



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

October 21, 1970

READERS of this Newsletter join with many others to mourn the passing of Mr. Reynolds' last Monday morning, October 19. He was aware of and appreciative of the action taken to honor him here -- see the next item.

TOP MANAGEMENT decided recently that Room 310, X-710 Building, should be named in honor of our last general manager. Now, a bronze wall plaque near the front of the room reads, "George H. Reynolds Auditorium, September 30, 1970."

APPROXIMATELY 70 members of the Pike County and Jackson Chambers of Commerce were our guests on October 14. They arrived about 9:45 a.m.; heard a description of what we do and our "future prospects" presented by C. D. TABOR; were given about a 20-minute Perimeter Road tour; and then had lunch in our cafeteria with members of our Operating Committee. V. J. DeVITO, M. W. HARTLE, C. A. MENTGES, and R. J. REED are members of the C. C. in their respective counties. H. G. JOHNSON was in charge of arrangements.

OUR FIRST Pre-Supervisory Training Program has been completed. The 23 men who participated in the 26-meeting-plus-homework program received their Certificates of Graduation from L. E. FULLER on October 16.

PORTSMOUTH MANAGEMENT CONFERENCE committee assignments for this year's conference on December 5th include: G. J. WILLIAMS, chairman, Exhibits; H. McCLELLAND, chairman, Program; E. HARTNETT and J. R. SHOEMAKER, members of Program Committee; C. B. BURKHOLDER, member of Registration & Reception Committee.

NEW SALARY EMPLOYEES include TERESA HURLEY, stenographer in the Steno Pool, D-224. She graduated from Valley H. S. in Lucasville. Her father is H. H. HURLEY, D-856. JOSIE Y. JORDAN is also a stenographer in our Steno Pool. She was here before as a secretary co-op.

D. W. DONER presented an interesting one-hour seminar on Great Britain when he was on plantsite recently. His talk was taped and is available by contacting Training.

HAD YOUR FLU SHOT YET? October 30 is the last day that free, improved (none or reduced side effects) flu shots are available at our Medical Department. The hours are 8 a.m. to 4 p.m.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

STUDIES conducted in recent years indicate that "accident repeaters" or "accident proneness" accounts for not more than 15 percent of all accidents and possibly as few as three percent. The author of an article in a safety journal suggests two theories to help explain all other accidents. One is the "Goals-Freedom-Alertness Theory" in which the accident rate is held to be related to the job climate. A climate that encourages a worker to set goals which he probably will attain gives him a significant sense of participation and this, in turn, helps develop safe work habits. The second theory, the "Adjustment-Stress Theory," holds that unusual negative, distracting stress upon the worker increases his liabilities to accident or to other low-quality behavior. One example of this influence is seen in the curve of accident rates for successive age groups of industrial workers. There is a high rate in the first 10 years of work. Then there is a decrease until a secondary peak that occurs between the ages of 40 and 55. These ages are usually the greatest stress periods, as confirmed by the fact that the turnover-rate curve shows the same peak periods.

SIGN OF THE TIMES: Lowering the voting age will make it possible for more eligible voters to stay home on election day than ever before.

NORTH AMERICAN ROCKWELL, in Columbus, holds "brown bag" management seminars. Periodically, management people are invited to come to a conference room during their lunch period and watch a how-to-manage movie or similar program. For example, recently a 30-minute sound-slide presentation entitled "Business Is People", a review of human relations principles, was presented. Attendance at the brown bag meetings is on a voluntary basis but those who attend get certificates.

IN AUSTRALIA, everyone old enough to vote must vote or pay a fine.

DO YOU KNOW what a "Mobicentric Man" is? According to Eugene Jennings, author of an article in "Psychology Today," it is a mobility centered person - a new American phenomenon - and to him, movement is not so much a way to get some place or a means to an end as it is an end in itself. A mobicentric man values motion and action not because they lead to change but because they are change, and change is his ultimate value - understand?

H. L. BULLARD, senior research chemist for the parent company, has developed an adhesive now widely used to hold together cereal boxes, frozen food containers, etc. It is also used to put the stickiness in such things as electrical tape, self-adhering surgical bandages, masking tape, and labels. Herb worked here until his transfer in 1957.

JOB ENRICHMENT is the subject of a six-page article in the September issue of FORTUNE. Under the title of "It Pays To Wake Up the Blue-Collar Worker," the experiments in job enrichment in both small companies and huge firms such as Texas Instruments, Corning Glass Works, IBM, AT&T, and Proctor & Gamble are described. The author points out that if you assume your workers are slovenly sluggards who will work only when pressed by supervision, that's what you'll get. If, however, you assume they can take pride in their work, get real satisfaction from it, and become personally involved in improving it, then this too is possible. The author says that most labor unions tend to oppose job enrichment because they thrive on the theme that unions and managements are adversaries. Union spokesmen usually denounce job enrichment as just another form of speedup inflicted on downtrodden workers by harsh, money-greedy management, but a few farsighted, usually younger, leaders favor it. Blue-collar workers, where job enrichment has been tried, respond well to the "team" concept, also think it's important to be able to move up, to improve their job status - either in or out of the union.

ABOUT 90% of a child's education depends on the use of his eyes and yet the U.S. Children's Bureau estimates that about 13 million school-age children in this country have vision problems. Since a child may not realize that he should be able to see better than he does, it's up to his parents to have his eyes checked.

ROUTE #270 (Columbus by-pass) has been completed from south to north. This means, for example, that motorists who travel north on #23 on their way to Akron or Cleveland do not need to take busy (and dangerous) #71 through Columbus. Route #270 is longer (29 miles as compared to 22 miles) but the speed limit is 70 mph and there is little traffic. Staying within posted speed limits takes 22-24 minutes either way except when #71 is crowded. When it is, take #270. It will save you time.

THOUGHTS ON MANAGEMENT

DON'T HIRE Harvard Business School graduates. This worthy enterprise confesses that it trains its students for only three posts - executive vice-president, president, and board chairman. Upon graduation, these men are given a whirlwind tour of their chosen company and then an office and a secretary and some work to do while they wait for one of the top three slots to open up. This elite, in my opinion, is missing some pretty fundamental requirements for success: humility; respect for people on the firing line; deep understanding of the nature of the business and the kind of people who can enjoy themselves making it prosper; a demonstrated record of guts, judgment, fairness, and honesty under pressure.

--Robert Townsend, author of "Up the Organization"

DRIVE with care. Life has no spare.

--Ruth A. Foster

MEN AND WOMEN simply can't get along without each other. When each respects the other as a human being, different but equal, and each can develop to the limit of his or her capability, there will be more harmony in the home, in the professions, and in industry.

--Mrs. Malcomb Peabody, 83-year-old crusader for civil rights

YOUTH is the time of getting, middle age of improving, and old age of spending; a negligent youth is usually attended by an ignorant middle age, and an empty old age.

--Anne Bradstreet (1612-1672)

FIFTY YEARS AGO the only security a worker had, outside the support he might receive from his extended family, was the small benefits that a trade union or a fraternal association might provide. Today, the organized worker has, on the job, protection against arbitrary dismissal, seniority on job assignments and layoffs, call-in pay, supplementary unemployment benefits, health, welfare, and pension benefits, and in many instances severance pay or retaining benefits, in the event of permanent layoff. In the society, the worker now expects that there will be jobs for him, and that legally (through the Employment Act of 1946) and politically (in order to obtain reelection), any government office will seek to fulfill that expectation through some direct (public works) or indirect (fiscal policy) intervention in the economy.

--Daniel Bell

A DISCIPLINED MIND is the most any man can get out of a college education.

--"Dutch" Cunningham, Portsmouth Mgt. Conference

IF A CHILD LIVES with criticism, he learns to condemn. If a child lives with hostility, he learns to fight. If a child lives with ridicule, he learns to be shy. If a child lives with jealousy, he learns to feel guilty. If a child lives with tolerance, he learns to be patient. If a child lives with encouragement, he learns confidence. If a child lives with praise, he learns to appreciate. If a child lives with fairness, he learns justice. If a child lives with security, he learns to have faith. If a child lives with approval, he learns to like himself. If a child lives with acceptance and friendship, he learns to find love in the world.

--Dorothy Law Nolte

SOME GUYS go to Las Vegas in a \$6,000 Cadillac and come back in a \$100,000 Greyhound bus.

--Ed Clark

NOTHING is more real in this world than the threat of managerial obsolescence, and the only way to prepare yourself for technological and social change is repeatedly to set aside periods of your life for organized educational activity. No one who is more than 10 years from retirement can expect to live on his existing intellectual capital without grave risk of losing the race between obsolescence and retirement.

--Ernest C. Arbuckle

IT MAY BE TRUE that money isn't everything -- but it sure comes in handy if you don't have a credit card with you.

--Mickey Porter

FORMULA for success: 4D+3C+4E+3W = Success. The four "D's" are: Destiny (or goal), Desire, Drive, and Determination. The three "C's" are: Confidence, Courage, and Creative Power. The four "E's" are: Enthusiasm, Education (take advantage of all educational opportunities), Experience, and Empathy. The three "W's" are: Will, Way (the Way is to practice self-improvement everyday), and Work.

--Floyd W. Simerson, speaker at 33rd Annual IMS Clinic

NOBODY can live long in peace if his neighbor wants to fight.

--Melrose, Minn., Beacon

WHO'S WHO IN MANAGEMENT

DAVID L. KNITTEL, is a foreman in D-512, Nuclear Materials Handling. He supervises six hourly employees who handle and prepare transfer receipts for all receiving, shipping, and interplant movements in compliance with Department of Transportation shipping regulations of SS Material. He is also responsible for assuring that representative samples are taken and submitted to the Works Laboratory for analysis; for the safekeeping of all SS material not charged to a processing department; and for providing all cylinders and other containers in which material is transferred. He reports to R. L. SALTSMAN, general foreman.



Mr. Knittel graduated from Portsmouth High School. He then worked as a salesman for the Crichton Office Supply (six yrs.) until serving in the U. S. Army (1951-54) as a staff sergeant (part of the time in Alaska). He was hired as a materials man at GAT in 1954, promoted to an SS materials handler in 1965, and to his present position in 1968.

Dave and his wife, Sara Anne, and their daughters, Leanne Kay (17), Kimberly (16), and Julie Anne (10), live at 4634 New Garden Avenue in Portsmouth. The Knittels are members of the Central Church of Christ. He is a member of the GAT Foremen's Club, Elks, and American Legion. He spends part of his leisure time enjoying his favorite sport, bowling.

GAT NAMES AND FACES IN THE NEWS



A. P. ROMERO



L. T. OYLER



A. H. CLARY

A. P. ROMERO won both the Safety Slogan and Poster Caption contests in September and repeated this month. Starting in 1957, Romero has won a total of 48 safety contests here (including being chosen annual winner twice), and been paid \$660 in cash and merchandise awards.

L. T. OYLER has been treasurer of the Atomic Employees Credit Union since it was established in 1956. He has been a member of the Board of Directors, Ohio Credit Union in Columbus, for 12 years.

A. H. CLARY is the newly elected president of the Pike County chapter, American Red Cross.