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THE DAILY NEWS

PRINCE RUPERT - BRITISH COLUMBIA

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H. F. PULLEN, Managing Editor.

DAILY EDITION

Friday, June 15, 1923.

Difficulty In Raising Money.

The Swimming Club is reported to be finding difficulty in raising money to carry out the improvements at the Salt Lake. It is difficult to raise money anywhere just now because people are not spending like they did a year or two ago. However, this is not a cause that should be neglected. It is a disgrace that the lake should be in its present condition at this time of year. This week the visiting journalists could not be taken there because of the mess they would see if they visited the spot. So it is with other visitors. Usually the Salt Lake is one of the show places as well as being a useful swimming pool. Now it is neither. Members of the swimming club give their services free and the least the citizens could do would be to provide enough money to make it possible to carry out the work.

Community Work On Trail Up Mountain.

It has been suggested that community work be done in building the trail up the mountain. The difficulty is to have the route properly laid out before any such work commences. Many people would turn out doubtless to help cut the trail and make a beginning with the work and the probability is that some help could be secured from the provincial public works department. The trail would be a great thing for the place and could be improved from time to time as money became available. One important thing is that it be cut in the right place so that a route suitable for saddle horses could be utilized. At the top of the mountain is one of the finest views in the country and it would be a great thing to advertise it as a place for tourists to visit.

Senate To Discuss Liquor Restrictions.

The Senate feared that its character might suffer if it allowed the Manson letter to pass without challenge. It held up Mr. Manson's pet bill just to compel the attorney general of the province to take back what he had said. However, we would like to assure the Senate that its reputation would not have suffered if it had allowed the matter to pass for the simple reason that it has no reputation except one for being an encumbrance on the body politic. The Senate is an institution that the people do not want. Liberals promised to reform it, but when Laurier got into power the only method used was to appoint Liberal senators and then the leaders laughingly said that the reform had taken place. Now it is a Tory stronghold.

To us it makes no difference whether it is Liberal or Tory. In any case it is a pension home for disappointed or worn out politicians and as such should have no place in the Parliament of Canada. One House is quite sufficient in this country to attend to all the legislative duties. Very soon there will be once more a Liberal majority in the Senate and then it is to be hoped that the Mackenzie King Government will take action to rid the country of the expense of carrying on the institution. Present Senators would have to be paid their salaries but they would soon die and then the useless appendage would have been lopped off.

Salmon Eggs From Skeena For Fraser.

There has been a controversy as to whether or not salmon eggs should be allowed to be taken from the Skeena watershed and planted in the Fraser River. The Fisheries department claim that no harm is done the Skeena in taking the eggs away but that by the return of 25 per cent of the eggs in Harrison boxes under conditions insuring incubation, the river would benefit.

J. P. Babcock, the expert adviser of the provincial government, disagrees with this view. He objects strongly to taking the eggs from the Skeena, which is a Canadian river and placing them in a river from which over sixty per cent of the fish go to Puget Sound canneries. The B.C. Canners' Association takes a similar view, with the exception that it recognizes the value of the Harrison box system.

This is largely a matter for experts to fight out, but if there is a doubt it should be thrown in the way of the Skeena being depleted to any extent in favor of the Fraser.

PSYCHOLOGICAL TESTS AND THEIR VALUE IN INDUSTRY ARE SHOWN BY ARCHBISHOP DUVERNET IN ADDRESS.

(continued from page one)

dust, yet the infant was a lusty one.

In dealing with the problems of the workers one of the first things psychology did was to measure the general intelligence. In different kinds of work different degrees of intelligence were required. Many employers just hired and fired in selecting employees, others formed general impressions of those they took on or asked for letters of recommendation. The modern plan was to apply scientific tests of the intelligence of the workers. There were at least a dozen well known. The test of substitution was to prove mental alertness; direction tests proved ability to carry out orders; common sense tests showed whether the candidate for the position was of the common-sense, visionary or emotional temperament. In the late war tests were used in the American army and officers chosen from the highest classes. The applicants were graded into four grades:

- Exceptionally high.
- Superior.
- Average.
- Inferior.

While there were many mistakes and failures, yet the results of the tests well repaid them for their trouble. Never before had psychological tests been applied on so large a scale. Since that time however they had been applied in factories and other industries. Some big firms kept on the staff practical psychologists to carry out tests with a view to applying the results in the work.

School Tests

Tests were applied in the schools in Vancouver and the result was to confirm the records kept by the teachers. In this city valuable records were kept by the teachers and he thought this record should be passed on to employers. Industrial psychology was making an effort to measure the intelligence of the workers in order to discover their vocational fitness, natural aptitude and tendencies. "To every man his work." It was very desirable that scientific tests should be made to find out vocational fitness.

The archbishop gave an instance of one boy who had gone to sea with the idea of making it a life profession. It was only when he went up for examination as second mate that he found he was color blind and absolutely unfit for the work. What a saving it would have been had he been examined before commencing. If pupils showed themselves weak in arithmetic why make bankers of them or place them in accountant's offices? The shores of life were strewn with wrecks of vocational misfits.

The archbishop illustrated his remarks by reference to selection of telephone operators where memory, attention and action were needed. On one occasion a telephone company was asked to be allowed to make tests of the operators. There was a number of inefficient employees who were about to be discharged mixed with the efficient. These were at once detected by the tests, much to the amazement of the officials. The best operators were at once placed by the psychologist in the first class and the poor ones in the last. He

pointed out how much better it would have been to have tested the applicants at first.

Curve of Efficiency

The curve of efficiency was the next mentioned. It had been shown, the speaker said, that commencing in early morning efficiency increased for a time and at about 11 o'clock it began to decline until the noon hour. In the afternoon there was a similar condition the highest point being reached at about three o'clock and from then a steady decline with often a slight upward spurt toward the end.

Incentives were then discussed, the speaker showing that there was no such thing as motiveless work. Among the incentives were rewards, joy in created work and the moral conscience. Every man had a duty to God and men and the employer had a duty to God and his employees. The mental set of the workmen's mind was important. If a person set out to work with confidence it could easily be done. Suggestion thus became an important element. Four of the factors in work were:

Practice, or the law of habit under which many actions became automatic.

Warming up to work, just as a machine ran better when it warmed up.

Settling down to work so that the mind and body became attuned to the rhythm of the work.

Fatigue and its results on the work in hand.

The question of fatigue was then discussed both local and general and relation of fatigue to spoil work. Fatigue lessened the power of control over the mind, senses and limbs. Psychology was doing inestimable

work in connection with this study. It showed the value of periods of rest, muscular and mental. This was well illustrated in tests carried out in both military and industrial life and most amazing results were obtained by the Bethlehem steel works under which they were able to increase the wages of employees and get better results for the firm.

Labor made a mistake in demanding an eight hour day in all cases. In some occupations hours of labor might be longer than others especially in the case of the farmer who had a short season in which to complete a great deal of work and a long season with little to do.

Archbishop DuVernet in concluding said he hoped he had said enough to convince his hearers of the value of the new science, the psychology of industry.

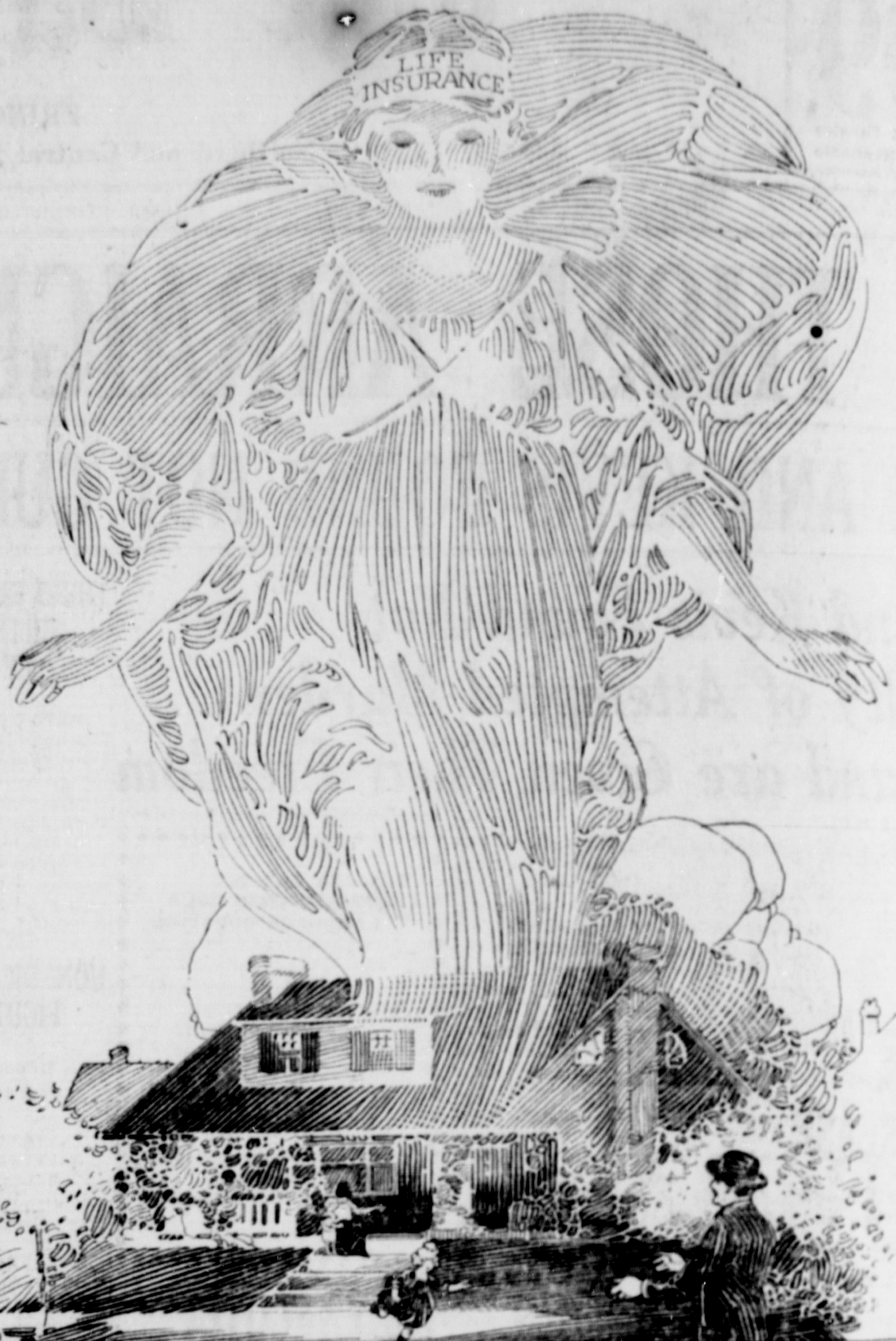
Ten Years Ago In Prince Rupert

June 15, 1913.

There were two new officers on the Prince Rupert this morning. Mr. Dukey was acting-purser and J. King, the chief steward.

The government's new light-house tender Estevan arrived at 9 o'clock this morning at the government wharf where she will remain until tomorrow evening. She has a crew of 38 men aboard.

Arrivals at the Prince Rupert Inn include Mrs. W. H. Armstrong, Miss Woodrow, Miss R. M. Woodrow, W. F. Thompson, R. L. Heath and J. Van Arsdol.



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