

REVIEWS AND ABSTRACTS OF LITERATURE

To the Editors of the Journal of Philosophy:

The enclosed abstracts were prepared for the files of the psychological department at this hospital by Mr. Gardner Murphy, of Columbia University, who is carrying on work in the department this summer. They are offered in the hope that they may be serviceable to other users of the JOURNAL.

Very truly yours,
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BURTT, HAROLD E.: "Employment Psychology in the Rubber Industry." *Journal of Applied Psychology*, 1920, 4, 1-17.

The work here reported was done at a large Canadian rubber factory. After familiarizing himself with the ways of the factory and its personnel, and showing the executives the nature of psychological testing, the writer obtained estimates of the abilities of workmen from inspectors, foremen, and head foremen, typical samplings being taken for each type of work. One estimate was averaged with a piece work score (correction being made for different distributions): the other two estimates were averaged.

The tests were designed to measure the various mental factors entering into specific tasks, rather than to create the work-situation as a whole. Most of them were group tests; there were 32 in all, from various sources. The tests were given in two installments, and each divided into two equal portions on the basis of time, so that four measures were obtained. The first half of the first and the second half of the second were averaged; the other two likewise; these two measures were then correlated with the estimates mentioned above.

A preliminary series of 20 tests, covering two hours, was given in the laboratory to typical members of various occupational groups. The scattering on some tests was much larger than on others. The averages of the 20 tests showed a hierarchy of accomplishment following in general the lines of the occupational hierarchy.

A ten-by-ten fold table was made, the variables being test-score and vocational ability; from it it was possible to predict the probability of a person with a given score falling within any decile of vocational ability. This was used independently of the special tests, for the purpose of grading ability in less specialized tasks, and of separating men fit only for unskilled labor.

Intensive studies for *special tasks* showed the following correlations between tests and ability:

Finishing tires61	(three tests)
Handing out stock67	(three tests)
Tire building16	(thirteen tests) (low correlation probably due to difference of men with permanent work)
Clerical work56	
General factory work operations.	.50	(estimated) (five tests)

In testing new employees, a form was used indicating that of men scoring 128 or above, 73 per cent. fall in the first three tenths; 21 in the next three tenths; 6 per cent. in the next three tenths; and 0 in the last tenth. For men scoring 103 to 127, the corresponding figures are 56, 31, 12, 1; *etc.* The application of this method helps much to cut down labor turnover, its success varying of course with the correlation between tests and ability. In the present case an effort was made to hire men falling within the first five or six tenths. The greatest need being for tire finishers, the tests for this were given; those not falling in the upper five or six tenths were given the tests for handing out stock or for general work. If again unsuccessful, they were recommended for unskilled labor; or some of the more alert-appearing were given the tests for clerical work. Individual interests were considered, but marked maladaptations were avoided when possible, the man being shown the meaning of the tests, and dissuaded if possible.

Almost all hired on the basis of the tests seem to have made good; all who fell below and were hired merely as a check on the method gave up the work in a short time.

The work has temporarily been dropped, but it will go on in new hands.

BALDWIN, BIRD T.: "The Function of Psychology in the Rehabilitation of Disabled Soldiers." Walter Reed Monograph and *Psychological Bulletin*, 1919, 16, 267-290.

This is a report on the writer's work at the Walter Reed Hospital, in applying psychological methods for therapeutic and vocational purposes. The work began with intensive study of a few cases (April, 1918); examination of mental status was supplemented by a more comprehensive personal and social study, and recommendations were made for educational and vocational guidance. It was soon found that the chief problem was to develop the right mental attitude in the disabled man, and to assist those who came in contact with the patient to assume a wholesome relationship toward him. The work developed rapidly; for several months 1,200 men were enrolled, and about 250 persons were engaged in the work.

Psychologists were frequently called on for mental age ratings, and officers in educational departments infused psychological methods into the work. The scope of the psychological work comprised: (1) Inquiries into personal and social history, and special aptitudes, (2) Intelligence tests; and special studies of cases where uncertain diagnosis or special disorder required it, together with suggestions for therapy, (3) Trade tests, (4) Measures of strength and extent of voluntary movements, (5) Comparison of advantages of various methods of teaching, (6) Development of morale.

Good personal rapport with patients was of great importance; and pity was avoided.

Trade tests supplemented vocational histories; men who were 80 per cent. efficient in army trades or specialties were retained until the armistice, and recommendations made to the Limited Service Board. Others were assisted in vocational selection, and given training. When ready for discharge, men were interviewed by the Federal Board for Vocational Education, and the trade tests and other information handed on to them.

Analysis of psychopathic patients, and medical social work were carried on. The latter reached large proportions, in interviewing men and their families before and after their time in the hospital, as well as during it.

The exercise of special muscle-groups was systematically undertaken, from the standpoint of vocational training rather than formal mechanotherapy. This was diversional, occupational, curative, vocational, or educational in emphasis, depending on the case. Both in the work-shop and in the ward, occupations were selected which exercised given muscle-groups, forcing the extension and flexion of less mobile members. Special importance was attached to the mental attitude of the patient, manly trades being given preference when possible, but any work being preferred to none. The aim was to help the man to regain confidence and the outlook of a normal man; to teach him the habit of steady work, and when possible to give him a man's occupation.

Arm-amputation cases were taught to use their remaining arms to take the place of those lost, and to rely chiefly on their healthy members rather than artificial members. Special training was given in the use of appliances attached to stumps, in the operation of different types of machines. Patients with artificial legs were practised in walking before leaving the hospital; and leg amputation cases were also taught the use of appliances, as in running of foot-looms, *etc.*

Such work as this is directly applicable to industry, and some states have adopted it in their hospital systems.

SCOTT, WALTER DILL: "Changes in Some of our Conceptions and Practises of Personnel." *Psychological Review*, 1920, 27, 81-94.

The handling of individuals and groups, as opposed to material things, has recently undergone great change. We have substituted, for the concept of the equality of men, the recognition of individual differences; and have come to realize the importance of such differences both to industry and to all other social enterprises. We have learned that men are governed not only by reason, but by sentiment. Education has ceased to be for us the mere increase of mental content, and has become the acquisition of useful forms of reaction, no matter where acquired; the responsibility of the personnel director extends to the training of the individual in all the activities he performs, whether industrial or social. We recognize the biological relationship between the worker and his work, the organic unity of the two; personnel work involves the shaping of the growth of this complex in forms of greatest industrial and social value. Finally, in vocational guidance, we have discarded the "infallible systems" as well as the guess-work methods of the past; experimental studies and the biological point of view hold the field. A small body of personnel workers can be of tremendous importance in the development of human efficiency during the coming century, for increased skill in handling men is likely to be as important for progress as was increased skill in handling things during the past century.

MAY, MARK A.: "The Psychological Examination of Conscientious Objectors." *American Journal of Psychology*, 1920, 31, 152-165.

An early report by Major Yerkes dealt with various examinations of conscientious objectors by psychiatrists, medical officers and Special Boards. In June, 1918, a special examination for conscientious objectors was sent out. The data here given are taken from about 30 reports, covering 20 camps. The subjects numbered about 1,000, and are considered typical of the 2,000-odd conscientious objectors in the army.

COMPARISON OF 94,000 WHITE DRAFTED MEN WITH CONSCIENTIOUS OBJECTORS
(ARMY TEST RATINGS)

Grade	Draft	C. O.	
A	4.1%	8.7%	
B	8.0	15.2	(46.5 per cent. of C. O. are above C; as compared
C + . .	15.2	22.6	with 27.3 in army. 28.6 per cent. of C. O. are be-
C	25.0	24.8	low C, as compared with 47.9 in army.)
C - . .	23.8	16.8	
D	17.0	8.7	
D - . .	7.1	3.1	

EDUCATIONAL STATUS OF CONSCIENTIOUS OBJECTORS

Grade Reached	Per Cent.	Grade Reached	Per Cent.
0.....	100	H. S. I.	42
1.....	99	H. S. II.	29
2.....	98	H. S. III.	24
3.....	97	H. S. IV.	18
4.....	94	Col. I.	12
5.....	88	Col. II.	9
6.....	80	Col. III.	6
7.....	70	Col. IV.	3
8.....	58	Professional.5

Slightly over 50 per cent. of these men are Mennonites. There are 80 Friends; other denominations have fewer. Ninety per cent. of total are objectors on religious grounds; 5 per cent., on social; 3 per cent., on political; 2 per cent., on ethical. Many are non-voters, and the majority seem uninterested in social organizations or enterprises. Out of 718 cases, inquiry showed:

Willing to accept regular military service	16
Willing to accept non-combatant service	160
Willing to accept farm furlough	275
Unwilling to accept any kind of service that is in any way connected with the military machine	267

Final dispositions of 2,100 cases:

Recommended for farm or industrial furlough	1,500
Recommended for Friends' Reconstruction Unit	88
Recommended for non-combatant service	390
General military service (insincere)	122

About 65 per cent. were farmers; 90 occupations were listed. Ninety per cent. were American born.

Psychologists had to be ready to give opinions as to sincerity, and conducted examinations to this end. Boards of Inquiry reached conclusion of "insincerity" in 122 cases; correlation with psychologists' opinions is not known.

Most objectors are intelligent and sane. There are three main types: religious-literalist; religious-idealist; socialist. The last two types are intellectually and morally of high caliber.

An appendix gives the form of examination. It includes: (1) Mental Age. (2) Personal and Family History. (3) Educational History. (4) Occupational History. (5) Religious History and Practises. (6) Moral History and Habits. (7) Social History. (8) Grounds and Degree of Objection (in detail).

MURCHISON, CARL: "Criminals and College Students." *School and Society*, 1920, 12, 24-30.

It is not a lack of intelligence that makes one a criminal; neither

is it a possession of intelligence that causes one to become a college student. The army Alpha test gives the same median intelligence (62) for 3,328 white criminals as for the white members of the army. Other studies of white and black males and females show no preponderance of subnormality on the part of criminals, except that white fallen women, as would be expected, belong largely to the subnormal group.

The median of 1,000 students at Miami was 129, but the individuals varied all the way down to 50 (Alpha). Analysis of A-grades given in curriculum subjects shows median intelligence of students succeeding in Philosophy is 162; of those succeeding in Home Economics, 126; with other subjects ranging between. The intelligence of students is thus correlated with the subjects in which they attain success; in general, those succeeding, say, in philosophy have no trouble with home economics, but the converse is not true.

The majority of those who dropped out during the college year "did so because there was no subject concrete enough for their comparatively feeble intelligence."

In a group of criminals classed according to crime, the intelligence of offenders against persons was seen to be strikingly below the intelligence of offenders against property; in general, the former were below the median army figure, the latter above it. Army data show that the variation between different occupations is from 127 to 35 (medians); the higher the figure, the more abstract the profession.

President Lowell's figures show that college students specializing in philosophy and mathematics do excellent work in both law school and medical school, while students following various other college courses do markedly better in medical school than in law school. In general, the success of the groups at law school shows the groups arranged in the same order that was established at Miami; but the various groups show roughly equal ability at medicine, as would be expected from the low standing of natural science on the Miami list. In each case a high group can reach down but a low group can not reach up.

"The difference between the average individual and the average criminal is not a difference that can be expressed in terms of intelligence." The danger of criminality appearing in a person is, however, often due to the attempt to succeed at a given level which is too high for the individual; together with the habit of "non-conformity," failure at a task may lead to criminality on some level suited to the individual. In applying the above, *student advisers* should help students to find their level; *crime prophylaxis* can show people how high they could reach in lawful occupations; *vocational*

guidance (except for low-grade feeble-minded) must take full account of the aptitudes of individuals, with especial reference to their *environment*, work being one of the most important elements of the environment to which the individual must be happily and permanently adjusted.

JOURNALS AND NEW BOOKS

REVUE PHILOSOPHIQUE. March-April, 1920. *Quelques particularités de la langue et de la pensée chinoises (suite)* (pp. 161–195): M. GRANET. – Reaches the conclusion that the problem for the Chinese is that of transforming the spoken language so as to render it capable of phonetic transcription, and the development of a language evading monosyllabic structure and installing the use of derivations and grammatical forms. *Les idées de temps, de durée et d'éternité dans Descartes* (pp. 196–233): J. VIGIER. – This, the first article, is concerned with the question of time in the physics of Descartes and with psychological duration, in connection with the doctrine of continuous creation. *L'idéalisme et les conceptions réalistes du Droit* (pp. 234–276; first article): G. DAVY. – Realism breaks on the following dilemma: "either it remains strictly faithful to the rigorous logic of its too narrow method . . . and then it is powerless to take account of the ideal value of right, or it seeks to take account of this value, but, through the failure to comprehend the true meaning and bearing of the sociology which it invokes . . . it succeeds only by an appeal more or less unconscious and contradictory to the metaphysical idealism that it combats." *Revue générale. Education and démocratie*: ANDRÉ LALANDE. – A comparison and contrast of Dewey's *Democracy and Education* and Ludovic Zoretti's *Education. Analyses et Comptes rendus*. Paul Oltramare, *Essai de biosophie théorique et pratique*: P. MASSON-OURSEL. J. Durantel, *Le retour à Dieu par l'intelligence et la volonté dans la philosophie de Saint Thomas*; J. Durantel, *Saint Thomas et le Pseudo-Denis*: ETIENNE GILSON. Gustave Geley, *De l'inconscient au conscient*: G. L. DUPRAT. Albert Kaploun, *Psychologie générale tirée de l'étude du Rêve*: G. L. DUPRAT. *Revue des Périodiques*.

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