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FALL TERM

— at —

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... OF ...

Interest to Women

PERSONALITY CHARTS ARE KEPT ON GIRLS WORKING IN OFFICES

Records, Filed Like Business Figures, Rate Co-
operation, Initiative and Grooming of Employees
—Some Like It and Some Don't

Report cards do not vanish with
school days, the business girl is dis-
covering, as she finds herself being
rated from month to month, mind you
not on the performance of her job
alone, but on that elusive thing called
personality.

For the modern business man has
discovered that it pays to adopt some
of the tricks of the schoolmarm in
handling his charges. And so keeps
along with his sales chart and his
bank accounts, his personality chart
on each employee, which he marks
from month to month.

In large corporations and mercan-
tile houses in New York city the per-
sonnel manager takes care of this de-
tail of business, which is resented by
others. Once every three or six
months, as the custom may be in
different firms, the boss or the per-
sonnel manager summons the girl for
a conference on what's good and
what's bad about herself.

Does she like this close scrutiny of
herself and her work? Does it help
her to solve her own personal prob-
lems at home and in the more roman-
tic fields of her endeavor?

Some Like It

A group of girls who had just had
conference with the personnel man-
ager of a large corporation differed
in their opinions as to its value. One
junior executive, who has a domi-
neering personality, resented the an-
alysis.

"My chart indicates that my per-
sonality is too aggressive and domi-
neering for the people under me," she
complained. "And when they keep
telling me about it I become too self-
conscious and restrain myself, when I
should really be taking the leader-
ship. However, the production of my
division stands out among the high-
est, but they didn't seem to be very
much impressed with that," she added
grimly.

Another girl seemed to be grateful
for the advice that was given her.

"They tell me that I have a nice
personality, but that I'm not forceful
enough. They say I should show more
fight for what I want and that I
should not get discouraged and re-
treat too easily."

"Do you show that trait in other
things as well?" she was asked.

"Yes, it applies to my personal life
as well. I never hold my man, but
give him up too easily," she confessed.
"When I strike any snags in my
romance."

'Hidden Values

Still another girl said that she got
her promotion because the boss in
order to be able to write something
for the personnel manager about her
was forced to sit down and really
find out about her. In doing so he
discovered that she had ability which
he hadn't known about before.

"He never knew that I could do
stenography as well as bookkeeping
and when he asked me if there was
anything that I was interested in be-
sides the work I was doing I told him
that I was also a good stenographer.
He uses me now for both purposes,
and I got a raise in pay."

One important part of the report
card is that section devoted to "Ca-
pacity for Growth." Most bosses say
that the girl who gets "D" in that
particular division is liable to find
herself without a job in due time.
They feel the need more and more for
advancing the business girl within
their own ranks, since they feel that
it costs them money to break in new
material from the outside.

Business girls still get gold stars on
their report cards, figuratively speak-
ing, for coming to work on time, for
no days absent and for good conduct
on the job. Good conduct means in
more scientific language maintain-
ing the office morale by not gossip-
ing, by being co-operative, cheerful
and intelligent.

Neatness is another thing noted.
Dirty faces are not marked off, but
excessive rouge, makeup and eye-
brows tweezed too close and pencil-
ed may be cause for comment.

Clothes Count

Clothes are another item which is
marked off in some personnel rat-
ings. Such things as soiled white col-
lars, unpressed dresses and sloppy
appearance in general are checked
and reported to the wearer.

An impersonal survey has its ad-
vantages because most of the girls
showed some effort to correct their
faults over a period of time. It is true
that few personalities were abso-
lutely correct, but at least the rough
edges were polished off. The busi-
ness girls are hoping for further pro-
gress in the report card field.

"We hope," one girl observed, "that
some one will ask us to analyze
what's wrong with the boss and how
he can be improved. That will be
really interesting."

AUTUMN WORK IN THE GARDEN

As soon as the tops of the plants
are frozen nor have died off, they
should be removed and burned. If the
tops of perennial plants are left on
the bed all winter there is danger that
they may harbour disease spores and
insects which may have been present
on the plants. As soon as the ground
is frozen a mulch of old manure, straw
or evergreen branches can be applied
to help to hold the snow. Sometimes
the stems of the plants are left for
this purpose but it is not recom-
mended. Some plants which are fre-
quently attacked by slugs can be
protected by covering the crown with
old coal ashes. The same thing is
useful around foxgloves and holly-
hocks to prevent water standing in
the crown and then freezing. If the
leaves of hollyhocks and foxgloves
are very numerous some of them can
be removed.

September and October are the
months when spring flowering bulbs
are planted and clumps of them in a
perennial border are greatly appreciated
in spring. Besides Daffodils and
Tulips which can be obtained in
many varieties and colours there are
other attractive bulbous plants such

as Chionodoxa, Glory of the Snow,
Scilla sibirica, Siberian Squill, both
of which have blue flowers, Crocus
which can be obtained in white, yellow
and purple varieties. These are
amongst the earliest of flowers to
bloom in the spring. Muscari, Grape
Hyacinth with dark blue flowers like
a hyacinth in miniature bloom a little
later.

Lilies are also grown from bulbs
which should be planted in October.
Some of the best and easiest to grow
are L. amabile, L. tetuifolium, L. re-
gale, L. Wilmottias and L. Henryi.

JOURNEY

Lovely things I have seen today,
In brief hours, over many miles;
Deep, leaf-mooed green of woods;
Set in hollows between two hills;
A slender elm tree, beautifully formed
Incredibly poised on the rim of a
stream;
A line of stately, yellow ducks
On a green slope, precise widths
between;
Fragile and tender grace of ferns
Touching the strength of discerning
trees;

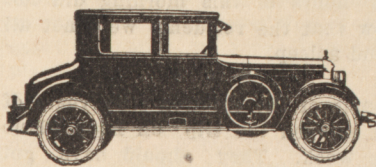
A valley, brooding in shadowed mists,
Tree-etched in values of soft de-
grees;
Moving pools of daisy discs;
Lifted foam on a swift brown
stream;
Silvered poplars, wind-symphonied;
Spines of wild flowers, white as a
dream.
Nothing unnamed was casual,
Minute and vast in the scope of
God—
O eyes, were you tenderly swift
enough
To remember, marvelling and awed?
—Amy Campbell, in New-Outlook.

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AUTO TOPICS

By Harry E. Porter

Former Technical Lecturer with Gen.
Motors and Chrysler



VALVES
(Continued)

We have now studied valve opera-
tion and realized the necessity of
clearance between the valve stem
and push rod or tappet. The modern
motor car depends upon proper clear-
ance between tappet and valve stem
for efficiency and economy, because
it can be readily seen that too much
clearance would allow the valve to
rest or lag too long and too little
clearance would prevent its seating.
Tappets are necessarily adjusted
whilst the motor is hot, because at
this time the metal has expanded to
its fullest extent.

The necessity for grinding valves
is because the expulsion of burned
gasses at terrific heat tends to burn
the exhaust valve seats and cause
compression leakage. This leakage
decreases considerably the compres-
sion necessary for the high explosive
force, and consequently causes
slow combustion, heat, lack of power
and erratic performance.

Because of modern steel composi-
tion involving the use of silchrome
and hard valve seat inserts as used
by some manufacturers, frequent
valve grinding or seating is elimi-
nated.

High compression ratios, as high
as 7 to 1, also assist complete com-
bustion and scavenging and obviates
the necessity of removing carbon
deposits. So much for valve opera-
tion. We can now clearly see that
a cylinder is dependent upon two
little doors, one to open to let the
charge, and its mate to remain closed
during two successive cycles,
when its mate, the exhaust little
door, opens to permit the expulsion
of burned gasses through the muffler.

Questions and Answers

Q. What makes my car growl
when I let my foot off the gas?
—P. G. Norton.

A. I am not quite clear on your
brief question, but I would presume
that you refer to a differential
"whine." If this is the case, it is
what is known as an "over-ride" gear
whine, and is generally caused by
too much lash between the crown
gear and the pinion or worn bushing
in torque tube. What make is your
car?

Q. I have a knock in my motor
when pulling up a hill. It is a —
1932 car. One man said it was car-
bon, so I had it cleaned and still the
knock is there. Would this be wrist
pins?
—J. C. D. Woodstock.

A. Your trouble is one of two
things, either rear main bearing,
which gives a dull heavy thud when
pulling, or piston slap, which has a
very high metallic tone. If the for-
mer, it is possible in your car, to re-
move shims and take up clearance in
bearing. If the latter, it is advisable
to have cylinder measured with mic-
rometer for out of round of tapered
condition to ascertain whether new
pistons are necessary, or whether
new rings and skirt expanders will
cure the trouble. Be sure to have
competent repair-man check this
trouble.

Stimulate Interest Among Ranchers

George A. Callbeck, manager of the
Fur Marketing Department of the Can-
adian National Silver Fox Breeders
Association of Summerside, P.E.I., is
making a tour of New Brunswick in
company with E. M. Taylor, president
of the New Brunswick Fox Breeders
Association. Mr. Callbeck is conduct-
ing a series of meetings for the de-
partment of agriculture and is ad-
dressing the fox breeders on ranch
management, breeding and feeding.
On Monday he spoke at Port Elgin;
Tuesday at Sussex; Wednesday at
Hartland and this afternoon is sched-
uled to speak at Chatham. The pur-
pose of these meetings, stated Mr.
Callbeck, is to stimulate interest
among the ranches of this Province
so that they may produce better pelts
that can compete with outside mar-
kets.

About 45,000 pelts are produced an-
nually in New Brunswick and the Can-
adian Association is responsible for
marketing a large number of these
pelts. The members of the association
control the organization but non-mem-
bers may take advantage of it to
secure markets.

The conditions in Europe at the pre-
sent time effect the market but Mr.
Callbeck assured us that the "styles
are with us" so that the fox farmers
have a good chance of selling their
pelts. At the present time an effort
is being made to secure a market in
the Argentine.

JUDGES SCORE COURTESY LACK ON HIGHWAYS

TORONTO, Sept. 17—Reckless driv-
ers and motorists who disregard the
rights of others were verbally casti-
gated by two judges in Toronto yester-
day.

Chief Justice Latchford, in Appeal
Court, vigorously denounced the non-
enforcement of highway speed and
headlight glare regulations while hear-
ing the appeal of R. D. Jackson from
a conviction on a charge of reckless
driving imposed by Magistrate
Browne. Jackson had been sentenced
to three months. Yesterday the Court
of Appeal reserved judgment and re-
newed bail.

Death Toll Terrible

In a recent trip, the Chief Justice
said, he had noticed trucks driving
at forty and fifty miles per hour with
many examples of glaring headlights,
but nothing seemed to be done about
them, he added.

"I think," he declared, "that more
lives would be saved if the regulations
were more rigidly enforced, and peo-
ple would get to their destinations
faster than they do."

Addressing the Grand Jury of the
Fall Assizes, Chief Justice Rose of
the Supreme Court said he felt that
Police Courts did not act as any great
deterrent to reckless drivers. There
are ten cases on the criminal docket
—seven of them manslaughter charges
arising out of fatal motor accidents.

"The toll of motor-car deaths is per-
fectly terrible," his Lordship said.
"They have not lessened to any ex-
tent. I am not sure we are following
the logical course in prosecuting only
when there has been a serious acci-
dent or a death. We attach too much
importance to results."

"My own view," he said, "is that
reckless driving in Ontario will only
stop when the people of this Province
seriously make up their minds that it
is going to stop. Reckless driving
must be punished suitably. Juries
must regard their duties seriously.
When the evidence warrants it, they
should not hesitate to convict. An ef-
fort is always made by the Judge to
make the punishment fit the crime."

MARYSVILLE

The home of Mr. and Mrs. Ralph
McDowell was the scene of a happy
gathering last evening when about
forty friends of Mrs. Gerald O. S.
Hildebrand, nee Miss Phyllis Banks,
tendered her a shower in honor of her
recent marriage. The gifts, which in-
cluded Lady Hamilton china, were ar-
ranged on a table in the centre of the
room color scheme was pink and
white, with a large wedding bell in
the centre and streamers extending
to the four corners of the table.
Autumn flowers were also used to ad-
vantage. After the gifts were opened
a social evening followed and refresh-
ments were served by the hostess, as-
sisted by Misses V. M. Akerley, H.
F. MacDowell, Mrs. Wm. Higgins, Mrs.
Robert Stafford and Mrs. Herbert Mee-
han.

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the winter.

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to fix the furnace.

HE has no half-frozen, shuddering look on his face when he
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