



WHEN the question arises of using direct motor drive on important jobs, there need be no doubt as to your securing reliable power service.

For years Robbins & Myers Motors have met ever-growing responsibility in the power demands of progressive industry.

In work that often involves long sustained service under trying conditions of temperature and location, R&M Motors have served faithfully and profitably. Proving their ability in case after case, R&M Motorshave come to be first choice among engineers whose projects call for unquestioned motor reliability.

This reliability is due to skillful design, perfected through nearly a quarter of a century of motor building, coupled with conscientious craftsmanship of a high order.

You can insure steady motor service no matter what the demands, by using Robbins & Myers Motors specially fitted for your needs.



Philadelphia Office The Robbins & Myers Co. 1418 Walnut St.

The "Square Deal" Between Men and Managen....

ORDERS in a certain plant had dropped from a million and a quarter a month to less than one hundred thousand dollars.

This manufacturer was hit hard by cancellations.

Under the plant's system of production the employees had a bonus coming to them.

Because of business conditions these employees met and decided to forget their bonus. Told their employer they did not want it under the circumstances!

Subsequently the management met —and decided to pay the bonus, amounting to eight thousand dollars. Management made good to the men 1

The managers of this business say they were not actuated by any "highbrow" motives—that it was simply a "matter of business."

LET'S examine this incident. It has unusual features.

What "element" was there, that made it good business for the management to pay out eight thousand dollars to men who had said they would get along without it?

Why didn't the men insist on that eight thousand in the first place? It belonged to them. Here's a new phase in business: Employees waving back a substantial sum and employers making them take it—What does it mean?

It's the recognition of the new element in Industrial Relations - the human element -- the "honest-to-goodness you're-a-man-like - myself" element.

And that's the element that's prevailing in many Philadelphia businesses right now. That's the element that must prevail in them all if Philadelphia is to z in its commercial supremacy.

THAT same plant is being kept going at a loss, so that good meo -men who have demonstrated their conscientious effort and their loyalty should not walk the streets; should not see their families go hungry and their fires burn low.

The "boss" calls it "good business" to keep these men at work. We call it <u>superb</u> business—the finest in all the world!

Here's the kind of "business" that will get right back into the product itself.

THAT will show a return in skillful, careful workmanship; that will go as far as a voluntary acceptance of

INDUSTRIAL RELATIONS COMMITTEE PHILADELPHIA CHAMBER OF COMMERCE 1414 South Penn Square

less "pay" on the part of the men if future business at less prices requires reduced costs of production.

It will mean extra effort, on the part of the men, when needed for increased production.

All these workers, management and employees, are going to remember this signal recognition of the human element in business. And it's made them all the better men!

W^H VT is it that stands between employer and employee? Simpby a lack of recognition of this principle-

There isn't a so-called labor problem that cannot be solved by recognizing the other fellow, be he employer or employee, as a man, like yourself-open to reason-ready and willing to discuss a difference in a sensible way.

If you, Mr. Employer, have any difficulties, apply the "Human Element" process to yourself-first of all. Give your men a square deal and they'll give you a square deal in refurn.

And any worker who gets a "Square Deal" and doesn't give a "Square Deal," in return discredits American labor.