means which have never yet been tried." "Yet", in that connection, in the statement of a scientist is the most important work in modern science. This idea is elaborated with respect to personal relations as well as physical progress. The next section, "'Right' People Working Together," stresses the idea of members of an organization knowing and understanding each other and discusses the qualities of a "right" worker and a "right" company. Part IV, "Business Can Be a Mission" defends the thesis that business can be a calling in the same sense as teaching, medicine, and the church. Bottom-up management, as described throughout the book, represents a tendency prevalent among modern business organizations, but Mr. Given and the American Brake Shoe Company have gone to greater lengths than any others in that direction, and the book is provocative and stimulating.

-- F.F. Rupert

849 Causes of Industrial Peace under Collective Bargaining. Case Study No. 5 Sharon Steel Corporation and United Steelworkers of America. J.W. Miller National Planning Association, Washington, D.C. 57pp. (Apr. 1949) $1.00.

This volume is one of a series of studies of industrial peace conducted by a committee of the National Planning Association with Clinton S. Golden as Chairman, to study selected cases with outstanding records of peace between management and unions. A prefacing statement and suggestions on "A Positive Approach to Peace" are contributed by the Committee. Sharon Steel Corporation has experienced only one strike, an industry-wide one, in the twelve years since the present relationship was established. As a result, the competitive position of the company has improved significantly, profits, dividends, and wages have been good, the company's capital investment per ton of capacity is lowest in the industry, and man-hour productivity has increased steadily. There are several external causes of peace--high demand for steel, pattern bargaining, and absence of rival unionism; but the internal factors are given most credit. They are largely the same as in other successful cases of peace, and include: (1) establishment of the union-management relationship without strife; (2) effective communications and consultation between the parties; (3) management's flexibility to experiment and adjust, but firmness in refusing to give up principle; (4) management's encouragement of a strong and responsible union; (5) top management's dissemination of policies, cooperation between line and staff, and prior consultation with union officials regarding changes; (6) high caliber of union leadership, and responsible character of the union; (7) union's efforts to avoid factionalism and to increase the responsibility and authority of officials. -- F.F. Rupert

850 Lung Dust Lesions (Pneumoconiosis) versus Tuberculosis. L.G. Cole. American Medical Films, Inc. 8 Church St., White Plains, N.J. 474pp. (1949) Price $10.00.

This volume represents the outcome of many years of original work on the subject, and over 400 roentgenograms, photographs and photomicrographs, all made by the author, testify to the thoroughness of the work. The author's approach to the subject and his style of presentation do not follow conventional lines. The non-specialist reader familiar with most of the literature on pneumoconiosis will feel that he is in another world