

PSYCHOLOGY

Psychological Tests Refit Unemployed For Better Jobs

Several Cities Begin Experimental Assays of Human Material to Find Kinds of Work Men Are Best Fitted For

NO ONE would think of operating a mine unless the ore being excavated were assayed frequently and carefully. At the present time our civilization is being conducted without evaluations of its human raw material.

Millions of men are idle through an economic clogging of the wheels of industry. This is a severe indictment of the world we live in. Millions of people are discouraged through their inability to find work. Enforced idleness causes them to lose confidence in themselves.

At such times as this assaying of human abilities is sorely needed. In addition to that essential minimum of food and shelter which a stable civilization must afford its human units, there should be given each individual the opportunity of discovering how he can serve the world most effectively.

On an experimental scale at Minneapolis, St. Paul, Duluth, Philadelphia and Rochester, unemployed persons are being tested and evaluated by psychological methods in order that they may resume most effectively their productive places in the producing world.

When American armies were entering the World War psychologists went into uniform and applied the famous Army "Alpha" and "Beta" tests to help place soldiers in the most effective places. The man with the outstanding military bearing was not always the best commander and the doughboy of high intelligence might be wasted digging ditches.

So in this economic emergency, psychologists can perform an even greater service. It is also more difficult. Flags do not wave, bands do not play, crowds are more likely to growl than cheer. It is easier to find people for jobs than jobs for people.

One part of the task is to discover the kinds of abilities that are necessary for various kinds of jobs. Tests for general intelligence, special abilities, personality and other human attributes, given to successful workers, allow the psychologists to write specifications for various kinds of workers.

The person out of a job is put through an assaying process, not as a

piece of human clay, but as a human being. Psychological tests reveal his abilities and shortcomings. How he spends his money and his time is discussed. His physical health is evaluated by a medical examination and his mental health is considered when that is necessary. The staff of experts considers each person individually and works out a recommended plan for his future endeavor. Sometimes he is advised to change his occupation, often he needs intensive re-training. The unemployed person emerges from the assay with hope and greater prospects.

Assaying human beings costs money and money is not easy to find. The cost is about \$15 per person when it is done wholesale. But individual diagnosis and training for all the unemployed would undoubtedly be a paying addition to the mechanisms that will need to be put into operation to assure everyone of the opportunity to work and live in this era of too much material goods and too few jobs.

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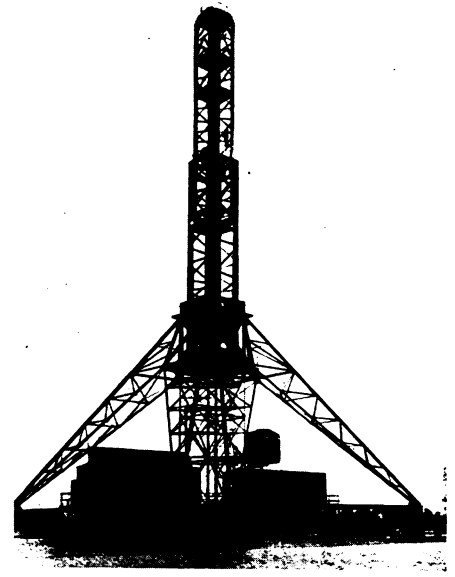
ENGINEERING

"Dumb Design" Slows Coming Of Truly Modern Automobile

LIGHTER automobiles that provide more luxurious, safe and economical transportation would be built if automobile designers just took a few lessons from aircraft engineers.

W. B. Stout, veteran automotive engineer and designer, had a chance to tell how the automobile of tomorrow should be built. And he used it at the recent annual meeting of the Society of Automotive Engineers when he spoke as aircraft engineering vice-president.

Automobile designers, he argued, must shake off the heavy weight of "dumb design" and build cars that are in line with up-to-date knowledge and improved practices. Design cars like



TELESCOPIC MAST

A new experimental mooring mast for airships is nearing completion at Lakehurst, N. J. A novel feature of this giant "hitching post" is that it is telescopic. When extended to its full height it is 160 feet tall—as tall as a fifteen-story office building. The airship is moored to the mast when it is thus extended. Then the mast, ship and all, is drawn down so that it will slide easily into the hangar on specially provided tracks. There is no need, with this mast, for the ship to come very close to the ground; it can be moored at a height which minimizes danger to the ship, ground crews, and spectators. The mast as shown in the photograph lacks the cap which will finish the top.

airplanes and save weight, make them ride and control better. Lack of forethought robs the auto owner of half of the luxury he should get from a given wheelbase, Mr. Stout argues. Only a quarter of the ground space covered by a car is delivered to autoists in usable space.

Here are Mr. Stout's specifications for automobiles as they should be:

Interior—More space, luxury, comfort than in present cars. Power—Multi-cylinder, high-speed, soundless, vibrationless engine at all city speeds. About 20 pounds per horse-power for complete car, loaded. Engine, 50 to 100 horsepower. Complete Weight—Less