

**HUMAN FACTORS IN
INDUSTRY; A STUDY OF
GROUP ORGANIZATION**

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Human factors in industry; a study of group organization by Harry Tipper

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HARRY TIPPER

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HUMAN FACTORS IN INDUSTRY

A STUDY OF GROUP ORGANIZATION

By

HARRY TIPPER

Author of "The New Business," "Discussions
of the Labor Question," etc.



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PREFACE

To consider all the elements which are involved in a complete study of the labor problem would be impossible in any single volume. Study of the subconscious necessities of human development—which operate in connection with industry as they do in connection with all other social progress—would lead into the realm of philosophy if it were to be pursued to fundamentals. Merely to obtain an immediate and practical understanding of the conditions would require an examination of social and political progress in the various industrial countries, in order to explain the relation between labor troubles and political outlook; while educational methods and conditions have so important a bearing upon the development in industrial relations that a proper consideration of the question would require a very careful analysis of these conditions.

The extent and value of present medical knowledge, the effect of universal suffrage, and the effect of racial and traditional religions would form a part of any complete analysis of the matter.

This volume intends to deal only with the relation of the question to the practical development of industry in the more or less immediate future. For that reason it will be confined to those industrial methods, in the present and the comparatively recent past, which are necessary to the analysis of this part of the subject. Wherever it is important to deal with the social, educational, or other general aspects of the matter, in order to show the way in which they have affected industry, these matters will be stated as concisely and clearly as possible. No attempt

will be made to discuss the evidence or make any detailed examination, beyond that necessary for the purpose of explaining the present industrial condition.

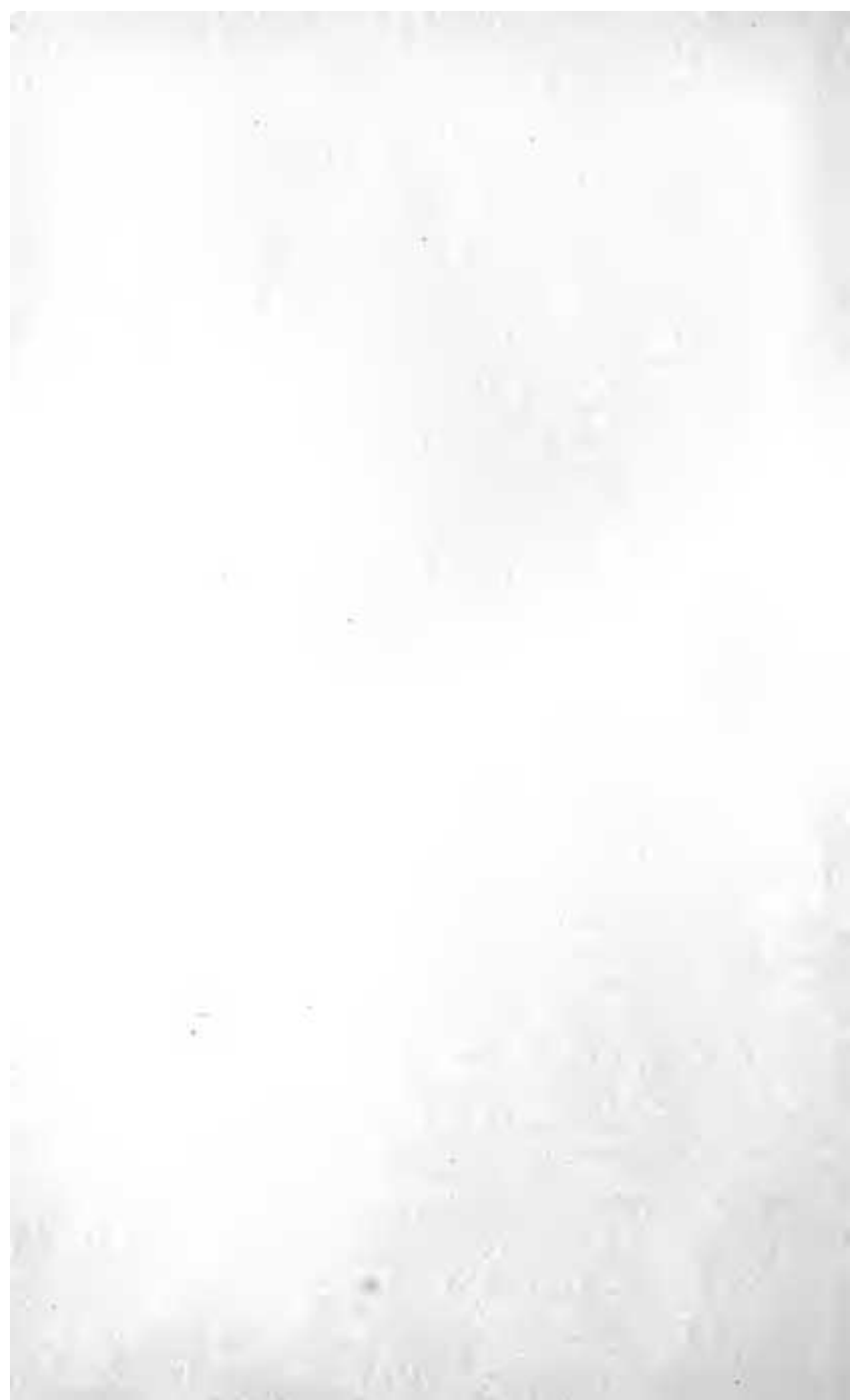
For the most part, this work deals with the mental factors of industrial relationships, with organization conditions, and with experiments in changing or modifying organizations. Due consideration is given to the ideas of labor unions and their definition of their objects, as well as to the developments brought about by various industrial groups or units, and through the pressure of public opinion. The work is the result of a great many years of intimate observation of industrial conditions in actual work with labor and in the supervision of all kinds of labor. It is hoped that it will present to the business man and the student of industrial affairs, a sufficiently complete and concise analysis of the difficulties which must be met and the outlook in meeting them.

HARRY TIPPER

New York City,
March 20, 1922.

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