



VOCATIONAL CLASS—STUDENTS AND INSTRUCTORS

Left to Right—First Row: H. S. Beers, Superintendent Electrical Department; A. P. Allen, Mechanical Engineer; W. G. Dotson, Chief Chemist; W. H. Davis; H. F. Leafe; McN. DuBose, Electrical Engineer; Miss Ruth Mason; B. M. Williams, Superintendent of Schools.
 Second Row: W. J. Nuebling; W. D. Mintz; B. L. Smith; C. F. Rogers; E. J. Sitton; J. L. Adkins; W. A. Harden; R. L. Kelley; L. E. Wilson; J. F. Dermid.
 Third Row: J. D. Withrow; V. L. Rockfield; R. B. Archer; Russell; R. E. Jones; W. H. Clark; C. G. Morgan; B. L. Shoemaker.

dog, the hunting dog, and the mice which have been used on submarines to give warning of foul air. We must learn not to depend entirely upon our own store of knowledge, but to seek the advice of those better qualified, and having once secured it follow it.

Common Sense may be said to include all other principles; it is the balance wheel which keeps all of the others in place. It must teach us not to spend a day planning how to save ten cents. It must teach the country doctor not to wait for the competent counsel of the great specialist when a single hour may decide the life or death of his patient. It must teach us when to disregard the rules, and know that it is best to act according to our own better judgment.

The Fair Deal. Remember that there are at least two sides to every story, often more than two—for example, the innocent bystander who happens to find himself in the path of the stray forty-four which wasn't intended for him. Questions which are settled without due consideration of the fair deal for all parties concerned are not permanently settled. You may "put it over on the other fellow this time;" but just wait, his time will come, and he will get back at you, full measure.

Efficiency Reward. No contract is complete unless both parties give as well

as take. Legally the one party must give something of value in return for value received, or the bargain is not binding. The salesman who today does not try to give you good value for your money is frowned upon as a thief. Likewise we cannot expect efficiency to endure unless rewarded according to its merit. The world recognizes this fact, and instinctively rewards the deserving.

Knowing the principles, it still remains to apply them. How can it be done? Through the efforts of an efficiency man or an efficiency department? No, indeed! One or two or three men or even a dozen would be hopelessly lost in the whirl. Efficiency can become a reality only through steady, conscientious effort by every man and every woman. It is a habit, which like habits of thrift or caution must be built up in the individual, cultivated, tended, nursed year after year before really full development is reached. It cannot be successfully accomplished unless each person assumes his own personal share of the burden.

For example, consider the splendid example of efficiency applied to a military band. First we must have an organization, a good leader and good workers.

Ideals of true music are to influence the emotions, to inspire, to comfort, and give us enjoyment, to tell a story of happiness, love, sorrow, or anger.

Standardized Conditions. Each instrument is designed in its own particular shape and construction, so as to produce its own particular quality of tone.

Standardized Operations—knowing which keys or valves to touch to get the note.

Written Standard Practice Instructions are the printed sheet of music, the score.

Standards—the "tempo," the time, the number of notes to each measure.

Definite Plans and Schedules—the day, the hour, the program, the musical selections to be played.

Despatching, as the director governs with his baton—starting, regulating, modulating, shading, finishing, as he interprets the music.

Records—the impression made upon the ears and minds of the audience.

Discipline. A single player, unwilling to "play the game" as instructed—what can't he do to music?

Competent Counsel—The masters.

Common Sense—The common sense to know when you are wrong. The ability to know that sometimes, even when all others are wrong and you are right, it is better to disregard instructions, drop back a measure, and stay with the others.

The Fair Deal—each player receiving credit for his own little share toward the whole effect.

Efficiency Reward—the enjoyment of the listeners, and the satisfaction of the players in knowing that they have done well.

Applied to the Tallassee Power Company, efficiency means good, clean, worthy ideals—something worth while to work for—each of us eager to find the best way to do our part, and ready to rise up in righteous wrath when unnecessary hindrances are placed in our path. It means each of us setting up standards by which to measure our results achieved. There is no form of activity for which a suitable measuring yardstick cannot be found, and it is up to each and every one of us to find and use that yardstick against his own work. We should be sure that we set for Badin, and ourselves individually, standards not impossibly high, yet honorably and creditably high; severe enough to give us real satisfaction and pride in the attainment; and incidentally remembering to be constantly on the watch for opportunities to improve our standards.

It is then up to us to achieve those standards—with workers who *know they can do anything that anybody else can*