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## MANAGEMENT'S AND LABOR'S INTEREST IN THE DEVELOPMENT OF AN INDUSTRIAL PSYCHOLOGY

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CLEARLY, my part this evening, as indicated by the title, could be little more than inciting, even if it could hope to be that. I cannot tell you what industrial psychology could do, I can tell you only what we must direct its attention to in the hope that it will do. Others will go much further, of course, in being able to tell you how to go at it, the scientific methods, research methods, and other methods which can be used to get at the facts we shall need. I can only hold that field before you for a time and try to show its meaning and its importance.

The preparation for the job of business management is not merely a matter of earning a college degree. Neither does it consist in being born with a capacity for managing. The ability to make people work reasonably well together is fundamental to business management. Now if this ability is born in us, if managers are born and not made, then we should stop here. If it is to be more than that, then there must be an orderly thought-out basis, an orderly scheme of the knowledge that exists at any given moment, which can be used as a schedule for the instruction and better development of managers. It will not be a rigid set of rules that are written down once for all; no science is that. It will be, however, at any given moment, the orderly arrangement of a good science. That science is nothing but psychology, for the essential part of business management is not the mere knowing where to look to get the right goods; the job of