

L. DUFFEY  
ENGINEER

D-761  
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# GAT Management NEWSLETTER



Editor - H. McClelland

March 20, 1974

OUR NEXT apprentice class (6) will start their four-year training program on September 3. Three will be trained to be electricians and three will be instrument men. They will be selected from 210 who had six hours of tests on March 9, and any present employees who are interested and can qualify.

NEW SALARY EMPLOYEES include: JAMES E. DELONG, technical writer in D-502. He graduated from high school in Waterloo, Iowa, has a B.S.M.E. degree from Iowa State, has done graduate work at the U. of Akron while working at Babcock & Wilcox Co., in Barberton since 7/71 as an assistant mech. engineer. RALPH M. WEST, engineering staff in D-761, graduated from Chillicothe H.S. and Ohio U. with a B.S.C.E. degree. Last employer was Prater Construction in Columbus. MRS. PAULINE L. WHISNANT (Charity's mother-in-law), steno in D-224, graduated from high school in Bakersville, N.C., attended both Charlotte Bible Institute and Hylton Hall & Stratford College and has been working at the Speech & Hearing Clinic in Portsmouth. MRS. IRIS E. DIXON (Ed's wife), steno in D-224, graduated from high school in London, Ohio, has a B.S. in Secretarial Studies from Ohio U., worked here from 1954-59. PAMELA S. DARR, steno in D-224, graduated from Wheelersburg H.S., attended Morehead State U. 1972-73, has been working at Hart's in Portsmouth. DEBRA L. DOBBINS, steno in D-224, graduated from Eastern H.S., has been working at Helman's Insurance Agency in Waverly. JOHN P. AEH, mail clerk in D-423, graduated from Wheelersburg H.S., has been working as an orderly at Mercy Hospital since 1971. LINDA S. JORDAN, clerk typist in D-224, graduated from Waverly H.S., got a certificate in Key Punch from National Institute of Ohio, Chillicothe, in 1971; went to Ohio U. 1971-72. RANDALL W. WAUGH, tech., assistant II in D-551, graduated from Clay H.S., and has a B.S. in Geology degree from Ohio U., has been working at Harts in Portsmouth since 1/72.

ONLY FOUR salary employees will have 20-year anniversaries before our next issue. They are MRS. VIRGINIA R. COOK, D-211, on 3/22; C. E. ABBOTT, D-112, on 3/29; M. E. JACOBS, D-522, and J. I. THOMS, D-511, both on 4/1.

RECENT TRANSFERS include: ELOISE THOMAS, D-541, from key punch operator to group leader, key punch machines; VERMAL H. MAY, D-723, from welder 1/c to foreman, maintenance; JOSEPH STOCKHAM, D-711, from electrician 1/c to foreman-in-training; W. B. CHURCHILL from D-101 to D-224; M. G. WEBB from D-737 to D-424; W. E. WIEHLE from D-801 to D-850; PATRICIA L. OSBORNE from D-513 to D-542; J. M. O'LEARY from D-331 to D-542; MARY J. CRABTREE from D-224 to D-110; PATRICIA A. ORTH from D-331 to D-351; NORMA R. LEWIS from D-301 to D-331.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

ACCORDING TO a West German medical magazine, reporting the results of life insurance studies, the husband who kisses his wife every morning before he leaves for work will probably live five years longer, earn 20 percent to 35 percent more money, lose up to 50 percent less time because of illness, and be involved in fewer automobile accidents than the husband who doesn't.

OTHER FIRMS hold lots of meetings, too. In fact, an article in the "Training and Development Journal" says that one million internal meetings are held daily by U.S. corporations at an estimated cost of \$1 billion annually.

ABOUT 1.5 MILLION Americans retired in 1973 and at least that many more will retire this year.

THE MAINTENANCE workers in 35 large to medium size manufacturing plants in 12 industries were surveyed in a study reported in "Industry Week." They were found to spend only about 2.6 hours of every 8-hour day working productively. The firm making the study estimates that a company with 100 maintenance employees pays them \$807,000 a year for nonproductive time.

95 CITIES now have black mayors. Included are Los Angeles, Detroit, Atlanta, Newark, N.J., and Raleigh, N.C.

G.E.EMPLOYEES eligible for more than three weeks of vacation can choose to have the money for one or more days (in excess of three weeks) invested in U.S. Savings Bonds or company stock and held until retirement or exit from the company.

MORE AND MORE PEOPLE are pledging their eyes at death so they can restore sight to other human beings. At last count (January '74) there were 66 eye banks in the U.S.

TRAVELERS INSURANCE CO. introduced a pilot job enrichment program in its keypunch operation at the Hartford, Conn., headquarters for 100 operators and 10 supervisors. By broadening the activity and responsibility of individual employees it was hoped problems of high absenteeism, low morale and productivity could be solved. The program was so successful (24% decrease in absenteeism and 26% increase in productivity) that it has been expanded and presently covers 3,000 employees in 4 departments at its headquarters and 19 branch offices.

H. R. (BOB) RAY is now operating manager, Rubber Division, reporting to the comptroller, Goodyear International Corporation. He is responsible for all accounting and financial policies of the division, including supervising the accounting of foreign plantations companies plus the clerical and accounting staff of the Rubber Division. Bob was in our Finance Division about five years (2 of it in military service) before his transfer to Gdyr-Akron a little more than two years ago.

ALMOST 7,000 persons 100 years of age or older were receiving Social Security cash benefits as of June, 1973. Seventy percent were women.

LOCKHEED plants in 14 states reduced their electrical consumption about 10% during the last three months of 1973 and saved 23.6 million KWH of electrical energy. This is enough to provide all the electricity needed by a residential community of more than 50,000 people for three months.

MOTEL 6 was so named because the rates started at a basic \$6.60 single a night (\$7.70 double). That was in 1962. Today and 17,000 rooms in more than 150 motels in 38 states later, the rate at every Motel 6 is still the same.

ALL GRILLES in Mercedes Benz cars are injection-molded, reinforced nylon.

MONSANTO uses a classroom approach to humanize working conditions and increase employee involvement at its Pensacola, Florida, nylon plant, the world's largest. Started in 1968, "Analytical Trouble-Shooting" is designed to involve the employee in solving problems and contributing his know-how instead of performing his duties routinely. Stressed is the fact that the employee is not an extension of a machine.

AFTER a radio tube manufacturer had the stemming machines painted orange, so that they would contrast sharply with the greens and blues of the gas flames, and painted the walls pastel blue, rejections dropped 60% during the first week.

HOW MUCH net profit does the average U.S. corporation make? A recent Opinion Research Survey showed that most Americans believe the average is about 28 percent of sales. However, statistics from the Dept. of Commerce reveal that the actual figure (including those who lose money) is about four percent.

## THOUGHTS ON MANAGEMENT

ONE OF THE traditional concepts associated with uncovering management potential is the theory of emergence. This theory claims that in any organizational context which places its confidence on the theory of natural selection, the most capable individual in a group will somehow emerge and that management will eventually recognize his talents. The chief problem with this idea is that in many instances recognition comes too late...The most recent and promising breakthrough related to the personnel evaluation process appears to be the assessment center. Advocates of such centers are of the opinion that the techniques have proven to be useful management tools for the purpose of identifying managerial potential, as well as serving as sound predictors for future managerial performance.

--Raymond Pomerleau, professor, California State U.

THERE'S A BIG DIFFERENCE between "you look like a breath of spring" and "you look like the end of a hard winter."

--Johnny Raudonis in Akron Beacon Journal

OF THE SEVEN DAILY SINS, anger is possibly the most fun. To lick your wounds, to smack your lips over grievances long past, to roll over your tongue the prospect of bitter confrontations still to come, to savor to the last toothsome morsel both the pain you are given and the pain you are giving back--in many ways it is a feast fit for a king. The chief drawback is that what you are wolfing down is yourself. The skelton at the feast is you.

--Frederick Buechner, "Wishful Thinking: A Theological ABC"

MOST PEOPLE wouldn't wait till the day before leaving to make plans for a two-week vacation. Yet that's about the way they handle planning for retirement, which is a much longer trip.

--Carlton Smith

A SIX-POINT FORMULA for success in life is:  
1) Analyze yourself. 2) Define your goals or objectives. 3) Develop a positive mental attitude. 4) Learn the art of persuasion. 5) Develop a winning personality. 6) Manage your time.

--Dr. Jack R. Danner, associate professor of marketing, University of Akron

YOU CANNOT prevent the birds of sorrow from flying over your head, but you can prevent them from nesting in your hair.

--B. Q. Taylor

WE WEAR our mask that grins and lies, it hides our cheeks and shades our eyes. This debt we pay to human guile; with torn and bleeding hearts we smile, and mouth myriad subtleties.

--Paul Lawrence Dunbar, America's first black poet (1872-1906)

ORIGINALITY is the art of concealing your source.  
--Franklin P. Jones

IN LIFE there are no essentially major or minor characters. To that extent, all fiction and biography, and most historiography, are a lie. Everyone is necessarily the hero of his own life. Suppose you're an usher at a wedding. From the groom's viewpoint, he's the major character; the others play supporting parts, even the bride. From your viewpoint, though, the wedding is a minor episode in the very interesting history of your life, and the bride and groom both are minor figures...Every member of the congregation at the wedding sees himself as the major character, condescending to witness the spectacle. So in this sense, fiction isn't a lie at all, but a true representation of the distortion that everyone makes of life...Not only are we heroes of our own life stories--we're the ones who conceive the story, and give other people the essences of minor characters.

--from John Barth's novel, "The End of the Road"

WITH A TIP of the hat to Women's Lib, we'll explain how it occurs, that songs in church end with "Amen"--it's because they're hymns, not hers.  
--George Ludcke

SUCCESSFUL PERSONALITIES have an interest in and regard for other people. They have respect for other's problems and needs. They respect the dignity of human personality and deal with other people as if they were human beings, rather than as pawns in their own game. They recognize that every person is a unique individuality which deserves some dignity and respect.

--Dr. Maxwell Maltz, author of "Psycho-Cybernetics"

SOME PEOPLE will believe anything if it is whispered to them.

--The Sign

BLACKSMITHS are coming back. There are more of them now than there were a few years ago. Maybe it's because when you take your horse to be shod by one of them, he doesn't tell you half a dozen other things that ought to be done, too.  
--Mack Henry

## WHO'S WHO IN MANAGEMENT

ROGER D. McDERMOTT is an engineer, sr., in D-720. He is responsible for coordinating the CIP (Cascade Improvement Program) in all departments within the subdivision and such other activities as may be assigned. He reports to J. N. BUCKNER, superintendent of Shops Maintenance.

Mr. McDermott graduated from Portsmouth West H.S. and was a co-op here, starting in 1962, as he attended the U. of Cincinnati. After getting a BSME degree, he was hired by GAT as an engineer in June, 1966. Since then he has taken advantage of our Educational Assistance Program which paid all the tuition while he earned a MSISE degree from Ohio U., and been one of the few selected to attend all three week-long units of Wittenberg U.'s Management Development Program. He was promoted to staff engineer in June, 1968, to engineer, sr., in September, 1972 and transferred to his present department and responsibilities on August 1, 1973.



Roger, his wife Jacqueline, daughter Barbara, age 5, and son Roger Seth, age 1, live in Friendship where they are members of the United Methodist Church. Roger belongs to the Portsmouth Aviation Pilot's Association and the GAT Foremen's Club. His hobbies include flying (he is a licensed private pilot), motorcycling, camping, boating, golf, and he is interested in all sports.

### GAT NAMES AND FACES IN THE NEWS



D. K. JESSEE



D. E. LEMASTER



C. A. ECKHART



N. H. HURT



R. E. CORMANY

D. K. JESSEE and the wife of D. E. LEMASTER (Lucille) are GAT company bowling champions for 1974. Fifteen men and 15 women were in the two final roll-offs at Shawnee Lanes in Chillicothe on Saturday (March 2).

MRS. CONSTANCE A. ECKHART is chairman of the Future Secretaries Association Committee of the Buckeye Chapter of the National Secretaries Association. The Dogwood Chapter, composed of members of the B.O.E. Program at Piketon H.S. was installed late last month.

N. H. HURT was the speaker for a dinner meeting of the South Central Ohio Chapter, International Management Council, on March 7. His subject was "Committees, Conferences and Meetings--Slave or Master of Management?"

R. E. CORMANY is chairman of the Office Safety Committee (representatives from each division). They have been meeting periodically and have decided on a program which you will have a chance to attend early in May.

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