

was made to assess the value placed on the use of adjustable chairs by both employers and employees. Twenty-seven employers in the Auckland District were approached, representing twenty-three factories and four offices, using a total of 612 adjustable chairs.

Management generally was of the opinion that adjustable chairs are superior to non-adjustable, and the majority intend to continue to supply their employees with adjustable chairs as the need arises.

Neither employers nor employees were taking full advantage of the adjustable chairs, nor using the adjustments to secure the best possible posture. The education of both managements and employees into the use of posture seating was shown to be necessary.

(4) *Youth in Industry*.—An investigation into the adjustment of youth in industry has been commenced in Christchurch to parallel that into girl workers, the report on which is now in the press. A large number of youths leaving school have been interviewed, and these youths are being followed into their jobs with a view to studying their adjustment to the industrial environment.

### SERVICE

Surveys and investigations have been carried out, or other services performed, for fifteen firms and organizations. The topics covered in the surveys and investigations include the following: recruitment of staff, staff selection, staff training, working-conditions and lighting, incentives (modification of a bonus scheme), social amenities and facilities, selection and training of personnel officers, and labour relations.

### VOCATIONAL EXAMINATIONS

During the year 543 vocational examinations have been administered, including various recruits for Government positions, Traffic Inspectors, and technicians for R.N.Z.A.F. and Army intakes. The majority of these examinations have been carried out individually. They have involved in all cases an intelligence test, appropriate tests for special aptitudes, and a personal interview.

The Occupational Clinic commenced in June, 1946. It was established to assist persons worried by or maladjusted to their jobs, and has functioned mainly in the evening after office hours. The fifty-five interviews have involved some twenty individuals.

The Division co-operated with Mr. J. Caughley, of the Education Department, in advising the Adjutant-General in the establishment of the psychological testing of Army recruits. Preliminary experiments were carried out in the Central Military District. The Army has now appointed its own psychologist, but the Division continues to act in an advisory capacity.

### EDUCATION AND INFORMATION

The Division considers the dissemination of information about industrial psychology and personnel management to be one of its chief functions. In the furtherance of this aim, lecture courses have again been held in Auckland, Christchurch, and Lower Hutt, and twelve other addresses have been given during the year to various bodies and groups.

Information has been supplied to inquirers on a wide range of matters, including bonus schemes, profit-sharing, factory layout, the colouring of workrooms, selection tests, personal records, seating, recreational facilities, accident records, labour turnover statistics, pilfering, music at work, &c.

A quarterly bulletin has been circulated, as in previous years.