



GAT Management NEWSLETTER

Editor - H. McClelland

February 21, 1973

THE GAT PURCHASING DEPT's volume of purchase actions increased 13%, and the dollars involved were 70% greater in 1972 than in 1971. Purchase orders were issued to about 1,980 vendors for a total of almost \$9.5 million. Business visitors averaged 217 per month. Fourteen subcontracts were awarded with contract prices totaling more than \$2 million.

W. B. THOMPSON is the only employee to receive his 20-year service emblem before our next issue. His anniversary date is March 2.

SMITH is the most popular name on plantsite. We have 17 of them including two PAUL E. SMITH's and two ROBERT L. SMITH's. Brown and Johnson are tied for second with nine each. Altogether, we have 664 employees who have the same last name as at least one other employee (245 different names).

W. A. HOCKENHEIMER gave two talks recently at the Piketon Vocational School, both on the subject of "The World of Work." He spoke first to the senior welding class, then to the body shop class. H. G. JOHNSON spoke to the Beaver Lion's Club on Feb. 6. His subject was "Goodyear and the Community." H. McCLELLAND's subject was "Positive Reinforcement" when he spoke during a monthly dinner meeting of the Portsmouth Area Management Club at the new Shawnee Lodge on February 8.

NEW SALARY EMPLOYEES include: RICHARD L. GRANT, D-522, who worked here for more than a year--1969-70. Since then he has been attending Eastern Kentucky U. MARY E. ROBINSON is a stenographer, D-224. She graduated from Chillicothe H. S., has been doing clerical work for Ohio Power in Portsmouth.

W. J. LEMMON and J. C. PARKER, D-711, were elected to the Board of the Atomic Employees' Credit Union during the annual meeting. All other board and committee members were reelected. F. S. VOSS continues as president for the seventh year.

RECENT PROMOTIONS include R. H. OWENS from engineer, sr., to section head, D-761.

C. S. KNAUFF and W. F. JOHNSON presented a science demonstration to 385 7th and 8th graders at Nauvoo Elementary School in West Portsmouth on February 7.

C. P. WORK and D. L. ROBERSON have received certificates for completing a five-day Systems Analysis workshop in New York presented by Systemation, Inc.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

HOW TO GET RICH is explained in a new book entitled "Q-V-T, The Three Keys to Stock Market Profits." The author says if you are young enough, say 25, invest \$100 a month and immediately reinvest all dividends and capital gains, you could be worth \$1 million by the time you're 65. To do it requires achieving a 15 percent return each year and doubling your money every five years, which the author says anyone can do if he follows sound, proven, investment methods. Incidentally, the Q-V-T in the book title stands for Quality (blue-chip stocks)-Value-Timing.

PHILLIPS PETROLEUM CO. officials recently presented their chairman a certificate in recognition of the fact that, in an effort to keep fit, he had jogged 400 miles in a year.

GENERAL MOTORS is trying team assembly to combat job boredom. The experiment involves assembly of motor homes (as many as 40,000 parts in each one) by 300 workers at one Michigan plant, 100 at another. For example, three-member teams assemble and fit the chassis, six-member teams handle body trim and fitting work, and other teams install ranges, sinks, and other interior components. The UAW gives the experiment their blessing.

WITH 45,000 students and 15,000 full-time employees, O.S.U. is bigger than a number of Ohio cities including Portsmouth, Mansfield, Lima or Elyria.

PERHAPS THE ULTIMATE in personnel selection will be a method of finding out what is really going on in the mind of a job applicant by electroencephalography (EEG). In the future, a candidate for a managerial post may be asked to lie down, attach a few electrodes to his head, and react to beeps, clicks, and flashing lights. Recorded on an electroencephalograph, his reactions emerge as a continuous, jerky line. The personnel director studies the results for clues to personality and thought processes. A British university research team is investigating just how accurately EEG can analyze personality traits. The research director is optimistic, thinks it can be used to measure characteristics often ascribed to the ideal manager, and the ways in which the candidate thinks.

BETHLEHEM STEEL is installing a continuous casting unit in their Burns Harbor plant near Chicago. It will convert 300 tons of molten metal into solid slabs in 45 minutes. Conventional processing takes 12 hours.

IS EMPLOYEE COUNSELING worth the time and expense involved? The answer is a resounding "yes!" at Litton's Ingalls Nuclear Shipbuilding Division. Industrial relations spokesmen say the company's counseling program is available to an employee from the first day on the job. Since its introduction, absenteeism has ceased to become a serious problem, trainees no longer drop out of training programs.

SIX LETTERS, E-T-R-I-N-O, are used more than 50% of the time in the usual use of English.

PILLSBURY COMPANY executives believe that communication is a management responsibility and is just as important as quality, cost control, and safety. After some 700 employees were interviewed in 1966-67, several things became evident: (1) good communication and favorable employee attitudes go hand in hand; (2) a top management concern for security, a philosophy of, "don't tell 'em any more than you have to," and an attitude of "let's put off informing supervision until we have more time" will result in poor communication and poor employee morale; (3) employees would rather get accurate, timely information from their immediate foreman or supervisor than via the grapevine (which is always fast, but not always accurate); (4) foremen and/or supervisors cannot inform their people unless and until they, themselves, are informed. Now, in all 17 Pillsbury plants, every supervisor sits down with the people who report to him for at least 15 minutes every week. He first reports to them verbally on matters that interest them--things that have been passed on to him in similar meetings with his supervision. The rest of the time, in each group meeting, is spent on questions-and-answers. The supervisor thus learns what his employees are thinking about and anything that he can't answer is deferred until the next meeting and by then, if possible, he has an answer. The "Communicate through Supervisors" program has been in existence for about four years. Most employees say they are getting information they never had before, and it makes them feel that top management appreciates their efforts. Top management reports that grievances have been reduced and the ideas that flow up through the chain of command as a result of these meetings are of more value than those submitted through their suggestion system.

YOUR HEART beats 103,689 times and your blood travels 168 million miles every 24 hours.

THOUGHTS ON MANAGEMENT

NEVER IN OUR HISTORY has there been such freedom of expression as there is today; never such concern with the downtrodden by the so-called Establishment; never such concern for youth; never such concern for defendants by police and court authorities. Many who are young will take that as an astonishing statement. That is because youth can measure in only one direction--from things as they are, forward to their ideal of what things ought to be. They cannot measure backward, to things as they used to be, because they have not lived long enough; and they cannot measure laterally, to the condition of other societies on this earth, because they have not yet had the opportunity to know them well. Older people must add these two measurements. This is the core reason why the generation gap exists and why it will always exist.

-- Eric Sevareid

THE GREATEST mystery in the world is how the man who wasn't good enough to marry your daughter turns out to be the father of the smartest grandson in the world.

-- Leo Walston

WHAT ARE YOU DOING? Are you facing a "daily grind," dragging yourself through your "chores"; or are you helping to run the company efficiently and working for the money to buy the things you and your family want? It's up to you, you know. Your work is about 70% assigned tasks and at least 30% attitude. Your attitude affects your work, it affects whether or not you enjoy the time spent on your job. If your attitude needs to be changed, motivation must come from within.

-- editorial, bank in Montgomery, Alabama

BASED ON more than 12 million miles of testing, the Goodyear Custom Steelguard Radial tire is the finest steel-belted radial tire available in the world today.

-- Russel DeYoung, Goodyear Board Chairman

UNLESS the employee is required to give more than he can effortlessly, unless he is challenged in several facets of his existence, unless he envisions his job as a confrontation with economic fate and personal satisfaction, he will merely perform adequately. The result is a dissatisfied employer and a frustrated employee.

-- C. J. van Gemert, "The Growing Challenge"

BRIDGE is the triumph of mind over chatter.

-- Laugh Parade

A STATISTICIAN is a fellow who has you put one foot on a cake of ice and the other foot on a hot stove and then tries to convince you that you are comfortable--on the average.

-- Bill Miller, Gdyc corporate director, Safety and Workman's Compensation

THE GLUE that holds business together is unalloyed personal self-interest. Nobody is in business for love or sport. Business could not survive on promises of glory in the hereafter; the rewards have to be here and now...You and I work in the business world because we want to, not because we have to. We could find plenty of other interesting and enjoyable ways to use our time and make a living. We are in business because of the rewards it gives us or promises us. It is the easiest way we can find to satisfy ourselves. If you are not in business for that reason, you had better...recognize that everybody else is...When you ask someone to do something, recognize that he's asking himself, "What's in it for me?" When you establish a group objective, bear in mind each member of the group is asking himself the same question.

-- Richard Conarroe, "Bravely, Bravely in Business"

IF YOU CHEAT on a diet you gain in the end.

-- Mickey Porter

43,000 ENGINEERS graduated in 1971, but only 407 were black and a handful were other minorities or women--a total of about one percent. It takes about 12-25 years to rise to a top leadership position and long before 1990, for example, a lot of minority people are going to be making angry charges of discrimination with regard to upper mobility in industry unless we can increase that 400 a year to 4,000 to 6,000 minority graduates within the decade. Without that increase, industry will not be able to achieve its goals of equality, and the nation will face increased social problems, too.

-- J. Sanford Smith, senior v.p., G.E.

A SENSE OF HUMOR is what makes you laugh at something which would make you mad if it happened to you.

-- W. A. Nance

PARTICIPATIVE management is the name of a relatively new style of management which lends itself to the reduction or removal of the traditional gap between management and rank and file employees.

-- W. J. Mueller in "Administrative Management"

WHO'S WHO IN MANAGEMENT

JOSEPH A. WEBER is "C" shift foreman in ACR I, X-333. He supervises six production process operators in the operation of that part of the cascade and one chemical operator in the operation of the X-342 Feed Vaporization and Fluorine Generation facility. His responsibilities include optimum product efficiency, waste, records and reports, security, safety and personnel matters. He reports to L. L. WISE, general foreman.



Mr. Weber graduated from St. Mary's High School in Portsmouth, attended Ohio U.-Portsmouth for two years, and has completed the DeVry course on Semi-conductors. He served in the U.S. Army (July 1943-December 1945) and was a sergeant before returning to civilian life. Prior employment included utility operator for Williams Mfg. Co., Portsmouth (1947-50), and postal clerk for Postal Transportation Service, Cincinnati, (1950-53). GAT employed him (June 1953) as a production process operator in training, made him an operator (August 1954), and promoted him to his present position in June, 1966.

Joe, his wife, Norma Jean, daughter, Judy (16), and son, Gary (13), live at 324 Warren Avenue, West Portsmouth. Another son, Terrence (21), is a member of the Air Force in Tuscon, Arizona, and Joseph D., (23), is married and lives in Landover, MD. The Webers attend the Nauvoo United Methodist Church. He is secretary-treasurer of the Valley View, Dry Run, Coles Park Improvement Association. He likes to travel and enjoys the associated hobbies of hunting, fishing, camping, and photography.

GAT NAMES AND FACES IN THE NEWS



L. G. SWOPE



E. A. SMITH



G. D. ALTHOUSE



C. A. ECKHART



A. S. OSTROSKI

L. G. SWOPE and E. A. SMITH are co-authors of a paper which Larry will present during the 24th Conference on Analytical Chemistry and Applied Spectroscopy to be held in Cleveland on March 5. The title is "Gas Chromatographic Methods for the Analysis of Corrosive Fluorides."

G. D. ALTHOUSE has been appointed for a five-year term to the Airport Authority Board of Directors by the Pike County Commissioners. He is also Pike County chairman for the Boy Scouts 1973 Sustaining Membership Drive.

CONNIE ECKHART is general chairman for a Secretarial Seminar to be held at the Scioto County Technical College on Saturday, April 28, and which will feature four speakers, a luncheon, and tour of the college's facilities.

A. S. OSTROSKI is president, P. I. DAVIS is secretary, S. W. WOHLFORT treasurer of the newly "revived" Scioto Valley Sub-section of the Columbus Instrument Society of America. Some interesting programs have been arranged, new members are welcome.

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