

Jan -> 1940

Memo on I B M

Thomas J. Watson

Talk with Thomas J. Watson

Building at 49th and Fifth Avenue - 17th Floor -

finely furnished offices. Surprised at his appearance - thought he was a little rougher looking - elderly, white hair, handsome. Easy in manner. He does not remember me <sup>at</sup> National Cash Register but I mention my going out. He says Patterson was a great man, that the objection to him was that people didn't like his ideas of work. He believes in work and he ~~mentioned several~~ <sup>returns several</sup> times in our talk to the value of work - essential. ~~He was head of a plant~~ <sup>He was head of a plant</sup> of some sort in Rochester, was there in early days, belonged to the best group of thoughtful and other idealistic industrialists in that town. The main plant, the one to which he seems to be most attached, is near Binghamton. He reviews the situation briefly, forty hour a week. The lowest minimum wage \$18.00 for men, \$14.00 for women. The Corporation insures every man per year - \$1,000 a year. At the end of ten years there is an insurance of \$10,000 for every one who remains that long at the plant. Tells of the effect on the young man of this assurance that there is something laid aside for wife and baby in case of death. This is not governed at all by the Federal and State scheme where there is <sup>included</sup> ~~no~~ company insurance. There is no tax on employees, *from*

Returns to the subject of the girl. Suggests that I see two particular people - Delva Pritchard. Her telephone Plaza 3-1900. Head of statistical department. Evidently thinks she is doing important work, <sup>says "she gets</sup> ~~things for~~ things for me that I didn't know existed!! Also that I see head of their

School for training operators for the machines. She is a graduate of Smiths. He is quite proud of so many college girls.

Miss Mary Bunce, 400 E. 57th St. Fine looking girl.

Miss Pritchard is a very sensible person who has had good training in the Bureau of Commerce in Washington. Says she met me there - I don't remember her. There was no statistical department when she came in, evidently has developed it. Talked about what women do in business. She says those who go ahead are those who make their position. She means give it a creative quality, I take it, develop it, see the possibilities and opportunities in it which I take it she does.

Miss Bunce is quite charming and you can see she is fascinated with her job. Instructs girls in the use of the machines teaches them to demonstrate the use to others. Her job seems to be something like this -

Given the machine it is up to the sales department to promote the use of them. It must be something of a job because as I understand it they replace all the established machines and processes in a business. A salesman interests a possible customer and it may be in any kind of a business, as I understand it - big or little. That being done young women, assistants to salesmen, from head the/office are sent to make a survey of the needs of the plant, lay out a plan. If this is done and installation is made some one from the head office that Miss Bunce has trained, goes in to take charge or to train somebody already on the staff. I don't know how difficult this transition is, how many are thrown out by the change. There must be some.

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We talk some of the difficulty of transition  
 Even in the office there need be nobody displaced. A thing to  
 look into. She feels sure women are getting a fine chance in  
 the I M B, but agrees that there are jobs that women can't hold.  
 They do not think they are fit for the larger sales work on the  
 road, I take it. But as ~~managers~~ teachers and directors of  
 officers they have made a good showing.

Mr. Watson speaks of a woman in their office in  
 St. Louis, which I take it is a very large one, who he believes  
 could run the office as well as the man at the head. She has been  
 several years ~~there~~ <sup>with them</sup> and he says he has had no hesitancy in leaving  
 the office in charge of her. This I take it is the headquarters  
 of the salesmen of this particular ~~system~~ district.

Thinks the sales system is largely <sup>office</sup> the cash  
<sup>plan</sup> register - the educational work seems to be similar.

Miss Pritchard is to send me the sheets they use  
 tracing the progress of the ~~country~~ company and its leading ~~part~~ <sup>creation</sup>

The chief practical subject which might do for Miss  
 Lane from this talk is Miss Pritchard and the way she has created  
 a job for herself - might be called "making a job for herself."  
 She has become as a resource of information a valuable asset for  
 Thomas Watson. I plan to go back and see the schools and talk  
 to Miss Pritchard after she sends me the data for which I asked.

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