

The Golden Rule in Industry

Experience Proves That Nothing Is Gained Through Strife, Either for Employer or Employee; Solution for Differences Rests in Earnest Striving for Equity

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ABOUT TWENTY-FIVE YEARS ago, Frederick W. Taylor, eminent efficiency engineer, said in "Principles of Scientific Management," "The principal object of management should be to secure the maximum prosperity for the employer, coupled with the maximum prosperity for the employee." With this Golden Rule premise the vast program of industrial efficiency was launched into a world quite unprepared for it. Moral training was already lagging behind the teaching of applied science in a desire to attain supremacy, industry over industry and nation over nation.

Scientific management came, teaching men how to do more work in a given time with the aid of machinery. Then the psychologist followed along with a system of selecting men for the jobs best fitted for them, mentally and physically. So, in a comparatively few years, industry arrived at a very high degree of efficient production. A great burden of drudgery was thus lifted from man's shoulders, with the result that today we find him producing much more than before and with less physical effort.

"Aye, there's the rub." If one man now does the work of ten, let us say, and nine men are thrown out of employment, what then has become of the original principle in this new system of manage-

accidents and to prevent fires. Employees, furthermore, are provided with such benefits as welfare, emergency aid, life and compensation insurance, restaurants, saving funds, recreation clubs and the like. Then, too, many plants today actually have some form of employee representation in the management. Most of these schemes were unheard of years ago when the employer was absolute master of his industry and of his workmen. Management, it must

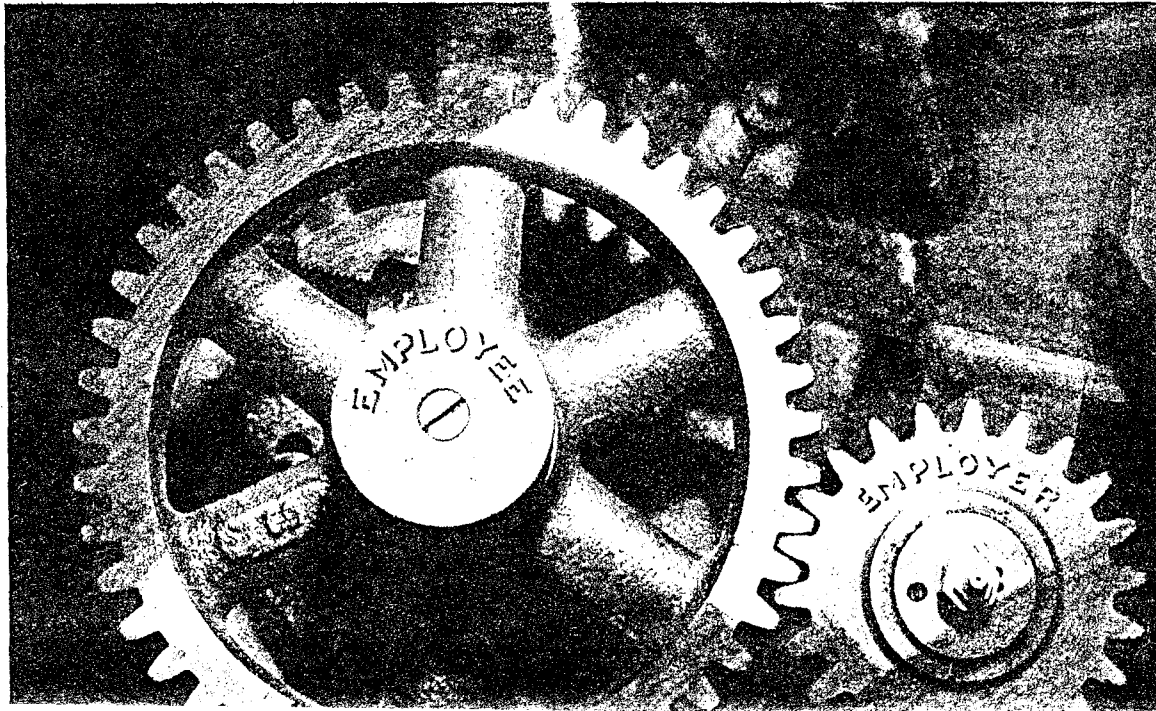
be possible for men and managers to march along efficiently and harmoniously when motivated by a single purpose, that of public service.

Notwithstanding the general progress of industry, serious disruptions occur and recur all too frequently, indicating the need of a more perfect system for adjusting differences. Hence the chief impelling reason for adopting the Golden Rule as a basis of industrial negotiations is because it offers a bet-

ter in industry—they are not enemies. When disputes arise it is to the interest of both parties, as well as the public, to have them judged and settled without partiality. Therefore, let the Golden Rule in equity be the presiding judge.

People know so little about how far reaching the effect of this Rule would be when once adopted as a basic principle of operation. True, nearly everyone has heard of the Golden Rule, and no doubt some could quote it, but few have any concept of its infinite possibilities in the line of establishing peace in industry, indeed, even among nations. Because proposals for any radical change usually meet with great resistance, there is still, so far as known, little desire or intention either on the part of men or management of going the whole way with it, that is, of putting the Golden Rule into full operation.

Men's thoughts on one side are filled with the commonplace, while on the other side they are burdened with so-called higher education. So neither side seems able to visualize clearly the better, happier way of working together for mutual prosperity. There is yet much of selfish interest to be dispelled; much of class distinctions, prejudice, arrogance and ignorance, all of which amounts to a lack of knowledge of the real prin-



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