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EFFICIENCY OF NIGHT WORK

PRODUCTIVITY OF NIGHT FORCES

IN considering the productive output of night forces emphasis is placed upon the cumulative results rather than upon average hourly or individual performances. The reasons for the use of this method are twofold: in the first place, plants which institute night shifts are more interested in the total than in the average hourly or individual product of the crew; and in the second place, an examination of the reports of some of the companies shows that the average hourly output of the night force does not follow the same course as that of the day force. For example, output during the first few hours of night work tends to be at a greater rate than during the corresponding day period, but during the late hours of the night shift the record of output shows a greater decline than during the corresponding hours of day work.¹ It is evident, therefore, that an hour by hour comparison of night and day work would be without value. The precise question upon which information is sought is how the output of the plant as a whole, from the point of quality and quantity, compares with similar work done during the day by units of equal size.

An analysis of the experiences of the reporting companies shows that, generally, the qualitative and quantitative output of night workers is below that of day workers, although the difference is not very great. It shows also that the results of night work operations vary according to the method of organization of shifts. Table 9 gives the results of this analysis. Twenty-eight per cent of the plants on a rotating plan reported a reduced output at night, 51% of those on a regular night shift plan showed a decreased output at night, and 78% of plants on a temporary fixed shift basis indicated less production at night.

¹ Covers work which is not machine controlled.