

PSYCHOLOGY

Job Important to Health

When a worker appears to be neurotic it may be because he is underplaced or overplaced; the difficulties should be analyzed to get at the real source of trouble.

► WHEN A worker is more concerned with trying to "be" something than with any effort to "do" anything on his job, even though he may not himself be aware of this, it may be because he is neurotic, or it may be because it is impossible for him to meet the demands of his job, Dr. Bruno Solby, of the U. S. Public Health Service, told the meeting of the National Committee for Mental Hygiene, held in New York.

In the course of growing up, Dr. Solby said, every individual goes through a period in childhood when personal affection and admiration are all-important. A little boy or girl wants to please, and mother's or father's approval is all-important.

In the next state, when the individual gets out of the home and begins to join gangs, fraternities, sororities and other social circles, the "role" becomes of top importance. Then it is important to "belong." In school and college, students pick out what they want to "be" when they graduate.

But, once out of school and in a job, the measure of a man's mental health is in terms of what he can do rather than who he is or whether he is the favorite of the boss.

The unhappy employee, Dr. Solby said, nearly always blames the trouble on not being able to get along with some individual on the job. He complains that "the boss doesn't like me," or that the other employees "are prejudiced against me." This is a reaction pattern which points back to the days when it was necessary to be mother's pet or take an apple to the teacher. But although personal friction is most often blamed, this complaint can't be trusted as the real explanation of the difficulty, Dr. Solby indicated.

More often, he said, the worker is living in the second state of development—the stage where role was all-important. For some, this role stage was never outgrown. Maybe the worker is a girl who had decided to be an actress. She still thinks of herself as a great actress; it is not unnatural that she should fall down on her job as a secretary.

Others go back to a role previously outgrown because of frustration from being

either "overplaced" or "underplaced" on the job. The underplaced person may be a bright young man or woman with great abilities but without the necessary experience or training to fill the job they ought to have. The overplaced include those who "dress the part" and talk glibly enough to impress an interviewer favorably, but who do not have the mental ability to fill adequately the jobs that they get in this manner.

Both overplaced and underplaced workers may be anxious and sleepless. They do not see the real cause of their troubles, but always blame friction with some other person on the job.

The task of the industrial psychiatrist, Dr. Solby said, is to analyze the difficulties of such employees to get at the real source of the trouble. He must distinguish between those who are really neurotic and cannot outgrow the role they have unconsciously assumed and those who have similar symptoms but who are suffering only from faulty job placement.

"It is the responsibility of personnel management, supervisor and industrial psychiatrist," he said: "to cooperate in fostering the mental health of the adult population through scientific job placement."

Science News Letter, November 25, 1944

From Page 339

previously known.

Chief results of this work were the very precise measurements of the amount of spin and magnetism of a number of atomic nuclei, including the proton and the deuteron (the nucleus of heavy hydrogen). In addition it was discovered that the deuteron is shaped like a football spinning on its long axis. This fact has important consequences concerning the properties of nuclear forces.

Science News Letter, November 25, 1944

CHEMISTRY

Hundred-Octane Gasoline To Be Produced in Curacao

► HUNDRED-OCTANE gasoline for United Nations bombers and fighter planes will be made on the spot in the oil-producing area of the Netherlands

West Indies centering near Curacao. The Curacao Petroleum Industry's great refinery has just completed the construction of several new installations, with the aid of engineers and contractors from the United States. Among them is a three-tower plant for the production of cumene, a synthetic substance important in the compounding of high-octane aviation fuel. This plant is now undergoing test runs.

The Curacao Petroleum Industry has instituted a new school for on-the-job training of technical personnel.

Science News Letter, November 25, 1944

SCIENCE NEWS LETTER

Vol. 46 NOVEMBER 25, 1944 No. 22

The weekly Summary of Current Science, published every Saturday by SCIENCE SERVICE, Inc., 1719 N St., N. W., Washington 6, D. C. North 2255. Edited by WATSON DAVIS.

Subscriptions—\$5.00 a year; two years, \$8.00; 15 cents a copy. Back numbers more than six months old, if still available, 25 cents. Monthly Overseas Edition: By first class mail to members of the U. S. armed forces, \$1.25 a year. To others outside continental U. S. and Canada by first class mail where letter postage is 3 cents, \$1.25; where letter postage is 5 cents, \$1.50; by airmail, \$1.00 plus 12 times the half-ounce airmail rate from U. S. to destination.

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Entered as second class matter at the post-office at Washington, D. C., under the Act of March 3, 1879. Established in mimeographed form March 18, 1922. Title registered as trademark, U. S. and Canadian Patent Offices. Indexed in Readers' Guide to Periodical Literature, Abridged Guide, and in the Engineering Index.

The New York Museum of Science and Industry has elected SCIENCE NEWS LETTER as its official publication to be received by its members.

Member Audit Bureau of Circulation. Advertising Representatives: Howland and Howland, Inc., 393 7th Ave., N.Y.C., Pennsylvania 6-5566; and 360 N. Michigan Ave., Chicago STAtE 4439.

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The Institution for the Popularization of Science organized 1921 as a non-profit corporation.

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