

## CHAPTER VII

### TRAINING

THE industrial revolution ushered in many changes in methods of production and transportation. The numerous inventions which made the industrial revolution possible almost completely revolutionized our industrial system. Concentration of industry, high specialization of labor, increase in the use of capital, rapid introduction of labor-saving machinery, and organization of workers followed with great rapidity. The progress of industrialism led to keen competition, to increasing the size of the producing plant, and to assigning an ever-increasing number of workers to remain throughout their lives in the wage-earning class. The modern organization of industry which followed, and which is based on capital means the employment of numbers of workers as wage-earners, whose duties and only responsibilities are the performance of the productive tasks assigned to them. Towards the end of the nineteenth century a few progressive employers realized that a serious mistake had been made in neglecting the human hands which ran the machines. Little or no attention had been paid to the human element, to the worker upon whom the efficiency of a machine largely depends. Employers did not awaken to the fact of their neglect until they found themselves seriously handicapped by a scarcity of skilled hands which were found necessary to obtain greater efficiency from their expensive and highly complicated machines.

Changes introduced by the industrial revolution.

Little attention paid to labor.