

Angeles smog problem is discussed in several places. A section on meteorology by Harry Wexler sets out in quite simple terms the principles underlying the dispersion of pollution. Translation difficulties may account for a few errors which appear in the section on sampling and instrumentation by F. Cambi (*e.g.* the term "colloidal matter" may mean colloid). Not all of the recommendations in this section are appropriate for the study of general air pollution. Many of the methods described are intended for industrial dusts and the sampling and analysis of urban smoke is not properly considered. There is a brief but useful section on the effects on animals by E. J. Catcott and a very well-documented account of the effects on plants by Moyer D. Thomas. This describes the effects of sulphur dioxide, fluorides, and "Los Angeles smog" on sensitive plants and it includes some excellent coloured plates. Legislation is dealt with by Albert Parker, and although he refers to the several Acts which have been passed in Great Britain, the implications of the Clean Air Act, 1956, seem sufficient to justify longer discussion. There is an excellent survey on radioactive pollution by J. P. Jammet, although it goes far beyond the field of practical interest at the present time. It is wise to consider possible hazards from a wide range of radionuclides, but little information is given regarding their actual occurrence in the air and nowhere is the naturally occurring activity of radon daughter products used as a yardstick.

Other sections deal with the identification of the air pollution problem (Louis C. McCabe), economic and social aspects (E. Leclerc), site selection (J. R. Taylor, A. Hasegawa, and Leslie A. Chambers), prevention and control by process changes (Andrew H. Rose Jr., David G. Stephan, and Robert L. Stenburg), and fuel selection and utilization (K. Barker and W. A. Macfarlane). Each section has its own bibliography, extending to over 400 references in one case. There is an index which successfully links similar topics in different sections and, taken as a whole, this inexpensive volume can be recommended as a useful introduction to the subject to those with more than a passing interest in air pollution.

R. E. WALLER

Efficiency and Effort—An Analysis of Industrial Administration. By W. Baldamus. (Pp. viii + 139. 18s.) London: Tavistock Publications. 1961.

The thesis of this book is that industrial organization is inherently unjust since it attempts to impose a disparity between the amount of effort put out by the worker and the wages he receives; industrial unrest on this assumption, so far from being the exception, must be the most characteristic feature of industry. In order to discover the nature of effort, work is analysed into *work realities*, which are the physical working conditions, repetitiveness, and coercive routines, *deprivations*, which are impairment (*i.e.* actual physical discomfort caused by work), tedium, and weariness, and finally there are what Mr. Baldamus reluctantly describes as *relative satisfactions* including inurement, traction, and contentment—the latter term denoting the absence of unpleasant feelings rather than the presence of good ones.

As wages are costs to the firm, so the deprivations inherent in effort represent "costs" to the employee for which he deserves remuneration whilst being continually bilked by the employer who attempts to lower the value of effort. In the process of putting forward these views the writer demolishes, or attempts to demolish, almost every concept in industrial psychology since Elton Mayo: that work can be really satisfying, that high employee morale results in greater efficiency, that formal and informal structures in the firm are of any significance, and so on. As for improving human relations and social satisfactions, their main function is "... to conceal from the worker precisely those managerial objectives which amount to increased wage disparity".

J. A. C. BROWN

Absence from Work: Incidence, Cost and Control. (Pp. 53. 10s. 6d.) London: British Institute of Management. 1961.

This booklet was prepared under the guidance of a committee consisting of representatives of the Institute of Cost and Works Accountants, the Institute of Personnel Management, and the British Institute of Management. It is anonymous, however, so that it is not possible to examine the statistical or medical qualifications of the authors.

The section on Incidence deals with the experience of manual workers in some 70 companies in the 12 months ended June 1956 and with the effect on absence rates of sex, seasonal influences, length of working week, size of firm, industry group, and locality. The interaction of the last four factors suggests that the conclusions based on this small sample of firms should be viewed with caution. The figures are not standardized for age and the effect of age on absence is not studied in detail.

The section on Costs relates to studies in 11 companies. The results varied widely; the total cost of absence to these firms ranged from 9d. to 15s. per week for each employee.

The section dealing with methods of controlling absence in five organizations is based on interviews with Officers of the firms concerned, and is almost entirely descriptive.

There is a useful bibliography.

C. J. CORNWALL

The Health of Executives. (Transactions of the Second Conference November 1960.) (Pp. 112. 15s.) London: The Chest and Heart Association. 1961.

This is an account of the proceedings of the second conference in the Royal Festival Hall promoted by the Chest and Heart Association.

For the industrial physician it contains very little with which he should not be already familiar. For the executives concerned, it must have been a stressful day, with 11 para-medical discourses to absorb, followed by question time. It might be asked for what purpose the Chest and Heart Association (formerly the National Association for the Prevention of Tuberculosis) gathers executives into the arms of its wisdom, when so many