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ATTITUDE OF EMPLOYEES AND EMPLOYERS TOWARD NIGHT WORK

A SPECIAL inquiry was addressed to a selected list of companies for the purpose of determining the attitude of the personnel and the management toward night work operations in plants where such programs were in effect. In response, about forty companies gave their own as well as their employees' reactions. Almost all of these plants operate on fixed shift plans.

PLANTS ON ROTATING SHIFT PLAN

The attitude of employers in companies where night shifts are a necessary part of continuous operation and which in nearly all instances use a rotating plan of organization is of relatively little significance, since in these establishments there is no choice, but rather an obligation to do night work. Whether or not they will, these companies must operate continuously because the process, production demand, public welfare or economy of operation demand such a program of work. There is no doubt but that to some executives engaged in such operations there is a distaste for night work, as indeed was pointed out by several officers of such companies. However, in general, night work has become so essential a feature of operation in these industries, the night shifts have been so completely organized and coordinated, that little thought is given to the desirability of night work from a practical viewpoint.

Apparently in large measure, these thoughts are shared by the employees in the plants on regular rotating night shifts. Especially for the skilled artisan in the trades, night work is an essential part of the craft which he has selected, and he takes his place on one of the night tours periodically, at least with the appreciation of its necessity, if not willingly. More often,