



R. L. DUFFEY
ENGINEERING

D-761
X-100

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

March 19, 1969

THE X-770 TEST LOOP is to be modified and expanded. This program could amount to an expenditure of approximately \$400,000 during the next several years. The Test Loop is a vital part of development work for equipment such as compressors, coolers, and converters. Tested there are possible improvements which are far ahead of presently proposed cascade changes. The facility is also valuable in providing the information needed on operating conditions and to gain the experience to operate new equipment efficiently.

GAT FOREMEN'S CLUB activities in the near future include a "Smoker" on Friday evening, April 18; a Mixed Doubles and Smorgasbord in Jackson at Jolly Lanes on Saturday, April 26; and the annual Golf Play Day, with the Company as joint sponsor, at Waverly's Skyline Course on May 24.

NEW SALARY EMPLOYEES include: GARY E. BOLDEN, D-554. He is a graduate of Portsmouth High School and has completed one year at Ohio U, Portsmouth Campus. JOSIE Y. JORDAN is a new secretary co-op in D-224. She also graduated from Portsmouth H.S. and has been attending evening classes at Portsmouth Interstate Business College. Until she came to work here, she was a clerical employee at the Williams Manufacturing Company. She is married and has a 16-month-old son.

EMPLOYEES active in various community activities include: LON C. JAMES, D-816, who is a member of the Ross County Tuberculosis and Health Association Board and one of four on their Nominating Committee. JOHN GEDEON, D-224, is secretary-treasurer of the Waverly Toastmaster's Club. J. F. NEWMAN, D-851, and JAMES GRANT, D-224, are newly appointed by the mayor to Portsmouth's Human Relations Council. V. J. DeVITO, D-510, is foreman and R. H. WALTERS, D-521, a member of the current Pike County Grand Jury.

THE COMPANY and OCAW Union Contract Negotiating Committees held their initial meeting on March 17. The present contract expires on May 2, 1969.

DR. ROBERT M. EATON, a physician who lives at Lake White, has entered into a Personal Services Agreement with the Company. After March 28, he will be "on call" off-shift, come in periodically as a consultant, and be here when DR. LEHMAN has to be away. Dr. Eaton moved into the area last Fall after 10 years as a hospital administrator and surgeon in Iran.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE SANTA FE RAILWAY is building a \$750,000 mobile, computer-controlled simulator to train enginemen. It includes a full-scale mock-up of a diesel cab, complete with throttle, brake and other controls and gauges. A trainee will look ahead at a screen on which will be projected exactly what an engineer would see during an actual run. A special lens will provide realistic depth to the image. Company officials expect a quick return on their investment in terms of more efficient training.

GOOD NEWS is President Nixon's request and Dr. Glenn T. Seaborg's acceptance to remain chairman of the AEC.

WORKERS who spend all day tightening bolts on an assembly line may be considerably more happy than sociologists have assumed. A Notre Dame University professor of management studied 170 electronic manufacturing plant workers and concluded that most assembly workers have more freedom and are less dissatisfied than, for example, the white-collar staff assistant because the former do not have to concentrate to do their work. The professor says, "We must distinguish between monotony and habit. A task is not monotonous unless one is forced to concentrate on it."

THE INGREDIENTS in a \$1 lipstick cost from three to six cents. So do those in a \$1.70 lipstick and a \$3.50 lipstick. Except for the perfume used and the particular blend of colors all lipsticks are the same.

STANDING FIVE STORIES HIGH and as wide as a five lane highway, Babcock & Wilcox's machining center at its Mt. Vernon, Ind., plant is the largest of its type in the world. It is used in the machining of nuclear reactor vessels which are up to 30' in length, 75' long and weigh 1000 tons. It is tape controlled, powered by 52 electric motors, and its cooling equipment is equivalent to that of 190 room air conditioners.

LYNN E. SCHRIER has been elected chairman of the board for the Central Men's Branch of the Akron YMCA.

A HEATED, unventilated garage can greatly increase the possibility of a car's rusting. If a snow and slush-laden car is driven into a warm garage, the melting accumulation increases the humidity. If any chemicals are present, conditions worsen.

EMPLOYEES at Goodyear's New Bedford, Mass., plant have a 15-Year Club. About 800 members and guests attended a recent dinner, installation of officers ceremony, floor show, and dance.

MOBILITY, according to the author of the book "The Mobile Manager" is the capacity to drop one assignment and pick up another. From his study of hundreds of top executives in America's leading industrial corporations during the last 16 years, he singles out "mobility" as the single, distinguishing characteristic of successful executives. The author says a man acquires mobility in several ways. Included are: by educational background, by becoming a crucial subordinate to a mobile manager, by having a sponsor-superior who is usually not his immediate boss, by managing in past, present, and future time, and by serving on special task forces.

ALASKA is said to be the first state to use the Supervisory Training Service of the American Management Association. Approximately 500 state employees are expected to participate.

DO YOU REMEMBER the jingle which began "Pepsi-Cola hits the . . . ?" Proving the value of repetition, most people can remember the entire advertisement even though it hasn't been used since 1953 because that's when the price went up and the "twice as much for a nickel too" part was no longer true.

MORE THAN 10 percent of the offices and plants in Sweden have replaced, or combined, one of the traditional coffee breaks with an exercise break.

THE DEPARTMENT of Defense savings from new Value Engineering actions generated in fiscal year 1967 plus estimated cost savings for fiscal years 1968 and 1969 total \$609 million. Studies of the results of Value Engineering application, which included both large and small companies, are impressive--from \$10 to \$25 in savings realized for every dollar spent on V.E.

THE INTEREST on the National Debt increases at least \$700,000,000 this year.

DID YOU KNOW that "hand lettering" can now be done by a machine? The Gritner Lettering Type-writer fits on any standard drafting machine in place of the horizontal scale. The inventor of the machine says that anyone can use it and that it will letter twice as fast as the average draftsman.

THOUGHTS ON MANAGEMENT

WHEN I HEAR somebody sigh that, "Life is hard," I am always tempted to ask, "Compared with what?"

- Sidney Harris

IF PRESENT TRENDS continue, by the year 2000 half of the world will be supporting only about 1 billion 300 million people, while the other half of the world--the half that can least afford it--will be supporting over 5 billion people.

- J. P. Austin, president of Coca-Cola Co.

WHAT THIS COUNTRY NEEDS is a good five-cent nickel.

- Franklin Pierce Adams

DESPITE MY 30 YEARS of research into the feminine soul, I have not yet been able to answer the great question that has never been answered: What does a woman want?

- Sigmund Freud

LISTED BELOW are some basic assumptions which express two extreme positions about motivating people to work. We've labelled these two mutually exclusive theories Theory H (for Horde) and Theory I (for Individual) with apologies to the late Douglas McGregor. Mark X in the one you think is most accurate.

□ Theory H

1. The average human is more importantly affected by people around him and what they do than by his own internally developed desires and inclinations.
2. Therefore the major attention to motivation, incentives and productivity lies in dealing with people in teams, groups and organizations.

□ Theory I

1. The average human finds the major source of outward behavior from inward motives and desires which he develops for himself independent of his peer-group.
2. Therefore the major attention to motivation and problems of incentives should lie in dealing with each individual separately and as a discrete unit of itself.

Note your reasons for your answer. (Send us your vote. We'll report the results to you if you do.)

WE ARE entering a new phase of the Scientific Age--a transitional one that is putting both science and man to a new series of tests. The signs of this testing are all about us. But they are manifest in three major confrontations. The first is the confrontation of nations obsessed with military security in a world of gross economic disparities. These disparities, and the almost anachronistic degree of nationalism many nations still cling to in dealing with some of them, keep the world a tinderbox of international tension . . . The second confrontation involves man and nature . . . We realize now that we do not conquer nature. We coexist with her--or even more correctly, within her realm--and for every insult to her or assault on her we sooner or later pay some price. Today the price is demanded sooner and is increasingly greater . . . Our third confrontation is between man and certain aspects of his man-made environment--primarily the urban complex and its numerous subsidiary problems . . . Now the question is what do we do about it? . . . To begin with, we must establish a more positive and forward-looking approach to the future . . . The renewed scientific spirit I propose today embraces the ideal that we, first of all, free science from sin--that we stop wasting time and energy flailing science for some of our current predicaments. At the same time that we do this we must pursue the idea that it is more science, better science, more wisely applied that is going to free us from these predicaments . . .

- Excerpts from a talk by Dr. Glenn T. Seaborg

WELL BEING and happiness never appeared to me as an absolute aim--I am even inclined to compare such moral aims to the ambitions of a pig.

- Albert Einstein (1879-1955)

IT IS MORE IMPORTANT to have a clear understanding of general principles, without thinking of them as fixed laws, than to load the mind with a mass of detailed technical information which can be found in reference books or card indexes. For creative thinking it is more important to see the wood than the trees . . .

- William I. B. Beveridge

HERE'S SOME ADVICE you'll never go wrong to heed. See that you have at least one year's income in savings of some kind. It will give you a comfortable feeling, and it could save your neck.

- Earl Nightingale

A JUVENILE DELINQUENT is a youngster who has been given a freehand, but not in the right place.

WHO'S WHO IN MANAGEMENT

JAMES M. DUNCAN, D-761, is section head of the Electrical Control System group. He supervises several engineers and draftsmen in the preparation of work orders, drawings and estimates for plant additions, modifications and expansion programs. He is particularly busy right now with the design and construction engineering phase of CIP programs and attends many meetings with Carbide engineers here, at Oak Ridge, and Paducah. He reports to J. A. BRACKEY, supervisor, Electrical and Instrument Engineering.



Mr. Duncan graduated from Amarillo Senior High School in Texas and served in the U. S. Navy (1943-46). While still in the Navy he graduated from the University of Oklahoma with a BSEE degree. He was a division (electrical) transmission engineer at Southwestern Public Service Company in Amarillo, and is a registered professional engineer in Texas. He served an additional two years as a lieutenant in the Navy (1951-53) just before coming here late in 1953 as a production shift foreman. He was promoted to general foreman, Cascade Power, in 1955; transferred to D-761 as engineer, sr., in 1957; and promoted to his present position in 1968.

Jim and his wife, Joan, have three daughters. Janie Louise is a senior at the University of Tours in France. Barbara Ann and Carolyn Sue live with their parents at 1321 Altamont Street in Portsmouth. The Duncans attend the Second Presbyterian Church and Jim is a commander in the Civil Engineering Corps, U. S. Naval Reserve. He is a member of the GAT Foremen's Club, the Elks, American Legion, 40 et 8, and Eta Kappa Nu (honorary Electrical Engineering fraternity).

GAT NAMES AND FACES IN THE NEWS



J. R. ARNDT



GLADYS GEARHART



W.L. OVERMAN



BOYD W. SHUGERT

J. R. ARNDT, D-761, will be retiring April 1, 1969. If he had worked until June 20th, he would have 42 years of Goodyear service. Bob, his wife, Dorothy, and son, Steve, plan to continue to live at Lake White.

GLADYS GEARHART (her husband is E. C. GEARHART, D-721) and W. L. OVERMAN, D-523, are GAT 1969 bowling champs. Their scores were the highest (by the Petersen point system) when the 15 men and 15 women who had the highest nine-game scratch total (for the team, singles and doubles tournaments) bowled seven more games on March 8 at Shawnee Lanes in Chillicothe.

BOYD W. SHUGERT, D-531, is now president of the Portsmouth Chapter of the Ohio Society of Professional Engineers.