

**U. S. DEPARTMENT OF LABOR. BUREAU OF
LABOR STATISTICS, BULLETIN OF THE UNITED
STATES, NO. 299. PERSONNEL RESEARCH
AGENCIES: A GUIDE TO ORGANIZED
RESEARCH IN EMPLOYMENT MANAGEMENT,
INDUSTRIAL RELATIONS TRAINING, AND
WORKING CONDITIONS; NOVEMBER, 1921**

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Thompson

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J. DAVID THOMPSON

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JAMES T. DAVIS, Secretary
BUREAU OF LABOR STATISTICS
ETHELBERT STEWART, Commissioner

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MISCELLANEOUS SERIES

PERSONNEL RESEARCH AGENCIES

A GUIDE TO

ORGANIZED RESEARCH IN EMPLOYMENT
MANAGEMENT, INDUSTRIAL RELATIONS
TRAINING, AND WORKING CONDITIONS

By J. DAVID THOMPSON



NOVEMBER, 1921

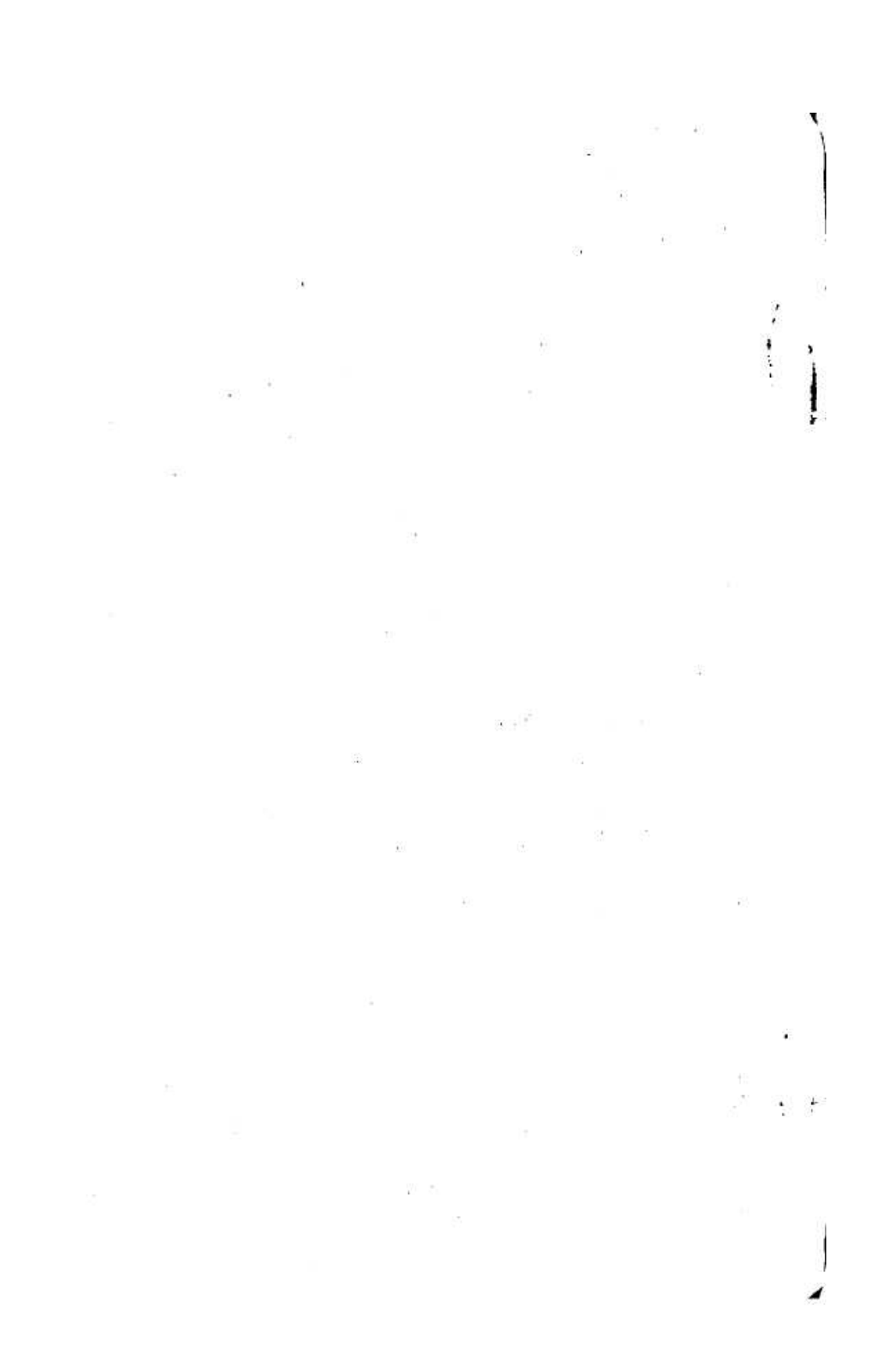
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BULLETIN OF THE
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NO. 299.

WASHINGTON.

NOVEMBER, 1921

PERSONNEL RESEARCH AGENCIES.

INTRODUCTION.

This bulletin has been prepared in response to the request contained in the following resolution adopted by a preliminary conference on personnel research, held in Washington, D. C., November 12, 1920, under the auspices of Engineering Foundation and National Research Council:

Resolved, That in order to provide the information about existing agencies in the field of personnel research, which is prerequisite to coordination of their work, the United States Bureau of Labor Statistics be requested to undertake a survey of such agencies and to issue a bulletin describing their scope, methods, and present activities.

The purpose of this preliminary conference, which was attended by 40 representatives of organizations of labor, manufacturers, employment managers, engineers, physicians, educators, economists, and social workers, was to consider the practicability of bringing about cooperation among the many bodies conducting research relating to persons employed in industry and commerce. As a result of its deliberations the Personnel Research Federation was organized in March, 1921.

Personnel research has been construed to include within its scope studies and investigations of all kinds concerned with any of the problems of (a) employment management and industrial relations (such as selection and placement of employees, job analyses and specifications, rating and grading, lines of promotion, labor turnover, absenteeism, wage and other incentives, joint control, etc); (b) vocational psychology, including the development and standardization of intelligence and trade tests; (c) training of managers, foremen, and workmen, either in schools and colleges, in the factory, or under schemes of cooperation between educational institutions and industrial establishments; (d) working conditions in relation to output, including hours of labor, fatigue, lighting, ventilation, food; (e) health hazards and occupational diseases; (f) safety codes and appliances; also the special problems connected with the employment of women and young persons, foreign born workers and colored workers, the handicapped or disabled, and the mentally deficient or unstable.

INTRODUCTION.

The agencies whose activities are described herein are arranged in the following main divisions:

- (1) Official agencies: (a) Federal, (b) State, (c) Municipal.
- (2) Nonofficial agencies: (a) Associations, foundations, research bureaus, and institutions; (b) Universities and colleges.

In each group the entries are arranged alphabetically.

To facilitate reference to agencies concerned with a particular branch of personnel research a classified list arranged according to the following scheme is prefixed:

- Employment management.
- Intelligence tests, trade tests, etc.
- Psychopathic and mentally deficient employees.
- Placement. Unemployment.
- Industrial relations (incentives, adjustment, joint control, etc.).
- Cost of living. Budgets.
- Employment of women.
- Child labor. Vocational guidance. Juvenile placement.
- Foreign-born workers.
- Colored workers.
- Handicapped and disabled workers.
- Training. Vocational education.
- Working conditions. Hours of labor. Fatigue and efficiency.
- Industrial hygiene and occupational diseases.
- Industrial morbidity and mortality statistics.
- Safety. Accident prevention.
- Public employment (civil-service examinations, classification and salaries, efficiency ratings, retirement).

AGENCIES CLASSIFIED ACCORDING TO PRINCIPAL ACTIVITIES.

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