

In recent years Pakistan has had the advantage of extremely intelligent and highly imaginative economic planners. The Philippines also has not lacked intelligent economists who have applied themselves to setting up "neat" and economically logical economic development programs. In both cases it is now obvious that "good" *economic planning by itself* is not enough. The "social will", the acceptance of the objectives sought as superior values and the institutional changes that are invariably associated with a development program are critical non-economic factors that must be considered basic to any "economic development" program.

In the Philippines, far greater attention to the problems of economic development is needed from the sociologists than has been heretofore given. The sociologist must provide a better understanding of the social institutional framework within which the economist must work. The sociologist must outline the points of probable conflict between the traditionalized authority patterns of Philippine society and the "demands" of an industrial society. The sociologist must provide the economist with an appreciation of such characteristics of Philippine life as the nature and extent of family loyalties, and "areas of trust". The sociologist must explore for the economist the social and occupational status structure and the existing mobility channels. In short, the sociologist must provide the economist with a better understanding of the "pre-conditions" of economic development, for without such an understanding, the economist lacks an elementary frame of reference upon which he can build.

INTRODUCTION TO THE NATURE, SCOPE AND PURPOSE OF INDUSTRIAL SOCIOLOGY

MRS. ELSIE HARGREAVES

In any discussion on the nature and scope of industrial sociology we have to remind ourselves that no absolute boundaries exist in the field of sociology; indeed there are no absolute boundaries in the social sciences at all. The big five—political science, economics, psychology, and anthropology—are all overlapping disciplines and any specialist is a better specialist by virtue of a wider acquaintance with the remainder of this merging field than one who attempts strictly to confine himself to a specialized area. In fact, Elton Mayo himself, now regarded as one of the earliest pioneers in the sociology of work relationships, was one of the worst offenders in this respect. This likeable and honest enthusiast entered into a series of experiments at the Hawthorne plant of the Western Electric Company of America with a strictly psychological frame of reference and spent years of research and a vast amount of money before he reached an awareness of the sociological implication of work behavior.

Again, we have to remind ourselves that the tools of science: mathematics, statistics, logic, and semantics help us to a better understanding of the social sciences no less than the natural sciences. The term "industrial sociology" itself is an outcome of semantic confusion. The locale of research into work group relationships was in the main that of factory and plant because it was big business that could afford to pay for this work. However, the methods and concepts of general sociology, when applied to the field of work relations, are not limited to the factory and industrial plant but apply equally well to all forms of economic activity.

The group is the elementary unit for observation and study for sociology, and though almost every text in sociology made some general observations about the impersonal nature of urban industrial relationships as compared to intimate face to face groups of rural workers, few based their comments on the day to day observation of the urban dweller in his working relationships.

The interest of sociologists in the factory and other economic institutions as a social system, involving a complex pattern of social interrelationships, was first aroused by the failure of certain illumination experiments carried out at the Hawthorne Works of the Western Electric Company in Chicago between 1924 and 1947.

This company, employing 30,000 people in making equipment for the Bell Telephone Company, prided itself in paying good wages, providing good conditions and promoting industrial efficiency. Despite all this, tension was rife, labor-management relations not in the least bit scientifically developed and a general feeling of not knowing "where to begin" was widespread.

At this stage Elton Mayo was brought in to direct the research jointly undertaken by the company and the Harvard School of Business Administration. Mayo was a shrewd little man, his earlier experiences in England during World War I, when he performed research on the effect of

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