

The NCR Foreign Edition April 1905, Vol. 1 #12, Page 282

A Commercial View of Welfare Work Article No. 4

"IN union there is strength," is an old, familiar proverb. In the broad sense it is a truth, but sometimes there is union without unity. The strength of such a union, whether political, social, fraternal, commercial or what not, is limited to the degree of success in uniting the different factional elements at the crucial moment.

Unity, therefore, is the essential factor of strength in any organization.

The success of every business concern, especially one which employs a large working force, is more or less dependent upon the loyalty of its employees; not a superficial loyalty, but a deep-rooted unity, a harmony which makes every individual feel that what hurts one hurts all, and that a benefit to the company is a benefit to each employee. An organization imbued with such loyalty is ideal. It is one in which every employee not only works with his hands, but also with his mind and heart, and the company obtains the best results both in quantity and quality. Probably no manufacturing concern has realized the importance of this unity more than the N. C. R. Company. Certainly none has done more to promote it, and few, if any, have approached this ideal condition as nearly as the N. C. R. Company.



The Employees Gather Here to Read and Study-Library, N. C. R. Factory.

To the educational and social branches of their welfare work may be ascribed much of their success in bringing about the harmonious conditions which are known to prevail in the factory.

Believes in Practical Education.

The President of the Company is a believer in practical education, and has taken a great interest in providing means by which his employes may acquire a greater and broader knowledge, that they may be better prepared to take advantage of their opportunities.

One of the first sights that greet the visitor after passing through the main entrance of the Office Building, known as Building No. 1, is the large library to the left of the Reception Room. Here are about 2,000 volumes by the best authorities on mechanics, engineering, science, art, literature, history, fiction and other subjects, making in all fourteen groups. There are also nearly fifty of the leading weekly and monthly papers and magazines, and some twenty different daily papers. After lunch at noon the employes from the office and factory departments gather here to read and study. They also have the privilege of withdrawing the books for a period of one week upon the payment of one cent, and all books, except the latest fiction, may be renewed for one week. For the convenience of the factory people and to encourage still further the reading of good books,

portable libraries have been provided, and every noon books are taken to the various factory departments so that the workmen can make such selections as they choose. Special books are also provided upon request.

Travel

Travel is another great source of education. For several years the N. C. R. Company has been sending delegations of its employes to visit the large cities and manufacturing centers of the United States, such as Boston, New York, Philadelphia, Washington, Pittsburg,, St. Louis and Chicago. By visiting the great factories of the country, the foremen and workmen can study the working conditions elsewhere and better appreciate the many privileges granted by the N. C. R. Company. They can also get new ideas and be able to suggest to the Company how improvements can be made in the equipment or conditions in their own factory. Perfection is never reached, and there is always room for improvement. President Patterson is wont to say, "We are a part of all we have met," and in order that this thought may be impressed upon everyone connected with the N. C. R. organization, he has had this motto painted on one of the buildings. Mr. Patterson was so enthused over the educational opportunities offered by the St. Louis Exposition of last year that he felt that none of his employes could afford not to see it. To encourage their going, he agreed that the Company would pay a large part of the expenses of the trip. This offer was also extended to one member of each employe's family-the wife, mother or a sister. Accordingly four N. C. R. excursions were arranged and the factory was closed for two weeks for this purpose.

At various times shorter trips have been given as rewards for valuable suggestions made by the employes.

Lectures Are a Benefit.

As another means of education, prominent lecturers and educators have been brought to the factory from time to time, and the employes have always derived a great benefit from their addresses.

Enlist Employes' Confidence.

At times the employes are called together in mass meeting to listen to a talk by the President and other officers of the Company. At these times some of the Company's plans are announced; perhaps some new policy is outlined and explained, or some of the Company's difficulties are made known. If the employes have worked particularly hard, the officers let them know that their work is appreciated. Prizes for the best suggestions are distributed at these meetings. In this way the Company enlists the hearty support of every employe. A confidence is established that unites the whole organization.

Clubs Are Formed

The social work of the Company is directly in charge of the two great clubs which have been formed among the employes. The Woman's Century Club, which is associated with the General Federation of Women's Clubs of America, is composed entirely of N. C. R. young women. They publish a quarterly magazine known as Woman's Welfare in the interests of better conditions for the working women of the world. This magazine is edited by members of the club, and the articles are largely contributed by members of the organization.

Welfare League a Power

The Men's Welfare League is composed of the men of the offices and factory. The objects of the League are: To promote welfare work for factory employes, that factory working conditions may be improved; to secure the greatest efficiency in public offices within the state; to assist in improving and extending public education and aid in providing manual training schools; to assist

in improving present system of taxation; and, generally, to do everything possible to build up the mental, moral and physical conditions of the people of Dayton.

The League also issues a quarterly magazine entitled Men's Welfare, in the interests of their objects.

In a general way it may be said that these clubs are laboring to the end that working people elsewhere may some day enjoy the same privileges that have been accorded the employes of the N. C. R. Company. Thus the Company's own employes are helping to advance the great work which President Patterson has started. In other words, they are working hand in hand with him. Aside from the regular work of these clubs, many pleasant social events are arranged by them. These usually take place at the factory on evenings, and once or twice a week in the (lining halls of Building No. 1 may be seen a dancing or card party, some literary or musical entertainment in progress. In the summer these entertainments are often held at Var Hills, by the invitation of the President. He leaves nothing undone that will make them a success.

No Factions at the Factory

In many factories the office and factory people have little or nothing in common, and there is inclined to be some antagonism between them. This is not so at the N. C. R. factory. These social events are enjoyed by all, and there is the most friendly feeling throughout. There are no factions or cliques. The democratic spirit of President Patterson has been an example to every officer and employe.

Thus in these many ways the whole N. C. R. organization has been cemented together. It is one grand family-the officers, the selling force, the recording and manufacturing forces-one harmonious whole, all working together for one purpose-the success of the N. C. R. Company. Welfare work is capital and labor harmoniously united for the good of both.

Initial Locks for Multiple-Counter Registers.

It has been decided that hereafter multiple-counter registers Nos. 102 to 106, inclusive, will not be equipped with clerks' locks on the reel lever unless the registers are equipped with multiple cash-drawers which are controlled by the reel lever. When the cash-drawers are controlled by initial keys in the fifth bank, the initial keys will be equipped with locks.

If for some reason it is necessary to equip the lever of single drawer multiple-counter registers with locks, they must be called for on the order, and the reason for ordering them must be given.