



R. L. DUFFEY  
ENGINEERING

*Employment - Unleaded  
Area*

D-761  
X-100

# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

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GAT HAS an \$80,000 automatic spectrograph or quantometer, installed in Room 221 of the X-710 building, which is capable of simultaneously measuring the amounts of 25 different elements in a sample. It will be used as a production control type instrument, measuring the impurities in uranium oxide samples weighing one tenth of a gram. A destructive quantitative analysis can be made in approximately two minutes.

THE AEC reported as of September 30th there were 100 nuclear power plants either in operation, under construction, or planned for the future. The total capacity will approximate 72,404,200 kilowatts.

OHIO U grade cards were recently sent to the 62 men who took ISE 430, Principles of Engineering Economy, on plantsite this summer. They were divided into two "sessions." Of the 29 in Session I, 26 completed the course; 8 got "A's," 14 got "B's" and there were 4 "audits." Of the 33 in Session II, 32 completed the course; 12 got "A's," 10 got "B's," and there were 10 "audits." This means that of the 44 who completed the course for credit, there were no grades below a "B," and 20 of the 44 got "A's."

M. R. WINGO and E. E. MOORE, both in D-426, are the seventh and eighth hourly employees to reach "normal retirement" (age 65 and eligible for a pension). Both men retired in October.

NEW AT GAT is JAMES G. DAVIDSON, D-761. Jim graduated from Community High School, Cave-In-Rock, Illinois, and also studied Bacteriology at Southern Illinois University. For the last five years he has been working as a senior engineer at the B.F. Goodrich Chemical Co. plant at Henry, Illinois. He, his wife - Mary Ann, daughters - Deborah Ann (16) and Elizabeth Diane (11), sons - Gary Don (14), Dwight David (9), and Joseph Daniel (2), live in Jackson. BARRY L. VALENTINE, D-852, graduated from Waverly High School. He has just completed 2 years with the U. S. Army. After completion of his training at Fort Carson, Colorado, he did a one-year tour of duty in Viet Nam. Barry is single and the son of F. S. VALENTINE, D-810. PAMELA F. ROOSA, D-224, graduated from Piketon High School and for the past year has worked for Cooper's Store. She is the sister of Mark W. Roosa, who was a member of the 1968 Special Summer Squadron.

R. V. ANDERSON was the featured speaker at a luncheon meeting of the Jackson Rotary Club on October 22. Approximately seventy members were present to hear him speak on "The Future of Nuclear Energy in Southern Ohio."

AMONG EMPLOYEES active in United Fund activities is BETTY ZIMMERMAN, D-375. She is chairwoman of West Jackson Township.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THOSE WHO SMOKE cigarettes spend over a third more time away from their jobs because of illness than do persons who have never smoked. According to the U. S. Department of Health, Education & Welfare there are now 77 million excess lost workdays associated with cigarette smoking each year. They define "excess" days as those which would not have been lost if cigarette smokers had the same amount of illness as non-smokers.

WHEN Social Security started in 1937, the maximum tax was \$30 a year.

DETROIT STEEL has hired a Chicago-based management consultant firm to provide technical guidance to a committee of its own employees charged with the responsibility of making a thorough study of the company's needs in the areas of management information, planning and control. All employees are invited to offer suggestions to the group which has been named "Unified Management Action Planning Committee" (U-MAP).

THE BATHTUB was invented in 1850 and the telephone in 1875. Had you been living in 1850, you could have sat in the bathtub for 25 years without having to get out of it to answer the phone.

"IMPROVING Your Written Communications," a new programmed course by Argyle Publishing Corp., was tested at Blue Cross. The publisher claims that a before and after examination of actual business letters resulted in a 34 percent average improvement. The letters were graded for clarity, completeness, conciseness, character, courtesy and control.

TALK ABOUT TURNOVER -- Pan American World Airways has to hire and train 1200 stewardesses a year to maintain its staff at the 3,400 level needed. This means interviewing 10,000 to 15,000 young women every year.

THE LARGEST atom-smasher in the U.S. is the 33 Bev proton accelerator at Brookhaven National Lab on Long Island. The Russians have an accelerator at Serpukhov, near Moscow, that has already reached an energy level of 76 Bev. AEC's 200 Bev accelerator at Weston, Ill., if it can hurdle the political obstacles facing its construction and stay on schedule, will go into operation in 1972. A 300 Bev installation for 1977 is planned for Western Europe by the 12-nation European Organization for Nuclear Research. The Russians are already building a working model of a 1000 Bev accelerator.

BABCOCK & WILCOX, with home offices in Barberton, Ohio, recently held their 15th annual Alumni Day. More than 350 retirees were invited to come back to the plant, renew acquaintances, have lunch, see new production techniques and hear a talk by the regional works manager.

YOU SAVE one out of every four gallons of gasoline when you drive the average car 50 mph instead of 70 mph.

THE AEC is presently catching, crating and transporting elsewhere some 2000 sea otters from the water adjacent to the island of Amchitka. The sea otters are being moved because of the possibility that a series of underground atomic explosions planned to start this fall on the island might harm them.

POLAROID has had so many stock splits that a person buying one share of stock in 1947 would have 72 shares now.

FACTORS affecting job attitudes are reported by Frederick Herzberg in an article in "Harvard Business Review." Herzberg is chairman of the Psychology Department at Case Western Reserve University and a nationally known author and authority on motivation. Those studied, a total of 1685 employees, included foremen, women in professions, agricultural administrators, men about to retire from management positions, manufacturing supervisors, engineers, scientists, technicians and accountants. Each was asked what job events had occurred in their work that had led to extreme satisfaction. Seventeen hundred and fifty-three events were studied and factors noted. Leading the list, 42 percent of the total, was "Achievement." "Recognition" was second -- about 31 percent, the "Work Itself" came in third -- 22 percent, and "Responsibility" was fourth -- 21 percent. The percentage totals more than 100 because often at least two factors can be attributed to a single event. Eighteen hundred and forty-four other events that led to extreme dissatisfaction revealed that "Company Policy and Administration" was the cause 36 percent of the time; "Supervision" and/or "Relationship with Supervisor" totaled 29 percent; and "Work Conditions" was listed as 10 percent of the total.

XEROX has a Telecopier which will send an exact carbon copy of any message, picture, drawing, or document (complete with signature) over telephone lines anywhere in the nation.

## THOUGHTS ON MANAGEMENT

A COMPANY'S SUCCESS depends on people. Therefore, it follows that management development is of the utmost importance. No one can "develop a man." He must develop himself. However, it is the man's immediate supervisor's responsibility to coach and advise him and see to it that he has opportunities for growth. Education (development) is for tomorrow. It cannot be postponed.

- R. L. Crane, Director of Training, The Goodyear Tire & Rubber Company

THE BEST WAY to get a helping hand is to use the one at the end of your arm.

- Contributed by Jim Shoemaker

"ANY SUPERVISOR, manager or executive who has enough authority to get done what he wants done has all the authority he needs at the moment." William Oncken in an article entitled "The Authority to Manage" says that authority is made up of four components: (1) The authority of COMPETENCE, which evokes confidence and must be acquired. (2) The authority of POSITION, which evokes deference and must be delegated. (3) The authority of PERSONALITY, which evokes rapport and must be developed. (4) The authority of CHARACTER, which evokes respect and must be cultivated. In getting others to do what you want them to do when you want them to do it, you must lead from that component of your authority appropriate to (1) what you want done, (2) whom you want to do it, and (3) the situation within which it must be done.

ISN'T IT ODD that nobody ever asks a man how he manages to combine marriage and a career?

BACK AT THE TURN of the century, when two men parted they'd say . . . "Work hard!" Today they say, "Take it easy" . . . And yet human beings find less rest in idleness than a change of occupation. If you don't believe it, try it. Instead of collapsing in an easy chair, try tackling your hobby, or write that neglected letter, fix something you've been putting off, or help your son build that radio set. Activity . . . especially creative activity . . . is far better recreation than loafing.

- Earl Nightingale

WHEN A MAN points a finger at someone else, he should remember that three of his fingers are pointing at himself.

- Louis Nizer

PERHAPS the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not.

- Thomas H. Huxley

THE YOUNG MAN thinking of his future and trying to decide what to do with it should keep in mind the law of economics which goes . . . our rewards in life will be in exact proportion to our contribution . . . our service. He should ask himself, "How can I make the greatest contribution to society? I know some of my strengths, and some of my weak points, and considering myself in total, what can I do that will make the most of me, and the best possible contribution to society." I think the words "contribution to society" frequently throw a man off course; it sounds too much like "saving the world." But it's actually quite simple. A man working in a gas station contributes to society by pumping gas, checking oil, wiping windshields and so on. His contribution is vital to our mobile society and we'd be in a fix without it. His rewards will be in keeping with the contribution he makes.

- Earl Nightingale

A VACATION should last just long enough for the boss to miss you -- but not long enough for him to realize that he can get along without you.

THE KEY TO PERSUASION is selling benefits. People do not "buy" an idea, they buy what an idea will do for them. They buy enjoyment, satisfaction, pleasure, solutions to problems, advantages -- in short, benefits. People never accept an idea just because it is new or "different." They always accept it for what it will do for them. It's their only incentive for changing their opinions, beliefs, and actions.

- Supervision

MORE THAN 80% of all the information we receive through our five senses during a lifetime is lost because we are unable to retain it.

- John Harold Swain

THE BIGGEST MISTAKE a supervisor can make in carrying out his safety responsibility is believing that a lecture or two will inoculate his men against careless work habits and that an occasional reminder is all they need to keep them accident-free.

- Richard V. Molen in "Supervisory Management"

HUMAN HISTORY becomes more and more a race between education and catastrophe.

- H. G. Wells

## WHO'S WHO IN MANAGEMENT

H. "MAC" McCLELLAND, D-224 (while he is on vacation, it was decided to feature our editor), is the training director and is responsible for developing and presenting employee training programs. He administers the educational assistance program, coordinates the Ohio University courses taught on plantsite, and is editor of the Management Newsletter. Reporting to him is a staff of four salaried employees. He reports to W. M. ARMSTRONG, supervisor, Employment Services.



"Mac" graduated from high school in Williamsfield, Ohio, and received a B.S. in Industrial Arts from Ohio State University. He has been an industrial arts teacher in Akron and a restaurant owner before joining GT&R as a senior draftsman in 1944. He was both a technical writer for Goodyear Aerospace and a squadron instructor in Akron prior to his transfer to GAT in 1953 to assume the huge task of organizing training in the unfamiliar area of gaseous diffusion.

"Mac" and his wife, Angeline (a former Purchasing Department employee), live at 120 South Shore Boulevard, Lake White, and are members of the Waverly Methodist Church. They have a son, David H., a captain in the Air Force, and a daughter, Mrs. Mary Alice Boyd, both graduates of Ohio State University. He is a member of the Foremen's Club, Masonic Lodge, Grotto, Lion's Club, and the Toastmaster's Club. He was recently the recipient of a bronze plaque "For Outstanding leadership as president of the Central Ohio Chapter, American Society for Training and Development." He is now a member of its Board of Directors.

### GAT NAMES AND FACES IN THE NEWS



L. E. FULLER



N. H. HURT



W. E. ELLSESSER

L. E. FULLER was the guest speaker at the October meeting of the Portsmouth Goodyear Women's Club. His talk was based on his experiences in Sweden and India.

N. H. HURT was the principle speaker at the six o'clock dinner meeting of the Rotary Club in Logan, Ohio, on November 4th. His subject was "The Future of the Nuclear Industry."

W. E. ELLSESSER has been appointed chairman of the Youth Leadership and Scholarship Committee (for the eighth consecutive year) by the Portsmouth Lodge of Elks. "Peg" has also been appointed chairman of the Scioto County Spelling Bee (for the eighteenth consecutive year) by the Portsmouth Civic Forum.