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from the publisher not indexed not illustrated 1922 edition excerpt chapter xvi cost elements and managerial problems on the physical condition of the working force section t preliminary preliminary chapter xv discussed some possible supervisory responsibilities that might come into the foreman s job from the standpoint of the human factors that is those things that count in affecting the physical condition and mental attitude of the members of the working force as pointed out there these human factors lie outside of the questions of the m t i values and the general job qualifications and are concerned entirely with those elements that come out of the fact that workers are not merely carriers of certain knowledge skill strength etc but are human beings with bodies that can be injured impaired by illness that are affected by the conditions under which they work and who possess minds that think for example a worker might possess all necessary knowledge skill and so on required to put a job across in first class shape yet if he were sick he could not use that skill and knowledge as effectively as if he were well if his mental attitude is such that he does not care whether he does the job well or badly or dislikes the job or is dissatisfied or does not want to work at all the quality or quantity of his work will be affected and so his physical condition or his mental attitude will become a very important cost element this chapter takes up some of the managerial problems and cost elements that come out of a foreman s responsibilities in connection with the physical condition of the working force the following chapter discusses the corresponding questions that come out of the corresponding responsibilities as to mental attitude the two general human factor elements it has

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