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**THE AMERICAN WAY**

**Human Relations**

By: MAURICE R. FRANKS  
Released by George Peck

(Ed. Note: Mr. Franks is Director  
of the National Labor-Management  
Foundation and Editor of its official  
publication, Partners.)

Many books have been written  
and many fancy speeches delivered  
on the subject of industrial rela-  
tions. This entire field has turned  
into something of an amusement  
park for the professors of econom-  
ics with a truly gigantic hurdy-  
gurdy tooting and howling full  
blast as the merry-go-round spins  
round and round. The problem,  
however, is not an academic one.  
There are no set rules and no math-  
ematical or legal formulas that can  
be applied to its solution. The rea-  
son is that there are no two people  
anywhere exactly alike. Superficial  
similarities may prevail, but basic  
individualities govern. This is par-  
ticularly true in industry where the  
patience of all men is constantly on  
trial and where, as one writer so  
aptly expressed it, "the unexpected  
is always more than likely to hap-  
pen."

This makes of industrial relations  
a never-ending problem of human  
relations. Successful maintenance  
depends upon art, not science. The  
art, in the case of industrial rela-  
tions, is human understanding.  
No blue-print, no template exists  
for the fashioning of any structural  
element. There are no interchangeable  
parts. And so, unlike the produc-  
tion of an automobile, there can  
be no mass production applied to  
the assembly. The moment we tack-  
le the problem of industrial rela-  
tions, we must of necessity turn  
our backs upon technology. If the  
notion of robots in industry haunts  
our thinking, it will be well to pinch  
ourselves and wake up from our  
pipe-dream—for the face remains  
that he who deals with a worker,  
a forman, or an employer, deals  
with a man, an individual.

For several generations, the be-  
haviorist psychologist has been e-  
ndeavoring to formalize this indi-  
vidual and his reactions—to break  
him down into his components—to  
lay his pieces out on the bench and

establish his common denominator.  
The result has been that many  
conflicting schools of psychology  
have grown up as there are ele-  
ments comprising the human per-  
sonality. To a very large extent,  
this eliminates the psychologist as  
master consultant on industrial rela-  
tions.

In many countries—at various  
periods in the history of the world  
—political attempts have been  
made to treat people as though  
they were so many peas in a pod.  
This treatment has invariably re-  
sulted in social upheaval and in  
natural reaction—economic disas-  
ter. Numerous are the names iden-  
tifying these political affairs—  
many of them very fancy ones—but  
the true name for all of them is  
REGIMENTATION. We have seen  
in our own time what happened to  
the Fascist dictators, Hitler and  
Mussolini.

And one doesn't have to be a  
mind-reader to know that Soviet  
Russia, with all of its Utopian  
claims, is far from being an econ-  
omic bed of roses. This is indicated  
by the Iron Curtain of Joseph Stal-  
in, with his schoolboy effort to  
wall out from the lives of a reg-  
imented people the bacteria of per-  
sonal liberty. Fancy words and  
fancy speeches are constantly being  
made about Russia, the mother of  
Communism—and the sad part is  
that many stupid Americans are  
falling hook, line and sinker. But  
if Communism is such a good sys-  
tem, why is it that so many people  
run away from it, as in the cases of  
the three Russian school teachers  
and the countless thousands of  
other refugees fleeing from the  
Soviet zone of influence? The fact  
is that the people of Russia and  
her satellite nations are in a state  
of compression and will in time  
explode unless that compression is  
relaxed.

Therefore, it is obvious that reg-  
imentation is far from being an ef-  
fective way of handling human  
relations in any country.

In a future article, I will discuss  
the effect of legislation on indus-  
trial and human relations, because  
I am firmly convinced that no mat-  
ter how fair and equitable such  
legislation may be, it definitely is  
not a cure-all.

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SCRIPTURE: Luke 4:1-13.  
DEVOTIONAL READING: James 1:1-  
12.

**'Yet Without Sin'**

Lesson for January 30, 1949

**YOU** will never feel the current if  
you never swim upstream. If  
you are a drifter through life you  
can hardly know what the  
word "temptation"  
means. And Jesus was  
no drifter. If ever a powerful  
purpose, devotion to  
God, a noble mind and a  
pure heart could set a  
man free from all temptations,  
Jesus would have been  
that man. But he had his tempta-  
tions all the same. After the great  
day of his baptism, when the  
heavens opened and he felt the  
Holy Spirit as plainly as a bird  
from the sky alighting on his shoul-  
der, we are told that he was "full  
of the Holy Spirit." Surely no tempta-  
tion could reach him now! Yet  
the Spirit led him to the wilderness  
where Satan waited for him.

**The Devil Is Smart**

**SATAN** is a persistent devil. He  
never takes No for an answer.  
he will be back again with the  
same temptation in another pack-  
age. It was so with Jesus. We must  
not think that Jesus was tempted  
to low and ugly sins. People are  
tempted on the level where they  
live.

After the Baptism, if not be-  
fore, he was fully awake to the  
fact that he was God's beloved  
Son, that it was his responsi-  
bility to begin the "Kingdom  
of God;" he knew he had a  
position and a power that no  
one else on earth had ever had.  
The problem was: How should  
he use this position and this  
power?

Each of the three temptations in  
the wilderness had something to  
do with that problem. Two of the  
temptations, at least, were not to  
do anything wrong in itself. Each  
time Jesus was tempted to choose  
something less than the best. And  
choosing less than the best, when  
the best can be had, is sin.

**All Temptation Sounds Good**

**"TURN** stones into bread," the  
tempter said. And why not?  
People were hungry all around;  
Jesus grew up in a land where  
most people were lucky to get one  
square meal a day, let alone three.  
Jesus would be the Divine Leader  
of the Kingdom, the Founder of  
the New Age. Why not make it the  
Age of Plenty? Why not abolish  
hunger from the earth? It could  
be done; it sounds good.

So does that other tempta-  
tion — "Throw yourself down,  
the angels will see that you are  
not hurt." Perhaps many wor-  
shippers at the Temple expect-  
ed that the Messiah, God's  
King to be, would fly down out  
of a cloud.

Then that temptation which  
seems at first reading so ridicu-  
lous—fall down and worship Satan.  
It was not so ridiculous as it ap-  
pears. What did Jesus want but to  
be King of Kings and Lord of  
Lords? What difference does it  
make how we attain our ambitions,  
if we only reach them? All other  
world-conquerors had achieved  
their pinnacles of power by "wor-  
shipping Satan," that is by using  
violence and trickery.

But Jesus, being full of the  
Holy Spirit, knew that not  
everything that sounds good, is  
good.

He saw clearly that not even he  
could bring in the Kingdom of God  
simply by feeding people, or as-  
tonishing them with aerial stunts,  
and still less by using those ancient  
methods of the world-conquerors,  
the tools of Satan, violence and lies.

**Defense Weapon**

**JESUS** met his great enemy and  
beat him down with a single  
weapon. Every time, Jesus comes  
out with a quotation from the Bible,  
incidentally always from Deuter-  
onomy, evidently a favorite book  
with him. We have the same wea-  
pon at our disposal today, and more  
besides.

There is nothing magical in a  
Scripture quotation. The point  
is not that Jesus had memor-  
ized these verses so that he  
could quote them; anybody  
could do that even without be-  
lieving a word of them.

What Jesus did was to make  
those truths his own, they were part  
of his mind, actually his own  
convictions. Do you really want to  
rise proof against temptations? Do  
as Jesus did: make God's ideas your  
own. The sharpest lie will blunt  
itself against the keen edge of  
Truth.

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WBU Features.)

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**NOTICE OF PUBLICATION**

**IN THE SUPERIOR COURT**

**NORTH CAROLINA,**

**DUPLIN COUNTY,**

**VS**

**MABEL D. BURTON, Trading and  
doing Business as HELMS MOTOR  
EXPRESS, and OLIVER GARDI-  
PEE.**

The defendant, Oliver Gardipee,  
will take notice that an action en-  
titled as above has been commen-  
ced in the Superior Court of Du-  
plin County, North Carolina, by the  
plaintiff above named and against  
the defendant to recover damages for  
the wrongful death of the plain-  
tiff's intestate, and in which the de-  
fendant is interested and which  
cause of action is set forth in the  
complaint filed in this cause, and  
that the defendant is a necessary  
party to this action; and the de-  
fendant will further take notice  
that he is required to appear at the  
office of the Clerk of the Superior  
Court of Duplin County in Kenans-  
ville, N. C. on the 12th day of Fe-  
bruary, 1949 and answer or demur  
to the complaint filed in this action,  
which has been duly filed in said  
office, on or before the 4th day of  
March, 1949, or the plaintiff will  
apply to the court for the relief  
demanded in the complaint.

This 13th day of January, 1949.

R. V. Wells, Clerk  
Superior Court,  
Duplin County.

Robert L. West, Attorney  
2-4-4t. RLW

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**Kenansville Drug Store**

**ADMINISTRATOR'S NOTICE**

The undersigned, having qual-  
ified as the Administrator of the  
estate of Maud Baker, deceased,  
late of Duplin County, Smith Town-  
ship, State of North Carolina, and  
having qualified before the Clerk  
of Superior Court of Duplin Coun-  
ty, this is to notify all persons who  
have claims against said estate to  
present their claims to the under-  
signed Administrator on or before  
the 3rd day of January, 1950, or  
this notice will be plead in bar of  
their recovery. All persons in-  
debted to said estate will please make  
immediate payment.

This the 3rd day of January, 1949.  
Cleon Smith, Admin-  
istrator of the estate of

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Maud Baker, deceased,  
Rt. 2, Pink Hill, N. C.

H. E. Phillips, Attorney  
Kenansville, N. C.  
2-11-6t. HEP

**NOTICE OF ADMINISTRATION**

The undersigned, having qual-  
ified as administrator of the estate  
of Henry Baker, deceased, late of  
Duplin County, Smith Township,  
and having qualified before the  
Clerk of Superior Court of Duplin  
County, this is to notify all persons  
who have claims against said es-  
tate to present their claims to the  
undersigned administrator on or  
before December 17, 1949, or this  
notice will be plead in bar of their  
recovery. All persons who are in-  
debted to said estate will please  
make immediate payment.

This the 17th day of December,  
1948.

Claude Baker, Admin-  
istrator of the estate of  
Henry Baker, deceased,  
Route 1, Beulaville, N. C.

H. E. Phillips, Attorney  
Kenansville, N. C.  
1-28-6t. HEP

**NOTICE OF ADMINISTRATION**

Having this day qualified as Exe-  
cutrix under the last Will and Test-  
ament of Lott McArthur, now de-  
ceased, late of Duplin County,  
North Carolina, this is to notify  
all persons having claims against  
his said estate to present them to  
the undersigned Executrix on or be-  
fore January 6, 1950, or this notice  
will be pleaded in bar of their re-  
covery.

All persons indebted to the said  
estate will please make immediate  
payment.

Daphne McArthur, Executrix  
2-11-6t. pd. VBG

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