

# GAT Management NEWSLETTER



Editor - H. McClelland

February 7, 1973

INCREASED DEMAND for computer services is causing some changes on the first floor of the X-100 building. Department 540 and Department 542 personnel have moved to the large room next to the south core corridor. Department 513 and some Department 511 personnel will occupy the vacated area. Department 531 will take over the area now occupied by D-513. The former storage room west of the west core corridor will house Data-Link equipment tied in with the Computer Technology Center at Oak Ridge. The equipment here plus the tie in with O.R. will make it possible for more sophisticated development work here and the sharing of information helpful to both plants.

THE FIRST THREE men to finish the 15-lesson home study "The Successful Supervisor" course are: P. E. CRAVENS, V. F. REED and P. L. STEWART. They are all in the 730 Subdivision.

RECENT TRANSFER of salary employees include C. W. BEAUMONT from administrative specialist, D-560, to buyer, D-411; and P. Q. SNYDER from librarian, D-553, to administrative specialist, D-560.

NEW SALARY EMPLOYEES include JOHN W. HOFER, engineer, sr., in D-104. He is a graduate of East High School in Akron and attended Akron U. He is a transferee from Gdyr-Logan and has 39 years of service. MICHAEL B. APPLEBY, cost accountant in D-341, has a BSC in Accounting and BS in Economics, has been working as a systems analyst in Maryland for about three years.

THE WIVES of M. D. WICKLINE (Nancy), R. H. GILLESPIE (Maxine) and the wives of two Jackson Aerospace men won the GAT Women's Hdcp Bowling Championship on January 13. The corresponding men's tournament on January 20 was won by A. M. TALDA, W. J. LEMMON, R. M. NOLFI, C. W. ROBINSON and R. E. SCHILLINGER.

EMPLOYEES who will reach their 20th service anniversaries before our next Newsletter are: D. B. JONES, VIRGINIA R. McMcDONALD, and E. R. NEWMAN. They were all hired on February 16, 1953.

W. F. JOHNSON and C. S. KNAUFF presented a science demonstration for the benefit of 90 students at Otway Elementary School on January 17. L. G. SWOPE and R. W. SPARKS presented demonstrations for 200 students at Mt. Logan Jr. High and 320 students at Smith Jr. High in Chillicothe on January 24.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

ALMOST ELEVEN HUNDRED leaders of industry and government were surveyed recently and asked to answer questions concerning supervisory effectiveness in their organizations. For example, 83% thought first-line supervision could do a better job of communicating; 72% said supervisors could do a better job of "attitude training."

SHARON STEEL CORP. has found breakfast meetings attended by both supervisors and workers helpful. Workers have told their supervisors about problems they never knew existed.

LABOR NEWS IN 1972 included: Florida ironworkers agreed to a one-year contract without a pay hike. Workers at Frigidaire in Dayton agreed to a 25¢-an-hour pay cut, gave up two cost-of-living adjustments and agreed to forego any pay and benefit increases until at least 1974 in order to keep production of appliances in Dayton. A multi-craft Detroit contract provided for wage increases of \$1 an hour--about half the gain won in the contract that expired in June.

A PATENT has been issued to the AEC for "Method of Purifying Uranium Hexafluoride by Reduction to Lower Uranium Fluorides." Inventor is former GAT employee Dr. Pearl R. Ogle, Jr.

THE HOLIDAY INN in Gaithersburg, Md., not far from Washington, D.C., has a penthouse "Presidential Suite" for anyone willing to pay \$1,400 a night. The six rooms and bath suite was decorated and furnished at a cost of \$200,000. Included is an executive boardroom and an office that has a \$5,300 desk. The master bedroom has a fireplace and built-in taps that dispense scotch, bourbon, and martinis. The seven-foot-square whirlpool Roman bath "seats six."

DID YOU KNOW that two significant changes are occurring in our population? By 1982, the number in the 25-44 year age group will increase by 36%, and the over-65 age group will increase 18%.

VALLEY VIEW school district, near Chicago, has 6,700 elementary-school children. They are divided into four groups, each of which goes to school for nine weeks and then has three weeks off. By staggered schedules, the school has been able to absorb 1,760 new students without putting up a new building. They say their staggered schedule system is the equivalent of adding 75 classrooms worth \$7.5 million without spending a cent except for a few extra teachers.

THE AUTHOR of the comic strip "Peanuts" is the most widely read author in the world. Every day, Peanuts is printed in 18 languages and appears in 1300 newspapers and magazines in 63 countries and is read by 100 million people.

CNA/INSURANCE has a program designed to improve employee attitudes which they call PRIDE (Personal Responsibility in Daily Effort). With it, officials hope to generate new enthusiasm for both the company and the work employees do. Two films were produced for the program. One deals with company history, the other depicts customers at a time of crisis and stresses the importance of servicing them promptly and correctly. A poster program "Errors hurt people!" was initiated and a film shown as a part of each of two meetings. The company has approximately 8,000 clerical workers that cost from \$1,200 to \$1,400 to hire and train. Annual turnover was 50%, it has dropped to 32% since PRIDE was initiated in 1970. Other benefits such as better customer treatment, are not as easy to measure.

F. T. MURASKI, who was in our Production Division from 6-8-53 to 10-29-57, becomes plant manager of Goodyear's LeHavre Chemical Plant in France on March 15. Frank has been superintendent, rubber production, at Gdyr-Beaumont.

ACCORDING TO the author of an article in Reader's Digest, a G.M. expert recently investigated 160 insurance company cases, all car wrecks involving people wearing lap-shoulder-belts. Half were very bad crashes. The vehicles were demolished and ordinarily at least 50 and up to 100 people would have been killed or maimed. Yet all but two escaped with mild injury or none at all. He (the author) says no lap-shoulder-belt wearer has been killed in any accident while traveling at up to 60 m.p.h. In another study, this one involving 270 lap-shoulder-belt wearers in crashes at speeds of more than 60 m.p.h., the fatality rate was less than one percent.

SIGN OF THE TIMES: An Atlanta garbage pickup company advertises: "Satisfaction guaranteed or double your rubbish back."

IN A STUDY of 260 companies to see how they control clerical productivity, a firm of management consultants found that "goal setting" and job structure were the only factors distinguishing the more successful from the "less successful" programs.

## THOUGHTS ON MANAGEMENT

ALL THE GOOD things and all the bad things about business flow from the natural human characteristic of self-interest. Without the self-interest of business people, there would be no crooked deals, treachery, employee theft, obsession with wealth, boss-employee rivalries, sweatshops, assembly-lines, cheating or strikes. But without personal self-interest, business would not be the productive, rewarding, enriching, satisfying, life-giving force that it is. It is the big rewards that attract to business the strongest, smartest, most interesting, most highly motivated people. But don't you forget for one minute that each of them is in it for his own personal gain--not to help you succeed, not to help the company succeed, but to succeed himself.

-- Richard Conarroe, "Bravely in Business"

DID YOU HEAR about the labor leader who went to the New Year's Eve party dressed as Father Time-and-a-Half?

-- Barbara Jordan in Portland Oregonian

THERE ARE, after all, only two ways of looking at the world around us. Either it's a calamity we richly deserve and for which we are soon to be rightfully punished, or it's a world crammed with more opportunities than any generation before has had and which will increase in number and variety for our children and grandchildren. It's the same world. The difference is in the point of view.

-- M. P. Venema, chairman, Nation Association of Manufacturers and chairman, Universal Oil Products Co.

HAPPINESS is a way station between too much and too little.

-- Channing Pollock

NO CIVILIZATION has ever maintained itself when it went into this cycle of more and more people producing less and less and sitting on their buckets and hollering. No civilization has survived the syndrome we're in. Unless we can find solutions, rather than applying bandages, unless there are definitive investments in answers, we soon will not be able to invest in answers because the bandages will cost too much.

-- Dr. Byrl Shoemaker, director of Vocational Education for Ohio

THE TOUGHEST PART of dieting is not watching what you eat; it's watching what other people eat.

-- Wilfred Beaver in Chicago Tribune

IN ANY COMPLEX DECISION where personal or behavioral influences apply, the individual's preference will dominate the results. In other words, people behave like human beings and not like computers. They base their decisions on what they think best rather than on what the facts tell them is best.

-- Dr. Alan J. Rowe, University of Southern California

PLANNED OBSOLESCENCE is not really a new concept. God has been using it with people for a long time.

-- Robert Orben

THE LIFE of the human spirit faces two dangers, both appallingly powerful and urgent. One is laziness; the other is tyranny. It is perfectly possible that by the year 2000 the civilized world will have grown so rich and so comfortable, and so deeply devoted to simple asinine pleasures, that thought will be abolished or else reserved for a few wily managers and experts. It is perfectly possible that education will dwindle to nothing more than job training and courses in social relationships, and that life will collapse into a series of delightfully similar days--a few hours' mechanical routine followed by jolly picnics and cheap amusements. It is possible, though not likely . . . It is also possible that by the year 2000 the entire planet will be subject to a total tyranny--or to several regional tyrannies--more effective and ruthless than any yet experienced in our long history of horrors. Such a despotism has been forecast by several satirists, and has already come into existence here and there. In the end despotism will fail. It is not possible to dehumanize all mankind. Someone will be left thinking . . .

-- Gilbert Highet, "Man's Unconquerable Mind"

TO DISREGARD what the world thinks of us is not only arrogant but shameless.

-- Cicero (106-43 B.C.)

I GO TO WORK and sniff and wheeze and someone's always sure to sneeze and tell me, in accusing terms, I'm spreading all my horrid germs. But if I stay at home in bed and coddle my colossal head, someone else is sure to scold "You stayed out sick with just a cold?"

-- From "The Lion"

IF AT FIRST you don't succeed, you have lots of company.

-- Short Circuits

## WHO'S WHO IN MANAGEMENT

CHARLES F. HARLEY is a staff engineer in D-532. He is responsible for the activities of four engineers doing development work on equipment failures, load flow, and transient stability analyses of the AEC-OVEC power systems. They also perform ventilation system and lubrication studies, and make economic evaluations of GAT power systems operation. He reports to W. B. THOMPSON, supervisor of Process Engineering.

Mr. Harley graduated from Columbiana (Ohio) High School, received a BE in Electrical Engineering from Youngstown State University, and an MS in Industrial and Systems Engineering from Ohio University. GAT employed him as a technical squadron trainee June 17, 1968, promoted him to engineer February 1, 1969, and to his present position on December 1, 1971.



Chuck, his wife, Catherine, their son, Jeremy (4), and daughter, Jennifer (2), live at 105 West Fourth Street in Waverly. They are members of Saint Paul's Lutheran Church, where he is superintendent of the Sunday School. He holds memberships in Sigma Tau (honorary engineering fraternity), Lutheran Laymen's League, Antique Car Club of So. Ohio (Chillicothe), National Muzzle Loading Rifle Association and GAT Foremen's Club. His hobbies include the restoration of antique autos (has 3), playing guitar and banjo, and restoring his 120-year-old home.

## GAT NAMES AND FACES IN THE NEWS



R. J. REED



N. H. HURT



L. J. SHY



G. L. FOGLE



R. W. JACKSON



H. J. ROUFF

R. J. REED is the new president of the Jackson Chamber of Commerce. Bob has been a director for the past three years.

N. H. HURT has been elected to a three-year term on the Chillicothe-Ross Chamber of Commerce. He replaces retiring director, R. M. RUTHERFORD.

L. J. SHY, D-858, has been awarded Boy Scouts of America's highest honor, the Silver Beaver Award by the Scioto Area Council. Louis has been an adult volunteer leader since 1944.

G. L. FOGLE received an M.S. ISE degree from Ohio U. in December. Gary also has a B.S. in Chemical Engineering.

R. W. JACKSON has also been selected to attend (along with M. J. RAFFERTY) the one-week Management Development program at Wittenberg U. the week of February 18.

H. J. ROUFF has been picked by the Waverly Jaycees for their "Man of the Year" award. Harold has been president of the Pike County YMCA for the last 15 years. Other civic activities include the Red Cross learn-to-swim program and the Lake White (improvement) Association.

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