

ROTARY GOLDEN ROUND TABLE

"Worthy Work"

(Dignifying Occupations)

ANNCR: The Rotary Club of (Name City), in cooperation with Radio Station _____ brings you a projection of the drama you have just heard---a discussion by local community leaders of the community problem dramatized in Rotary Golden Theatre.

One of the principles of Rotary International is "the recognition of the worthiness of all useful work." Rotary Golden Round Table, a local contribution to the world-wide observance of Rotary International's Fiftieth Anniversary, feels that discussion of this principle is the start toward accomplishment. For the next 15 minutes let's consider the recognition of all useful work right here in our own community.

Members of our Golden Round Table to discuss this question are:

Mr. A _____, _____ (Identification) _____;

Mr. B _____, _____ (Identification) _____;

and Mr. C _____, _____ (Identification) _____.

Gentlemen, the recognition of all honest, useful work as worthy and entitled to respect is certainly not an argumentative subject. It is, in fact, a fundamental principle of our system of government. But it is one thing to say we believe in a principle, and another to really put it into practice. What do you have to say about that Mr. A?

MR. A: You have just put your finger on the very heart of this question, (Name Anncr.) Of course, if you were to conduct a street corner interview and ask every person who came by whether he believed that all useful work was worthy of respect, you probably wouldn't get a "no" answer all day. But too often there's a wide gap in what we say we believe and how we act. A part of the Object of Rotary is to encourage and foster the recognition of the worthiness of all useful occupations, and the dignifying by each Rotarian of his occupation as an opportunity to serve society.

ANNCR: As I understand it, the member of a Rotary Club is classified according to his business or profession. Is that correct?

MR. B: Yes, (Name Anncr.) Because we recognize the importance of all useful occupations, we try to keep our club membership as balanced as possible.

MR. B: (CONT.) Every Rotary club should be representative of the business and professional life of the community. It should reach into every distinct business and professional service within the community.

ANNCR: But if the members of a Rotary Club are owners or executives in established businesses or professions, wasn't the selection of the man as a member a recognition of the usefulness of his occupation?

MR. C: Yes. You are right. That doesn't mean, however, that we fail to recognize the worthiness of all useful endeavor, whether the individuals are Rotarians or not. Our employer-employee relations committee is constantly trying to figure out ways and means of recognizing all people who contribute to an industry or profession. Our members are encouraged to do everything possible to show their recognition of useful workers.

ANNCR: By larger pay checks?

MR. B: You'd be surprised how often a good pay check is offset by an unsympathetic attitude or lack of appreciation. Our members are urged to show their appreciation of their employees with suggestion boxes, house organs, recreation facilities, meetings of employees--a great many things that bring employer and employee closer together.

MR. C: You should recognize worthy work by rewarding it, too. And I don't mean with a pay increase, alone. In every line of work, there are dead-end jobs--and a man who does one of those jobs well shouldn't be kept on it for life simply because he handles it satisfactorily. Every useful worker should have an opportunity to get ahead.

MR. A: Yes - I knew of a case exactly like that. A young family man - in his mid-thirties - had been on the same machine in a plant for several years. His was one of six identical machines. But - he always turned out about twenty per cent more work than the others. Well - there was a vacancy as a foreman. This chap was well qualified by personality, training and experience. But he didn't get it - the job went to one of the other five - because the firm didn't want to lose that extra twenty per cent production.

ANNCR: And what happened?

MR. A: Just what you might expect. I doubt if this fellow did it maliciously - but his work did slow down. He had lost incentive. More important, perhaps, he had lost faith in the firm for which he worked.

- MR. B: Sometimes the job is to teach the employee respect for useful work, too. Young beginners sometimes look at their jobs with a feeling almost akin to contempt. That attitude isn't healthy and can make a person terribly unhappy.
- MR. A: You are right, B. The young beginner is naturally only a very small cog in the machine. What he is doing doesn't seem to be at all important. Let me give you an example. The other day my automobile developed a terrible racket in the motor. The car would run, but not with its customary smoothness. I took it to the garage, and the mechanic merely reached in and tightened one of the bolts. You could buy that bolt for a few cents - but the smooth running efficiency of the entire automobile was dependent upon that bolt doing the job for which it was intended.
- MR. C: That's a good example, A. But, we can't expect young people to respect their jobs unless we show that we respect them also. A part of what an employer owes his beginning workers is training--training that will enable the worker to advance.
- ANNCR: Are there any training programs for young workers in (Name City)?
- MR. A: You don't always need a formal training program to train workers. You can see that your employees get on-the-job training, and that they are given plenty of opportunity to gain an understanding of what they're doing and what is expected of them. Some of the best training I ever got was by example, from a man who wasn't even aware that he was training me. But he gave me some lessons that I've used all my life.
- MR. B: Actually, this respect for worthy work gets down to respect of basic human dignity--respect of the human being. An employer who likes people and who shows a genuine interest in people can't help but recognize the worthiness of useful occupations.
- MR. C: Rotary Clubs all over the world have made a practice of honoring people in obscure or routine occupations. The person to be honored is invited to a Rotary Club meeting with his employer. The employer tries to give the club membership an appreciation of why the person on the routine job deserves recognition.
- ANNCR: Why do Rotary Clubs do that?
- MR. A: For one reason, because we want to--which isn't as vague an answer as it might seem to be. Every one of us owes a debt of gratitude to the man who

- MR. A: (CONT.) performs the little or unpleasant job--and does it well. We feel better when we acknowledge that debt. And when a person who is doing a fine but obscure kind of work realizes that his efforts are appreciated, he inevitably does a better job. He feels better about his work. It would be a tragic thing to feel that nobody appreciated your work.
- ANNCR: You know, you fellows have set me to wondering--do you think that many people in (Name City) feel their work isn't appreciated?
- MR. B: I'm almost sure of it. There are times when I, myself, have that feeling--and then I get a "thank you" that makes me realize I was wrong. You'd be surprised how much good it does to thank people for their work--to thank them for the service they give you...the service that goes beyond the minimum requirements for holding a job.
- ANNCR: I've noticed that a good many times. Compliment a man on doing a good job and he tries to do a better one.
- MR. A: That's right. It's only human to want praise and recognition. When we fail to give it, we are just as guilty as if we were to withhold part of a man's rightful wage.
- ANNCR: I'd never thought of it in that way.
- MR. B: Rotary tries to teach its members to think that way--and a part of our obligation as Rotarians is to spread that idea--to share it with everyone we can possibly influence.
- MR. C: I honestly think that if every employer in the world were to follow the Rotary objective of recognizing the worthiness of all useful occupations, there would be very little in the way of labor trouble.
- MR. A: Don't limit it to employers, C. The public generally needs a better appreciation of useful human endeavour. A friend of mine asked me the other day why I said "Thank you" when a clerk in a store waited on me. This friend said, "He should have thanked you." But my friend was wrong. That clerk had done me a service. True, I had paid for it--but nevertheless, the clerk had made the transaction pleasant. He had been alert and efficient and helpful. He hadn't forced me to waste a lot of time and he had given me more than the merchandise. He had delivered satisfaction, and he was entitled to my thanks.
- MR. C: You know, I wonder how many people have ever thanked the garbage collector? By doing his job well, he keeps the community free from epidemics of one

- MR. C: (CONT.) kind and another. He helps to keep (Name City) attractive. He does a necessary job that most of us would not particularly care to do ourselves.
- MR. B: Every person who contributes to our daily life deserves our thanks--our recognition of useful work, well done.
- MR. A: That reminds me of a quotation by Clarence Francis which I saw prominently displayed in the office of a company president recently. The quotation read, "You can buy a man's time, physical presence...a measured number of skilled muscular motions; but you cannot buy enthusiasm...initiative...loyalty...the devotion of the heart, mind and soul. You have to earn those things."
- MR. B: Fortunately, most people in (Name City) are trying to earn those things. I'd like to remind myself and everyone who hears this broadcast that every resident of (Name City), regardless of occupation, has the same goals. Each of us wants the respect of his fellow men, a better understanding of the world we live in, material comforts and security, and a basis of integrity for living. By working together, we all help each other to achieve those goals.
- ANNCR: Thank you, gentlemen. I hope that this discussion will stimulate (Name City) to recognize the worthiness of useful work. The influence of Rotary International, with more than 8,000 Rotary Clubs throughout the world, in establishing a common bond among all people of all occupations, is, itself, a worthy work. Next week, Rotary Golden Round Table will present another discussion built around another problem that affects all of us. Our panel next week will consist of: (NAMES AND IDENTIFICATIONS OF LOCAL PANEL MEMBERS)....all well qualified to discuss the subject to be presented. Be sure to be with us next week at this same time for another program presented by the Rotary Club of (Name City) and Station _____ as a public service.