

RESEARCH

Management Problems.—As a means of gaining acquaintance with New Zealand occupations, the officer in charge has visited a number of workplaces throughout the Dominion. Personnel aspects of management in firms of moderate size were discussed with a view to the publication of a guide to modern personnel practices adapted to New Zealand industry. Particular attention is being paid to the attitudes of management and operatives towards works councils and similar advisory bodies; and an analysis is being made of the functions of councils that have become firmly established and of the reasons that have led to the discontinuance of others. It is intended that the guide should cover methods of interviewing and assessment, arrangements for introducing new employees to the firm, and selection and training of operatives for promotion to supervisory work.

Scientific Research Workers.—A survey is in progress aimed at evolving improved methods in the recruitment, selection, and training of scientific research workers. It has become apparent that more well-balanced information on careers should be made available to undergraduates specializing in science, that selection committees require more information about selection methods that have been developed overseas, and that even closer liaison between University and employer is desirable.

Apprenticeships.—Preliminary steps have been taken to obtain data about the levels of attainment, intelligence, and special aptitudes needed for success in various skilled trades. This investigation will extend over several years in order that sufficient case studies of unsuccessful apprentices may be collected. It should provide information of value to vocational guidance officers, careers teachers, Apprenticeship Committees, and prospective employers of apprentices.

SERVICE

National Service Recruits.—At the request of the Navy and Air Departments it has been arranged to apply a common aptitude test, made available by the Admiralty, to men registering under the Military Training Act, 1949, who express a preference for the Navy or Air Force, and the same test will be applied by the Army Department to all Army national service recruits. Personal history sheets, similar to the one already in use by the Army, have been designed for the other two Services. A five-day course, in the running of which the Army's Staff Officer for Personnel Selection took part, was held to instruct Naval and Air Force recruiting officers in the most up-to-date techniques of interviewing and aptitude testing. As a result of these arrangements, the recent overseas developments in methods of selecting and allocating recruits have been made available to the New Zealand Armed Forces, while the groundwork has been prepared for nation-wide researches which it is expected will be of benefit to industry and to education.

Air Department.—The Section has continued to provide a member of the Aircrew Selection Board examining applicants for aircrew training in the R.N.Z.A.F. This year assistance has also been given with the selection of candidates for the Territorial Air Force. All applicants interviewed were also given a series of aptitude tests.

Navy Department.—In conjunction with Service officers, procedures employed by Selection Boards concerned with the lower-deck entry were remoulded to include more objective aptitude tests and a more comprehensive interview.