

We've come a long way, baby: tips for hiring women in the 1940's research paper s...

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Abstract

This essay will focus on a 'Newsbreak' from the book, *Psychology and Work Today*. A belittling, sexiest and retrospectively funny article, that illustrates on a guide for hiring women in the 1940's. It will dwell on eleven tips on getting more efficiency out of women employees.

At that point, the manpower shortage and the draft had settled at a point. The next important thing was to figure out how and who to select as the most efficient women available. Secondly it was important to determine the best way to use these women to the best advantage because men were no longer available as they had gone to war. The only option left for the organizations was to take heed the advice left at that particular time of selecting the most efficient women available and get to know various ways of utilizing that time with them. The following are the helpful tips and advises on the subject of the selected women from the *Western Properties* (Schultz, 1998, p. 175).

- Pick Young Unmarried Women

The *Western Properties* advised on picking young unmarried women for a number of reasons. One is that compared to their unmarried sisters, young married women to a great extent have a sense of responsibility. Secondly, they are not likely to be enticing as they have an obligation of working. In addition to that, they are believed to have much interest in working hard in order to deal efficiently with the public. These women were more entrusted on objectives than others who were not married because people believe psychologically that they are more committed to what whatever task they are assigned compared to others. As a rule, the married women are

expected to be submissive, they also have the interest and vim and vigor to work effortlessly. They are believed to be more responsible compared to the unmarried women.

- When you have to use older women, get those that have worked at some time in their lives outside the home.

For this reason, older women have not at any one time contacted the public. They are inclined to be fussy and they have a hard time absorbing new aspects and adapting themselves to a new system. It is better to impress upon older women the importance of courtesy and friendliness. Older women are much relaxed and have more experience in life skills, therefore teaching them new skills is not an uphill task. In a different perspective, this perception depicts that these older women who have worked outside their homes have good “ people skills”. Subsequently, these women will be social, engaging and interactive. It is always considerate to impress upon women the importance of courtesy and friendliness. The translation of this statement is that if you have to search with old biddies the bottom of the personnel cask, try as much as possible to stay away from the women who have spent their informed long lives living in very dark houses beyond whispers of human contact. Consequently, you will be left with no alternative but to teach them, focus their eyes while standing upright against the rays of the sun (Shirer, 2012, p. 114).

- General experience indicates that husky girls, that is; those that are seemingly on the weighty side are more efficient and tempered than their sisters who are underweight.

This means that, even efficient and tempered people ought to be hired. Its

translation is that based on the well known saying ' a husky woman is a happy woman'. No one should be discriminated for having avoidable traits such as being overweight or ill tempered.

- Retain a physician to give each woman you hire a special physical examination is one covering female conditions

This aspect reveals whether the prospective employee has any female weaknesses that might make her physically or mentally unfit for the job. Also, it protects the job against the possibilities of lawsuits. One reason is to cover female conditions to is reveal whether it has a weakness which could make her physically or mentally unfit for the job and to protect the property against lawsuits that can arise for various reasons.

- Stress at the outset the importance of time, the fact that time is lost and that makes serious inroads on schedules.

Time is of the essence and the fact that a minute or more lost could result to serious schedule inroads. Service is much likely to be slowed up until this point is received. Unless this point cuts across the divide, there is a possibility of service to be slowed up. For any organization, the time investment is important in determining the direction of the business.

Consequently, time reflects on the performance of the organization showing its strengths and weaknesses (Schultz, 1998, p. 112).

- Give the female employee a definite day long schedule of duties

Many properties state that women make excellent workers especially when they have their jobs terminated except that they often lack the initiative of finding work by themselves. When very pleased, women are not quite clever. Moreover we hear them talk about the much work it takes them to run the

entire household when the man is away, though most of the work is the result of their lack of commitment and initiative. In a real sense, they spend many hours of their day staring at the wall figuring out what to do next. When all this is in order at home, focus also at work by preparing to adjust your management styles accordingly (Henry, 1981, p. 45).

- Whenever possible, let the inside employee change from one job to another at some time during the day

This translates that moreover, women are inclined to be happier and less nervous with change. Changing positions and jobs is quite helpful to a woman since she may make any movement she desires and this is quite interesting and captivating.

- Give every girl an adequate number of rest periods during the day

Feminine psychology is very sensitive and it is important to make allowances for it. A girl is more efficient and confident if she can apply fresh lipstick, keep her hair tidied and wash her hands several times a day. A boy could question this factor stating that given a chance to wash their hands and exercise personal hygiene they could run like a machine, with weaknesses and female conditions.

- Be tactful when making criticism or issuing instructions

Most often, women are sensitive and they may not shrug off insults and harsh words as men do. Do not ridicule a woman as it cuts off her efficiency and breaks her spirit. Women are tender and light-hearted and if criticized openly, they are deeply hurt. This could cause them to divert their attention of work to other stuff such as fantasies.

- Be reasonably considerate about using strong language when around

women

Times when a girl's father or husband may swear loudly, she will grow to hate a particular place of business where she hears so much of this. Aside the family aspect, a friend's language could also hurt the woman that why it is important to watch out while making statements (Boyd, 2010, p. 245).

- Get enough size variety in operator's uniforms so as every girl has a proper fit.

Arguably, women require four things to be happy; clean hands, fresh lipsticks, tidy hair and uniforms that fit. When these women are happy, hand them simple outlined tasks which they will use to understand their jobs without wasting the day in confused circles and wandering in a daze.

As Saltzberg and Chrisler discuss the concept of the ideal perfect female body, they mention certain aspects that vary across change and culture over time. Disappointment and failure are inevitable but with the right clientele, striving to attain a deal requires great effort on women in the form of cost of beauty products, physical pain and health problems as well. They suggest that seemingly there are unfavorable consequences particularly for women who fail to meet the set standards. Salt and Chrisler posit that moreover, women become more aware of their lives and the effects on their bodies. Imagining a society where the meaning and quality of life for women in any way dependent on the silence of the bodily shame is solicitous.

This however, is a case that reflects pretty much on mankind stating that whatever experiences a case might tell us, we have to set our minds and set aside our doubts. We fortunately have come a long way since these tips were published.

References

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