

entire redistribution, one might get at the fundamental structure of Mr. Baugh's accounting system. We are inclined to believe, however, that some of the essential parts of this structure are missing.

Mr. Baugh presents no thesis of any sort. He does not discuss doctrines or principles nor give any assistance in overcoming the practical difficulties involved in the installation and maintenance of a cost system. He has given us merely a book of directions for the recording of cost data according to certain particular plans of his own. As to these directions they are so detailed and so badly arranged that the only conclusive way of judging them would be to try them out and note the results. To the reviewer Mr. Baugh's instructions seem to be incomplete and, in some instances, misleading or not in accord with prevailing practices.

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EXPERIENCES IN EFFICIENCY. By Benjamin A. Franklin, New York: The Engineering Magazine Company, 1915.

Most of the chapters in this volume appeared originally in *The Engineering Magazine*. For the purpose of this volume they have been revised, adapted and logically arranged. The first six chapters are concerned with quality of workmanship, and how the incentive for it is secured through various methods of wage payment. The next chapter discusses increase of production by simple reorganization. The following chapters consider reduction of factory expense and the building of a cost system. The last chapter discusses the necessity of efficiency will, the "belief that efficiency, beyond that already attained, is certainly possible, attainable, and vitally valuable."

This volume does not advocate any particular system of organization, and does not attempt to describe in detail methods of securing efficiency results. Its purpose seems to be to present an interesting account, illuminated by many specific examples, of what has and may be done to that end, for the purpose of stimulating

in the reader's mind the "efficiency will" he takes with him to the reading of these essays.

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YOUTH, SCHOOL AND VOCATION. By Meyer Bloomfield. New York: Houghton Mifflin Company.

It may confidently be stated that every person in the United States, parent, child, teacher, student, employer and employee could read this book with great profit. It treats an important and a very practical subject in a manner that leaves the reader in no doubt as to its importance and practicalness. The author assumes, apparently, the need for vocational guidance is not fully appreciated and states the case in a simple but impressive manner. He does not join in the usual denunciation of our industrial and educational system, but is content to point out conditions as they are, leaving the reader to judge of the necessity for reform. The problem is to help the child make a right selection of his life-work. The parents are usually uninformed; the schools are busy solving their own internal difficulties; employers take what labor they can get without special investigation,—and a tremendous social wastage is the result. It is surprising to learn that a comparatively small number of children leave school because of financial circumstances (and is it not a reflection on our public school system?). Fourteen is the age when they begin dropping out and they go into the first thing that offers itself. Shifting about from one occupation to another they finally sift down to the bottom of the heap and remain there, victims of a defective social system.

The great remedy for all this, we are told, lies in the vocational bureau which should form the connecting link between the parent and the school on the one side, and the school and the employers of labor on the other. Boston saw the beginning of the plan and has to-day a highly efficient bureau which is helping thousands

of children to find employment suited to their particular needs. The school authorities co-operate with the vocational experts who collect data regarding the demand for labor. Throughout their school course the pupils are given opportunities to take up manual training and domestic art; stimulating lectures are given and in every way the child is encouraged to think seriously concerning his future. Upon leaving the grammar school each pupil carries with him to the high school (if he goes so far) a card containing personal information acquired by the teachers under whom he has sat. High school instructors supplement this by their own observations and the completed card is turned over to the bureau. The experts now attempt to establish the boy or girl who wishes employment in a suitable occupation. This done, it is the duty of the bureau to keep in touch both with its proteges and the employers and find out how well it has diagnosed the case. Statistics prove that the number of persons thus placed leaving their occupations is comparatively small. Society has benefitted by having now a satisfied employer and a contented workman. The social gain is great.

Mr. Bloomfield offers suggestions as to the manner in which vocational bureaus may be established. The field is an open and a fruitful one and if this chapter is not used as the basis for the organization of a number of bureaus it will be because the city and school authorities are loath to take up with the new, not because the author has failed to prove his case. Other countries, notably Germany and England, are far in advance of the United States in this matter and have now perfected their systems to such a degree that we must of necessity lag a long way behind.

"Youth, School and Vocation" is a decided addition to our stock of "worth-while" books. Although in a work of this nature it is the substance rather than the form which counts, Mr. Bloomfield has not failed to present his subject in excellent literary style. As a last word of praise, be it said that he has carefully avoided the mistake so often made, that of belabor-

ing a subject until the reader is more exhausted than the subject.

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LEARNING TO EARN. By John A. Lapp and Carl H. Mote. Indianapolis: Bobbs-Merrill Company. \$1.50.

The subject of vocational education in the United States is fortunately beginning to receive a little of the great amount of attention to which by reason of its fundamental importance it is entitled. The present volume whose sub-title *A plea and a plan for vocational education* well describes its nature is a valuable addition to the literature of the subject. It is a strong indictment of our educational system as at present organized and shows how the evils resulting therefrom can be remedied by a rational scheme of vocational education on a broad basis. The individual chapters dealing with the educational needs of industry, agriculture, business, and home making are full of suggestive matter. One sees, of course, clearly reflected, the fundamentals of the German system of vocational education, throughout the entire work. It might be said that the book would gain in interest and appeal by condensation, for there is considerable repetition, but in spite of that it cannot fail to interest the student of social problems in the largest sense.

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OLD AGE POVERTY IN GREENWICH VILLAGE. By Mabel Louise Nassau. New York: Fleming H. Revell Company.

This book is the outcome of an intensive study made by Miss Nassau during the winter of 1913-14 of one hundred aged persons living in New York City. Six classification groups were found necessary, varying according to the source of maintenance, namely those wholly self-supporting, those partly self-supporting and partly sup-