

Relations industrielles Industrial Relations



John W. MCCONNELL and Robert F. RISLEY, *Economic Security: A Study of Community Needs and Resources*, 79 pages, New York State School of Industrial and Labor Relations, Cornell University, Bulletin No. 18, Ithaca, N.Y., 1951. 25 cents each for orders of more than five copies.

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ALFRED CHARPENTIER, *Montée Triomphale de la CTCC*, a 123-page volume, Montreal, 1951. For sale by the author, 7080 Hutchison Street, Montreal.

The former president of the Canadian and Catholic Confederation of Labour does not attempt to write a complete history of this movement but rather a chronology of the important events which have marked its development. This book is an excellent synthesis to initiate anyone who wishes to have an idea of Catholic syndicalism here.

SERVICE D'ÉDUCATION DE LA C.T.C.C., *Syndicat, instrument de libération des travailleurs*, a 30-page booklet, Quebec, 1951.

Booklet for workers, explaining the necessity, the nature, the part and the working of a union as well as the organization and function of the Canadian and Catholic Confederation of Labour.

SERVICE D'ÉDUCATION DE LA C.T.C.C., *Pour bien diriger un syndicat*, Service d'éducation du Conseil General des Syndicats Catholiques de Quebec, 1950, a 76-page booklet.

Booklet for union officials contains what should be known to run a union in a democratic way: meeting procedure, filing system, union accounting. Especially written for labour unions, but may be used by any kind of group.

Readings in Labour Economics: edited by Francis S. Doody, Associate Professor of Economics, Boston University, College of Business Administration, 1950, Addison-Wesley Press, Inc., Cambridge, 42, Mass.

The Editor, Francis S. Doody, has tried in this volume to add a complement to the courses given in the field of labour, by re-publishing outstanding articles chosen from economic papers and reviews. These articles show the recent tendency to accentuate the economic aspect of labour rather than labour problems and the tendency to increase more and more the importance of collective agreements in the field of labour relations. The subjects covered are the organization of unions, salary policies, the nature and extension of collective agreements, the application of programmes of social security and the economic aspects of the labour laws. The positive aspect is also considered in articles, accompanied with practices and policies used in labour relations.

JOHN W. MCCONNELL and ROBERT F. RISLEY, *Economic Security: A Study of Community Needs and Resources*, 79 pages, New York State School of Industrial and Labor Relations, Cornell University, Bulletin No. 18, Ithaca, N.Y., 1951. 25 cents each for orders of more than five copies.

John W. McConnell is a professor at the New York State School of Industrial and Labor Relations and Robert F. Risley is administrative assistant to the Dean of the New York State School of Industrial and Labor Relations.

The authors analyze, in taking into account the economic circumstances, the concept that the residents of Elmira, city situated in Chemung County, New York, have of their need for economic security. They study the various sources of security that is, private or public, put at their disposition by private enterprises of the place or by the community itself, and examine the attitudes of these citizens in regard to these various institutions and to the programmes of social security put into operation by them.

For such a widespread survey, a three-pronged approach was made which was presented at the beginning of the book.

1. The chief income producers of a selected sample of Elmira dwelling units were interviewed to determine from their point of view the extent of the protection from economic distress available to them and to determine their knowledge and attitudes concerning social security programmes.

2. The agencies most readily available to individuals in case of loss or reduction of normal income were asked to provide information about their operation within the community.

3. A survey of employers was conducted to determine the nature of the employee benefit programmes in the area and the number of persons covered by these various types of protection.

This method thus used included questionnaires and statistical tables, of which certain sample types have been added in an appendix as well as the other group of tables inserted in the text.

C.H. NORTHCOTT, M.A., PH.D., *The Personnel Aspects of Management*, Institute of Personnel Management, Management House, Hill Street, London, W.I., Price 3s. Od.

Dr C.H. Northcott, is a former director of the "Institute of Personnel Management". His booklet contains three speeches to the principal members of the executive of the Manchester Municipal College of Technology.

The chief aim of the author is to bring out two aspects of management which he considers as essential: The working out and the putting into force of a personnel policy, and the nature and importance of authority.

He believes, firstly, that a just idea of management is essential to good human relations and that a same conception is required in the handling of men and women of a very complex and changing nature. This personnel policy decided upon finally by the board of directors must be based on principles of justice, democracy and cooperation and must be adapted to persons, their needs, views and attitudes, in taking into account the place and the circumstances.

In the second place, the author discusses management as authority and makes a distinction between the head man and the leader. The head man is the one who is at the head of the enterprise and of whom the status is recognized by his rank. The leader is the one, who by his personality to direct, to react to the exigencies of situations and who is endowed with a sense of responsibility and in addition has a wide human and social comprehension and a spirit of penetration to analyze deeply. The author returns to the aspect of management concerned in directing authority and all the dangers that it carries and the necessities and duties that must follow.

The author concludes his work in insisting on this idea that the key to success lies in working out an established policy in conformity with principles after having consulted all those interested and in the application of this policy in a spirit of justice and democracy.

CASSERLEY, J.V.L., *Morals and Man in the Social Sciences*, Longmans, Green and Co., London, New York, Toronto, 1951.

FOLLOWS, JOHN W., *Antecedents of the International Labour Organization*, Oxford, at the Clarendon Press, 1951.

GOYDER, G., *The Future of Private Enterprise*, Basil Blackwell Oxford, 1951.

REYNOLDS, LLOYD GEORGE, *The Structure of Labor Markets*, Harper and Brothers, New York, 1951.
