

Americans want jobs, not causes

U-M study shows

Americans today appear to have less interest in social reform than in securing a satisfying job for themselves, a University of Michigan researcher and associates found in a work attitudes study conducted for Psychology Today magazine.

Edward E. Lawler, professor of psychology and program director in the U-M Institute for Social Research, Patricia A. Renwick, assistant professor of administration at the University of California-Irvine, and members of the magazine staff compiled the data from a survey of its readers.

They describe the typical American today as being "self-oriented," without the strong commitment to a particular organization or occupation; willing to change jobs if they can better themselves; concerned about decision-making opportunities, interest, and challenge in their jobs; and with little of the social consciousness that was so important to young people in the 1960s.

"This high self-orientation should, in some ways, make management of organizations easier than it was in the rebellious '60s and early '70s," the researchers said. "People seem to believe again in the value of hard work and in developing themselves at the workplace. On the other hand, they are not likely to be easy to satisfy or retain as employees."

"We may be in for a period of increasing instability, because of the turnover of those who can find better jobs and the turnover of those who can't."

Respondents to the magazine's survey were mostly professional and managerial employees, who have traditionally had a low rate of turnover, the researchers said.

"Foremen, clerical personnel, skilled and unskilled workers also want a satisfying job that offers prospects of personal growth," according to the researchers. "Instead of seeing opportunities ahead, however, many express feelings of being trapped and show signs of psychological withdrawal."

If corporations want to make the most of their human resources, the researchers said, "they had better understand the new job values—and start thinking of ways to improve the quality of work. Even if they do, however, some people will continue to move—and there will be little corporations can do about it."

A total of 23,008 Psychology Today readers responded to the survey. Among the more interesting results of the survey:

- Some 43 per cent of readers felt that they had been victims of job discrimination in the past five years. Yet 92 per cent oppose programs of affirmative action to make up for past discrimination against women and members of minorities.

- At least 78 per cent would like to be able to set the hours that they start and leave work—suggesting strong support for plans such as "flextime."
- Some 44 per cent feel "locked into" or trapped in their jobs.

- Most people would continue working even if they could live comfortably the rest of their lives without doing so.

- The most popular method of relieving tension from the job was not alcohol or drugs, but physical exercise.

- Despite the influence of the women's movement, men's careers still come first in two-career families, and women are still stuck with most of the housework.

New Horizons has new boss

Israel Hochberg has been named executive director of New Horizons of Oakland County, a vocational training service for the mentally and physically impaired. He has been with the agency since 1966 and has been acting director since 1977.



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Pet can suffer in parked car

Leaving your pet in a parked car, even for a short period of time, can result in the death of your pet.

This was unfortunately underscored in a recent incident. The Michigan Humane Society received four dogs that had been placed in the trunk of a car by their owner. All four dogs were suffering from heat prostration.

One animal could not be saved and the other three were in critical condition for two days. The owner claimed that the animals had been in the trunk for only half an hour.

Temperatures inside of an auto or auto trunk can reach 120 degrees in half an hour, if the outside temperature is in the mid 80s.

Pets don't sweat to cool themselves, but use their lungs, through panting. With nothing but overheated air to

breathe, an animal cannot live very long.

Don't take a chance with your pet's life—never leave him in a closed automobile.

Other hot weather tips for pet owners include having plenty of fresh water available all of the time; exercising with care during extremely hot periods; slightly decreased food intake and shade available for outdoor dogs.

Soak the rich

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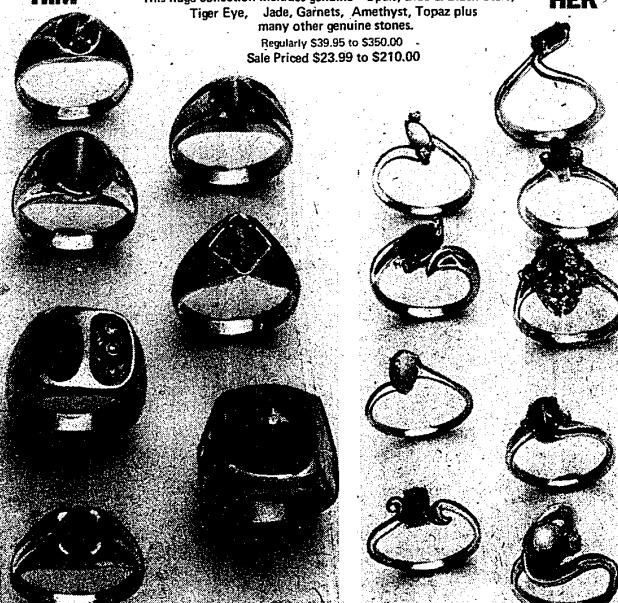
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