

After further training a graduate of one of the medical faculties may specialize in one of the following branches: in internal diseases; surgery; neurology and psychiatry; gynaecology; paediatrics; diseases of the ear, nose and throat; diseases of the eye; dermatology; neuropathology; urinary diseases; orthopaedics; biological chemistry; pharmaceuticals; microbiology; physio-therapeutics; anatomical pathology; radiology and radiotherapeutics; hygiene and medical jurisprudence. After acquiring both practical and theoretical knowledge and after passing a recognized examination he may become a specialist.

Besides this article the journal contains others in English, French and German. *Acta Medica Turcica* is owned and controlled by the Ankara University Medical Faculty and is edited by a Board appointed by the Council of the Faculty. It is devoted to the publication of original observations and investigations in various fields of medicine, and is published four times a year.

## UNIVERSITIES OF GREAT BRITAIN FINANCIAL AND POPULATION STATISTICS FOR 1949-50

THE publication entitled "Returns from Universities and University Colleges in receipt of Treasury Grant for the Academic Year 1949-50"\*, issued by the University Grants Committee, is arranged in general on the same lines as in previous years, but a smaller format has been adopted. A new table gives for each university and university college comparative figures of income and expenditure in the year 1949-50 and the previous year. The chief features of the returns are the record number of students (85,421, compared with 83,690 in 1948-49), the continuing high proportion of assisted students (62,199 or 72.8 per cent, as against 61,655 or 73.7 per cent in 1948-49 and 55,539 or 70.7 per cent in 1947-48) and the increased dependence on Parliamentary grants, which represent 63.9 per cent of the recurrent income as against 59.2 per cent in 1948-49 and 57.8 per cent in 1947-48. There was again a welcome increase in the ratio of staff to students, the full-time teaching staff increasing by 540 to 7,930. The increase in staff was made up chiefly of 35 professors, 26 readers, assistant professors or independent lecturers, 126 senior lecturers and 329 lecturers.

Of the full-time students, 68,605 were reading for a first degree, 9,459 for a diploma, and 7,357, together with 4,080 of the 17,660 part-time students, were engaged in research or other advanced work; 63,157 full-time students were in England, 5,284 in Wales and 16,980 in Scotland; of these, 15,309 were at Oxford and Cambridge, 17,499 at London and 30,349 at other English universities and university colleges. Increases in numbers at the individual universities were not in general large, and there were small decreases at King's College, Newcastle upon Tyne, the Universities of Liverpool and Nottingham, Manchester College of Technology, University College of North Wales, Bangor, and the Universities of Aberdeen and Edinburgh. The proportion of full-time

students residing in colleges and halls of residence was 22.8 per cent, as against 25.1 per cent in 1938-39, in spite of the substantial amount of new residential accommodation brought into use since the War, although the number in residence is greater (19,458 as against 12,555); 39.3 per cent were in lodgings and 37.9 per cent at home, the corresponding figures for 1938-39 being 33.2 and 41.7 per cent, respectively. There was a slight increase in overseas students compared with 1948-49: 3,387 full-time and 1,580 part-time students came from within the British Commonwealth, while a further 2,677 full-time and 1,316 part-time students came from foreign countries; these figures compare with 2,857 full-time and 658 part-time Commonwealth students and 2,356 full-time and 999 part-time foreign students in the last year before the War. Of the 24,331 students admitted for the first time in 1949-50 (a decrease of 495 on 1948-49), 21,574 were reading for a first degree and 2,757 for a diploma, and of those reading for a first degree 13,519 were nineteen years of age or more.

The distribution of students differed little from that in 1948-49, 43.6 per cent being in arts, 19.8 per cent in pure science, 16.6 per cent in medicine, 12.8 per cent in technology, 3.2 per cent each in agriculture and in dentistry and 0.8 per cent in veterinary science. Of the full-time advanced students, 37.7 per cent were in arts, 36.3 per cent in pure science and 12.9 per cent in technology. Only in agriculture was there a decrease in numbers (146) during the year, the increases in the remaining groups being arts 96, pure science 818, medicine 429, dentistry 177, technology 49, and veterinary science 308; 286 of these last were due to the incorporation of Glasgow Veterinary College into the University of Glasgow. Of the full-time students, 50,039 out of 66,068 men and 12,160 of 19,353 women, or 72.8 per cent of the total, were receiving assistance in the way of scholarships, exhibitions or other awards from public or private funds. The percentage for England as a whole was 76.2, for Wales 83.7 and for Scotland 56.7, compared with 76, 81.8 and 62.9 per cent, respectively, in 1948-49. For the provincial universities the figure (79.5) was intermediate between those for Oxford (82.2) and Cambridge (78.6), but higher than that in the University of London (66.9). Of the part-time advanced students, 45.1 per cent were in medicine and dentistry, 32.3 per cent in arts, 10.8 per cent in pure science and 10.8 per cent in technology.

The recurrent income of the universities and university colleges in the year under review amounted to £22,009,735, an increase of £3,853,157 on the previous year, parliamentary grants totalling £14,056,436 and representing 63.9 per cent of the total as against 59.2 per cent in 1948-49. Income from fees increased to £3,898,809, from endowments to £1,253,784 and from grants from local authorities to £1,008,128, but were only 17.7 per cent, 5.7 per cent and 4.6 per cent, respectively, of the total as compared with 20.6 per cent, 6.7 per cent and 5.0 per cent in the previous year; for England these percentages were 17.5, 5.8 and 4.8, respectively, for Wales 16.7, 2.1 and 6.9, and for Scotland 18.9, 6.3 and 3.0. The total income for English universities was £17,604,807, of which £6,348,424 was for the University of London, £2,003,845 for Cambridge, £1,566,547 for Oxford, £1,057,990 for Manchester, £940,779 for Durham and £914,963 for Birmingham. The total income for the University of Wales was £1,064,105 and for Scotland £3,340,823.

\* University Grants Committee. Returns from Universities and University Colleges in receipt of Treasury Grant for the Academic Year 1949-1950. (Cmd. 8307.) Pp. 38. (London: H.M. Stationery Office, 1951.) 1s. 6d. net.

Of the total expenditure of £21,799,958, an increase of £3,777,864 on the previous year, administration accounted for 8·8 per cent, departmental maintenance 68·2, maintenance of premises 10·8, and miscellaneous expenditure 10 per cent. Capital expenditure met from reserves totalled £472,327, and allocation to reserve £270,993. Departmental maintenance included salaries of teaching and research staffs and payments for superannuation, the running costs of laboratories, lecture rooms, libraries and museums, and the supply of materials, apparatus, books, specimens, etc. Salaries and superannuation amounted to £10,546,346, and departmental and laboratory maintenance £3,272,900, as compared with £8,185,763 and £2,854,845 in 1948-49. Library expenditure, which amounted to £788,402, an increase of £155,147 on the previous year, is analysed in a separate table which shows that of this total £416,604 was for salaries and wages, £182,595 on account of books and £95,867 on periodicals. These figures all show increases on those for the previous year; while the percentage of university expenditure on libraries was still only 3·7 as against 3·4 in 1948-49, eleven universities, Oxford (£25,688), Cambridge (£13,969), Manchester (£8,499), Birmingham (£7,922), Liverpool (£6,022), Glasgow (£10,924), Edinburgh (£9,671), Aberdeen (£6,320), London (£5,806), Reading (£5,068) and Leeds (£5,778), as well as the London School of Economics (£5,515) and the School of Oriental and African Studies (£5,024), spent more than £5,000 on the purchase of books. Of these, Cambridge (£9,601), Glasgow (£7,421) and Oxford (£6,683) also spent more than £5,000 on periodicals.

## PERSONNEL MANAGEMENT

**I**N a recent broadsheet published by the Institute of Personnel Management, G. R. Moxon examines the functions of a personnel department in an industrial undertaking.

The personnel department is a division within the management structure wherein men and women are employed to help to evolve and carry out the various policies of a company in matters affecting its employees. Following current industrial practice, the work of a personnel department is described under six headings: employment, wages, joint consultation, health and safety, employee services and welfare, and education and training.

There is, however, no model or standard personnel department because industry itself is so infinitely varied. British industry is largely made up of companies employing less than a hundred persons. No specialized department is necessary for so small a unit and, in all probability, one personnel officer, responsible to the head of the business, may adequately cover the normal personnel duties arising from the employment of anything from 250 to 500 employees. From 500 to 1,000 employees, personnel problems assume greater proportions and make desirable the employment of a personnel officer. The large industrial unit, and the combine in particular, employing more than a thousand persons, has a wide variety of personnel problems which call for degrees of specialization among members of its personnel department. In those companies, whether medium-sized or large-scale, where personnel management is an accepted practice, there is general recognition that the functions of the personnel department can be grouped into the six divisions already mentioned.

Personnel policies in industrial organizations are the concern of directors or principals. It then becomes the responsibility of management to see that policies are translated into good management practices so that the spirit and intention of policy are faithfully carried out. The personnel department, where it exists in an organization, is a specialist department used for helping the directors in their policy-making and assisting management in carrying out what has been agreed.

Personnel management in Great Britain has evolved from a 'welfare' origin. In its earliest days it may have meant little more than the good intentions of an owner who put what he felt into practice by occasional acts of benevolence or generosity. Welfare officers were first employed in a few of these 'enlightened' companies until the problems of the First World War brought about a considerable increase of similar appointments. A majority of these war-time appointments were terminated with the return of peace-time competition.

It was not until the middle thirties, following upon the serious employment and social problems which followed in the wake of periods of slump and depression, that the establishment of an employment and welfare department began to interest an increasing number of managements. Progress was relatively slow since, for economic and other reasons, the majority of employers were reluctant to regard the labour problems of management as worthy of special study and attention. Personnel management grew principally in the new industries where employers were keen to attract and maintain a stable and efficient working force, as well as in the old-established companies where employers brought a human outlook to bear on matters affecting their employees.

As a result, personnel management had won a firm place in the management organization of a number of industries before the Second World War and, during the War, as the human problems of management again assumed immense proportions, the number of personnel departments increased more than four-fold. Since the War this growth has been maintained.

The problems which confront personnel managers to-day are the improvement of factory relations to the point where national aims and the common interest of management and men may be realized, provision of the right climate of incentive for harder and better work, and making the best use of individual, or group, ability. The techniques employed by personnel managers in tackling these problems are elaborated by Mr. Moxon. Yet though these techniques are the methods by which industry seeks to promote more fairness and justice in factory life and to secure more efficient production, the will to do these things, the good intentions or principles, are as fundamental and as important as they were to the early pioneers. What makes the task more formidable is the knowledge that better management practice of to-day requires a full understanding and a greater measure of support from workpeople and their union representatives, the majority of whom have long memories and are not yet convinced that job security ultimately depends on taking every opportunity to increase production, improve quality and reduce costs.

Other topics considered by Mr. Moxon in this thoughtful and carefully ordered broadsheet are the relation of the personnel to other factory departments and the way in which a personnel department might be organized.