the Government of Canada presented by the Trades and Labor Congress of Canada, 172 MacLaren Street, Ottawa 4, Ontario. December 2, 1953, 39 pp.

Organizing White Collar Workers, by Valter Aman, article from "The American Federationist" published by the American Federation of Labor A.F. of L. Building, Washington, D.C. January 1954, pp. 27.

Resolution on Economic Policy adopted by the C.I.O. at the Cleveland Convention, November 16-20, 1953, 718 Jackson Place, N.W. Washington 6, D.C.

Soviet Trade Union Structure from Russian Delegation Report published by Amalgamated Society of Woodworkers, 551 Wilmslow Road, Withington, Manchester 20, July 1953, pp. 11-12.

Travail — Main-d'oeuvre

An Objective Personnel Study of Metropolitan Newspapermen by C. Harold Stone, reprint published by Industrial Relations Center University of Minnesota, 1954, 18 pp.

Indices d'emploi et des salaires dans l'industrie de l'imprimerie de Montréal et du district, septembre 1953 — publié par le Comité paritaire de l'industrie de l'imprimerie de Montréal et du district, Montréal, janvier 1954, 2 pp.

Le problème de l'emploi, discours de M. Van Houtte, reproduit dans C.S.C., Bulletin mensuel de la Confédération des Syndicats chrétiens de Belgique, 127 rue de la Loi, Bruxelles, Belgique, décembre 1953, 11 pp.

Memorandum on Sheltered Employment by National Board for Sheltered Employment published by the Department of Labour, Union of South Africa, the Government Printer, Pretoria, 1953, 209 pp.

The Unemployed Worker During a Period of "Full" Employment by Joseph W. Barbarino, Reprint No. 50, published by the Institute of Industrial Relations, University of California, 201 California Hall, Berkeley 4, California, 1954, 31 pp.

Travail et Main-d'oeuvre, fascicule no 16 et 17 publié par le Ministère du Travail et de la sécurité sociale, Paris, 1953.

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Institute for Social Research, *Industrial Mobility in Michigan* — A sample survey of Michigan Manufacturers, Survey Research Center, Institute for Social Research, University of Michigan, December 1950, 77 p. (Survey Research Center Series, Publication No. 4.)

Institute for Social Research, *Productivity, Supervision and Morale in an Office Situation* — Part 1 — Authors: Daniel Katz, Nathan Maccoby, Nancy C. Morse, Institute for Social Research, University of Michigan, Ann Arbor, Michigan, December 1950, 84 pp.

LORWIN, Lewis L., *The International Labor Movement* — History, Policies, Outlook — Harper & Brothers, Publishers, New York, 1953, 366 pp.

MORI, JEAN, *Le Syndicalisme libre en Suisse*, Les Editions Radar, Genève, 1953, 170 pp.