

of injections, a much wider use of this new protection will be possible. Medical experts have found that 75 per cent. of children of pre-school age are susceptible to diphtheria and it is in this group that most of the deaths occur.

"It is therefore of special importance that all children over six months of age be protected against diphtheria," the health officer continued in his address before the meeting.

With the new toxoid requiring only one injection instead of three, this job of protecting all the school children of a city against diphtheria can be done much more quickly.

Science News Letter, July 29, 1933

PSYCHIATRY

Insanity Gives Release From Hard Life

INSANITY is often a release from hard or unsatisfactory life, Dr. Mandel Sherman of the University of Chicago reported to the American Association for the Advancement of Science.

One exceedingly common form of insanity is religious mania. This is more frequent among women than among men, though the difference is greater among whites than among Negroes.

Another form of insanity is the delusion that you have serious bodily illness. This afflicts more white women than it does white men; but among Negroes the ratio is reversed, and more male Negroes than females suffer from wholly imaginary "miztries."

There appears to be a direct relationship between the occurrence of insanity and generally wretched, poverty-stricken living conditions, at least among the Negroes.

Science News Letter, July 29, 1933



A POSSIBLE SOLUTION OF A MAYAN MYSTERY

an address by

C. Wythe Cooke

U. S. Geological Survey

To be given Friday, August 4, at 1:45 p. m. Eastern Standard Time over stations of the Columbia Broadcasting system. Each week a prominent scientist speaks over the Columbia System under the auspices of Science Service.

PSYCHOLOGY

Occupational Tests Reveal Undeveloped Talents

Clinic Makes Classification and Rehabilitation Service Available for Unemployed; Is Aid to National Recovery

SCIENTIFIC METHODS of occupational guidance, made available for the first time to those without money to pay for this expensive service, have revealed unsuspected talents among men holding inferior positions, records of the Occupational Testing Clinic at Minneapolis, Minn., show.

The man who fails at a routine or inferior job and is laid off is not necessarily too stupid for it; he may have superior abilities in a different line. Actual cases of a man talented as an architect but failing as a timekeeper, men with clerical ability who could not hold a job at ordinary labor, a potential engineer who could not make good in a round house labor gang, are typical of the records in the Occupational Testing Clinic files.

Thoroughly Discouraged

These men did not know of their abilities. For the most part they were thoroughly discouraged and considered themselves failures—down-and-outers. Some were dependent upon charity for the care of their families. In good times their wages may have ranged from 35 to 60 cents an hour. In bad times they were idle.

But the Occupational Testing Clinic's individual study of these cases showed the men to be victims, not merely of the depression, but of misplacement at jobs not suited to their individual aptitudes. Re-training, or in some cases, just a steer in the right direction, resulted in successful placement at a higher wage level and satisfaction for both employer and employee.

This scientific guidance has been made available to the unemployed in Minneapolis by the Employment Stabilization Research of the University of Minnesota. The following cases are typical of the way in which the laboring man may be benefited if the new United States Employment Service follows the example of public employment services in Minnesota and makes this service in occupational classification and rehabilitation available to the unem-

ployed of the nation. The names used below are fictitious.

Case S 548. George Edwards is 26 years of age and has a wife and three children to support. The oldest child is six years old and the youngest two and a half. George's father was a barber. During the summer while George was attending high school he operated a labeling machine in a brewery, earning about \$20.00 a week. He continued at this job after he had quit school, and was earning \$22.50 per week when he married in 1925.

Since this job was seasonal in character, George obtained work as an extra man on a labor gang in a round house in the fall of 1926. He worked at this job for the railroad at \$2.88 a day for about a year and eight months.

He has had no permanent work since 1928, although he drove a truck for a package delivery company for about six months, drove a taxicab for about three or four months, was chore boy in a bakery shop for about three or four months, fired a low pressure steam boiler for two winters, and during one summer when the street railway company was laying a new track, he acted as flag man.

The Occupational Testing Clinic discovered that this man had unusually high abilities along clerical lines and excellent mechanical abilities, combined with the typical interests of the engineer. It was very clear that this man should have been trained as an engineer, but that such training would be impossible unless some way could be found to maintain his family while the training was being given. Attempts were made to work out some program of caring for the family, but the charity organizations were already over-burdened with the families of unemployed men, and it was therefore impossible to offer the engineering training, although training was provided in various electrical skills useful in connection with radio repairs and maintenance.

This man succeeded very well in his

training, and will be able to maintain himself and his family by means of the skills developed. His aptitudes along these lines would not have been discovered had he not taken the occupational tests.

Case M 1992. Ralph Swartz is 35 years of age, unmarried, the son of a factory worker. He began work at the age of 15 in a rug cleaning factory, operating a soap machine at 25 cents an hour. After three years of this work he joined the army, and spent eight months overseas, where he received a gunshot wound which kept him in the hospital for about six months. Upon his return to this country, the Veterans Bureau started to re-educate him as a clerical worker. For two years he studied stenography and bookkeeping, under the direction of the Veterans Bureau. At the end of the two years, he obtained a job as a repair man on box cars in the railroad yard.

From Clerk to Architect

The company for which he was working sold out, and this man became a timekeeper for the purchasers, but held the job only a short time. For two years from 1927 to 1929, he was idle, and then obtained a job in the packing department of a plant manufacturing electric apparatus. In this job he has received forty cents an hour whenever the factory was operating.

The occupational tests indicated that Ralph Swartz possessed the interests and abilities typical of artists and architects. He had high mechanical aptitudes, great speed and accuracy in the use of his hands, and very good academic capacity, although he had obtained only a common school education. He liked to draw and had spent a considerable amount of time visiting the Art Institute. It was clear that this man should have been trained as an architect rather than as a clerical worker. The Veterans Bureau had assumed that because of his lack of high school education, it would be impossible for him to master architecture, while as a matter of fact the man actually had better abilities for taking architectural training than three-fourths of the high school graduates who do take it.

Since the man is now thirty-five years of age, it may be difficult for him to secure the training he should have had, but he has already made excellent progress in courses in mechanical drafting and free-hand drawing.

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EMPLOYMENT RESEARCH

Reorganization Threatens Occupational Testing Clinic

FOR TWO YEARS experts on personnel administration, economists, industrial social workers, vocational psychologists and medical specialists have been struggling to develop a scientific program for employment stabilization in Minnesota. Among other achievements they have succeeded in developing a highly efficient system of free public employment offices in Minneapolis, St. Paul, and Duluth. As work now draws to a close, the public employment offices are returned to the Minnesota State Industrial Commission.

The Minnesota program has received national and international recognition as a noteworthy attempt to develop a highly effective free employment system designed to analyze each applicant and to place him in the position for which he seems to be best fitted.

Those responsible for this new development of a high grade non-political employment service were given to understand that if increased funds for this service could be procured from the legislature that the service would be continued by the state on the same high plane. This was done and the legislature increased the appropriation for this service whereas appropriations for all other state services were decreased.

On July 1 the reorganized and improved employment office system was returned to the Industrial Commission, and unfortunately evidence of political manipulation appears again. The position of State Director of Testing and

Guidance was abolished and the Scientific Director of this service dropped with five days notice. Two of the best qualified personnel workers have also been dropped. Furthermore, the increased appropriation secured by the sponsors of the improved service has been arbitrarily taken away.

This has occurred in the face of an enormously increased burden to be placed upon the employment service by the Federal public works program which provides that workers be recruited through public employment offices.

Scientific experts in the field of employment stand ready to aid the government in the recovery program but it is obvious that they cannot render effective service if the machinery they are to create is kept in politics. One method by which the Federal government can protect itself is to call upon such non-partisan scientific organizations as the National Research Council, the Social Science Research Council, the National Occupational Conference, and the Personnel Research Federation for cooperation. These organizations could well assume the responsibility for passing upon the qualifications of persons to be appointed to important positions.

If prompt action of this sort is not taken, there is every likelihood that a large part of the Federal recovery program will break down because favoritism and inefficiency will creep into the local administrations.

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