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Industrial Hygiene

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Pittsburgh Program

PITTSBURGH — Representa- Hygiene Association Short-Term Managing Director, says that lives of industrial management "Values" and "Military and for 30 years the Foundation had and the health professions will Standards." helped provide leadership in de- bear about industrial problems at the 30th Sick Pay Policy Strict veloping health conservation Meeting of Industrial Foundation, at the M- tute, here Oct. 20. Leaders from all professions from al the United States a will visit in on techni dealing with the me engineering, chemi Newarus in Univers Co-operative Rese "Occupational Health for Small Plants - ed Problem" will by Dr. Daniel C. I told 300 health professionals meeting at Mellon Institute.

Pay Main U.S. Motive For Staying on Job

Sickness doesn't keep many Americans home from work—but that's not because we're a tougher breed, a federal health statistician said here yesterday.

It's mostly a matter of money, Philip E. Enterline, chief of biometrics and social studies in the field of occupa- tional health, speaking at the annual Affairs of the Hygiene Foundation, Enterline said sick absences are more than twice as high among Europeans as among Ameri- cans.

PITTSBURGH POST-GAZETTE: FRIDAY, OCTOBER 22, 1965



Dr. Mario Battigelli, left, and Philip Enterline.

GREATER PITTSBURGH

October 1965

BUSINESSSCOPE

30th Annual Industrial Hygiene Foundation Meeting To Be Held Here—Oct. 20-21

Representatives of industrial management and the health professions will have an opportunity to get together on the solution to industrial health problems at the 30th Annual Meeting of Industrial Hygiene Foundation, to be held at Mellon Institute, on October 20 and 21.

Leaders in the industries and professions from all parts of the United States and Canada will sit in on technical sessions dealing with the medical, legal, engineering, chemical and toxicological phases of environmental health and will attend the management sessions at which topics of general interest and concern will be discussed.

At the management session on October 20, Douglas Soutar, vice president of industrial relations for the American Smelting and Refining Company, will be the moderator for a Health

Conservation panel. Andrew Fletcher, chairman of the board of St. Joseph Lead Company, will discuss "The Measure of a Good Manager." Dr. Roger J. Williams of the University of Texas will present a paper entitled "Who Said you are 'Normal'?" and N. H. Collison, chairman of the board of Olin Mathieson Chemical Corporation, will speak on the subject "Is Group Health Insurance Affecting Your Profits?"

At the legal session moderated by Andrew Kalmykow, counsel, American Insurance Association, State and Federal workmen's compensation—a conflict will be presented by Daniel T. Doherty, chairman, Workmen's Compensation Commission of Maryland, and Andre Maisonnier, manager, casualty department, American Mutual Insurance Alliance will report on "Progress in Compensation in 1965."

At a luncheon on October 20, the speaker will be R. Heath Larry, administrative vice president, personnel services, U. S. Steel Corporation. His subject will be "Role of Collective Bargaining in the Evolution of Company Health Insurance Programs."



How To Measure Manager Performance

HUMAN QUALITIES are of the utmost importance in measuring a good executive.

So says Andrew Fletcher, chairman, St. Joseph Lead Co., New York. He made the observation in Pittsburgh last week at the 30th annual meeting of the Industrial Hy-

giene Foundation of America Inc.

He rates an executive on ten qualifications, assigning 1 point for each. You're "good," he says, if you score 7 or more points.

1. Judgment—Without it, other qualifications are of little importance. It causes a man to do the "right" thing in "vague areas" of professional and private life "where there are no facts, rules, or policies to guide him."

2. Technical Know-how—Those who lack it succeed only when other attributes outweigh a good technical foundation.

3. Financial Acumen—Measure it by operating your company profitably during an economic downturn. You get no points for doing well when everyone else does.

4. Consideration For Others—Everyone above and below you wants recognition of his status as a human being and as a valuable member of the company. He's entitled to respect, dignity, and opportunity.

5. Courage—Your quality shows in time of stress. Courage to withstand adversity will earn the respect of your fellow workmen.

6. Loyalty—You can't buy it. You get it only by giving it. The good executive is true to himself, his associates, his employer, and his country.

7. Attitude—There's a simple logic in making work a pleasure: You want to spend most of your daily life as enjoyably and usefully as possible. A cheerful attitude will help motivate your associates to do their best.

8. Good Wife—She's an important part of the management team because she usually has great influence on her husband. If she makes him happy, she contributes to his efficiency on the job.

9. Luck—It's always welcome but seldom accidental. It usually reflects careful planning to take advantage of any favorable opportunity.

10. Good Health—Its importance emphasizes the values of preventive medicine, early warnings through periodic physicals, and the safeguards of company medical programs.