

institution has been obliged perforce to abandon the theory that a human being is born cut to a vocational pattern. It has helped too many persons change the pattern through the instrumentality of education. It is from such a premise that this book was prepared by the Educational Director and the Director of Foreman Training of the School.

As befits a book designed for the practical, earnest clientele of the School, this volume formulates the problem in downright terms like these: "Every position should be a station on the road of life, not a terminus. Other things being equal, a job is desirable according to the number of roads leading from it to better jobs." "Most of us make many vocational choices. There is no final choice until life ends." Every occupation is thus regarded as a training place where the individual may prepare himself for further advance. Data are presented showing that with each degree of training goes a proportionate measure of advancement. Each occupation described is discussed in terms not only of the kind and degree of training required in it, but also in terms of the pathways which it opens to still higher forms of service.

The leading groups of occupations are treated with as great detail as is possible in the compass of 270 pages, and the reader who has access to the original sources will recognize that the facts are trustworthy.

The book should prove generally useful in the work of vocational guidance in public schools, especially in connection with courses in "Occupations." To the research worker it should prove provocative of investigations designed to supply the great stores of factual material which for the present such books as this are bound to want.

H. D. KITSON

WILLIAM FREDERICK BOOK, Professor of Educational Psychology and Head of Department of Psychology, Indiana University. *Intelligence of High School Seniors*. The Macmillan Company, January, 1922, 391 pp.

Presents results of state wide mental survey of Indiana High Schools. Develops a practical technique for locating the brightest seniors graduating from high school with a view of providing better educational opportunities for them, determines and presents the range, general level and variations in intelligence of high school seniors going to college and colleges of different kinds, i.e. technical and liberal arts, the intelligence of seniors coming from different economic and occupational classes, the intelligence of those who had been retarded, accelerated, and regularly promoted in high school and the grades; the intelligence of the seniors selecting different high school courses and different occupational careers, the intelligence of seniors representing different communities and schools, etc. The book is divided into three parts: the first describes the method used in making the survey and sets forth why such mental surveys should be made, the second presents the results obtained in this State-wide mental survey. Section three discusses and interprets the results and points out their educational and social significance. It also shows how a mental survey may be used in helping to solve some of the more important practical problems which educators, social workers and progressive business men are called upon to solve, who seek to conserve, cultivate, or utilize the native mental capacities of children and

men The book develops a method or technique which may be used in making mental surveys of communities and schools. Will be reviewed in later issue of this JOURNAL

WILLIAM F BOOK, Head of Department of Psychology, Indiana University *An Efficient Method for Measuring the Results of Instruction in Colleges and Schools* Bulletin Indiana University Extension, Vol VI, No 12, December 1921

The report defines and describes an efficient method for measuring school accomplishment, one which will measure the success of a teacher or school and the scholastic achievement of pupils in terms of what may reasonably be expected from individuals with different grades of mental ability. The need for such a pedagogic method is illustrated by materials taken from the results of extensive mental surveys showing marked individual differences in the native mental endowment of the pupils belonging to the same school grades, in the same school system, differences between buildings, school systems taken as a whole, different types of communities, etc But the chief part of the report is devoted to the results obtained in experimenting with such a method of measuring the scholastic attainment of 300 college students at Indiana University A technique for making such measurements is worked out and described and the reactions to this more accurate and pedagogic method of reporting the school achievement of students is described and the conclusions drawn from this experiment set forth in detail

"Personnel Research Agencies" is the title of bulletin No 299 just issued by the United States Department of Labor, through its Bureau of Labor Statistics (No 299) It is intended to serve as a guide to organized research in employment management, industrial relations, training, and working conditions

About a year ago a conference was held in Washington, D C, under the auspices of the Engineering Foundation and National Research Council to consider the practicability of bringing about cooperation among the many bodies conducting research relating to persons employed in industry and commerce, from management to unskilled labor This conference, which was attended by 40 representatives of organizations of labor, manufacturers, employment managers, engineers, physicians, educators, economists, and social workers, requested the Bureau of Labor Statistics to undertake a survey of existing agencies whose activities include studies and investigations relating to the employee and his job The above bulletin contains the results of this survey arranged in the form of a handbook for ready reference, it describes the research activities of about 300 bureaus, associations, foundations, laboratories, and university departments, which deal with the problems of an employment manager's office, vocational psychology, wage systems, cost of living and budgets, employee representation, training of managers, foremen and workmen, whether in educational institutions or in the factory, the relation of hours of labor, fatigue, lighting, ventilation, food, etc., to output and health of workers, occupational diseases and health hazards in the various industries, safety codes and appliances for the prevention of accidents, and the special problems connected with the employment of women and young persons, immigrants, colored workers, the handicapped or disabled, and the mentally deficient or unstable