alities in what may be regarded as a reasonably healthy industrial population.

C. M. FLETCHER

Psychology and the Industrial Worker. By E. G. Chambers. 1951. Cambridge University Press. Pp. 192. Price 10s. 6d.

This book is difficult to assess. If one accepts the author's declared intention to draw illustrations "wherever possible . . . from British sources", then it is no use complaining that 96 references from a total of 119 are British. If it is necessary that two-thirds of these British references should be to reports of the Industrial Health Research Board, then one takes leave to wonder if it was altogether wise to confine attention so narrowly to British work. We often castigate our American colleagues for their apparent inability to "read British", but at least their all-American bibliographies are evidence of widespread sponsorship of industrial psychology.

The author devotes 27 pages to "Vocational Guidance" and 12 pages to "Vocational Selection", but to the latter should be added an 18-page chapter on "Psychological Tests", so the apparent emphasis is probably not measurable in pages. What is evident, however, is that the author's healthy scepticism about tests sometimes tends to negativism. He is undoubtedly at his best when explaining the uses, importance, and drawbacks of statistical methods, a subject in which he rightly enjoys a high reputation. Many little gems of wisdom are to be found, and do much to excuse what may appear to some readers a lack of balanced judgment in parts of this book. For example, no reference to factor analysis appears in the fairly full "Index of Subjects", but on p. 149 there is an incorrect statement that psychological tests "are the sole material of the factor analyst". Apart from the fact that nothing in the book provides the lay reader with a clue to what a "factor analyst" may be, it looks as though the author either has never read the work of Burt and Cattell, or regards personality trait ratings as included in the word "test".

It seems a pity that in a book published in 1951 there is not even a footnote to correct the statement on p. 41 that "there has yet been no attempt to validate" the War Office Selection Board procedure. Even when Mr. Chambers' preface was written in December, 1949, it was possible to check progress in this matter; and in April, 1950, Vernon's article "The Validation of Civil Service Selection Board Procedures" appeared in *Occupational Psychology*, a journal which must obviously be high on the author's reading list. In this paper, Professor Vernon quoted very full details of the procedure and validation, with validity coefficients of 0.5 to 0.6.

The last point which the reviewer is obliged to mention (with surprise) is the author's unfortunate inability to prevent his political views from intruding in a book of this kind. In chapter IX, which opens with the altogether praiseworthy statement that "it is possible for a psychologist to make some comments of a non-political nature, and in what follows the writer hopes that he has

escaped as far as possible from the bias of party politics". Despite his awareness of the danger, Mr. Chambers in his discussion of trade unionism and nationalized industry leaves little doubt as to which party he supports. This is a pity, especially if the book is widely read by industrial workers, for they may be inclined to distrust psychology more than they do already if the author's political views are identified with the use of psychology by management.

In summary, this book provides a useful compendium, not elsewhere available, of I.H.R.B. Reports; a great deal of statistical and methodological sense; and a rather lop-sided estimate of industrial psychology, its achievements and possibilities.

ALASTAIR HERON

The Health of Executives : Mental Stress and Break-down. I.W.S. Pamphlets. 1951. The Industrial Welfare Society, Inc., 48, Bryanston Square, London, W.1. Price 1s.

This pamphlet is a discussion of the stresses and breakdowns arising in people who exercise high mental skills and responsibilities by Dr. Cecil Roberts, Deputy Treasury Medical Adviser. After a brief survey of the nature of mental skill, Dr. Roberts considers the meaning of responsibility and concludes that it is the same as answerability. He further concludes that the crux of the stress situation is the interplay between responsibility and self-esteem. This pamphlet is of particular interest to industrial medical officers for its analysis of the early signs of breakdown and the sequence of events which occurs; only psychological breakdowns leading to anxiety, apathy, and depression are considered, and these mainly from the angle of self-imposed stresses. Dr. Roberts gives a number of useful and practical suggestions for the avoidance of stress or at least of minimizing stress when it is inevitable. This little pamphlet contains much useful, concentrated wisdom in dealing with the affairs of a busy life; the executive does not exist who would not derive some benefit from a study of it.

L. G. NORMAN

Human Kinetics and Analysing Body Movements. By T. McClurg Anderson. 1951. London: Wm. Heinemann Ltd. 245 text figures. Price 30s.

There is a growing belief that students of anatomy are being assigned too much time to the study of the cadaver. The author demonstrates in this book the possibility of teaching this factual subject in a more functional manner. Even in the introductory section, which deals with the anatomy of the body structures concerned with movement, the activities of certain muscles are illustrated by sprinting, tennis service, or golf swing, and references to sport or industrial tasks are frequent throughout the entire book. Part II deals at first with the fundamental actions performed by the limbs against external forces, and the use of gravity, elastic recoil of the tissues, and momentum as aids to maximum effort. A very good chapter follows on "Kinetic Analysis" describing "lock", "check" and "balancing" actions and their effects, usually beneficial,