

1920

The Selection of Talent for Stenography and Typing

Benjamin W. Robinson

Copyright ©1920 Iowa Academy of Science, Inc.

Follow this and additional works at: <https://scholarworks.uni.edu/pias>

Recommended Citation

Robinson, Benjamin W. (1920) "The Selection of Talent for Stenography and Typing," *Proceedings of the Iowa Academy of Science*, 27(1), 236-237.

Available at: <https://scholarworks.uni.edu/pias/vol27/iss1/47>

This Research is brought to you for free and open access by the Iowa Academy of Science at UNI ScholarWorks. It has been accepted for inclusion in Proceedings of the Iowa Academy of Science by an authorized editor of UNI ScholarWorks. For more information, please contact scholarworks@uni.edu.

The phases which have been especially studied are:

1. Strength
2. Steadiness of motor coördination
3. Speed and accuracy of voluntary movement
4. Rapidity of movement
5. Quickness of response

The results of such an investigation will help to determine:

1. The movements children can best make
2. The relative ability of children and adults
3. The development of motor control with age
4. The variation of motor control due to sex
5. The variation of motor control in individuals
6. The correlation of motor and mental ability

THE SELECTION OF TALENT FOR STENOGRAPHY AND TYPING

BENJAMIN W. ROBINSON

H. C. Link states that "The application of psychological tests in those fields where their value has been verified, is the only method short of the laborious and costly method of trial and error, which makes it possible to discover the exact ability, both innate and acquired, of an individual. Unless these facts are known, it becomes impossible to assign the individual to the work for which he is best fitted or to give him the training which he deserves. Once the potential and actual ability of an individual has been discovered the vocational selection or training of that individual can be decided with a measurable degree of intelligence."

In our study of measurement of natural capacity and aptitude for stenography and typewriting, the first problem was that of verifying the value of the tests to be used. The mental and motor capacities necessary for a good stenographer and typist were analyzed and two mental and motor tests were selected to be tested as measures of these capacities.

Advanced shorthand and typing students were tested by means of these four tests to determine whether or not the same individual differences were brought out by the tests as those which showed up in the actual work in shorthand and typing. The results in the tests were correlated with the instructor's ranking of the individuals in shorthand and typing as well as with the results of a speed test in typing, and a positive correlation was found to exist.

The problem now remains to find out which of the tests best serves the purpose and to substitute other tests for those which do not serve so well. This done, the aim will then be to standardize the test for use in the eighth grade to assist the vocational guidance of those pupils who expect to elect the commercial course in high school.

A MEASURE OF CAPACITY FOR ACQUIRING SKILL IN COÖRDINATION OF EYE AND HAND

WILHELMINE KOERTH

Because success in many industries and activities depends to a large extent on ability to acquire skill in coördination of eye and hand, a measure of this capacity would prove very serviceable in both vocational guidance and selection. We are now trying to determine whether an apparatus providing a moving target of known size, following a constant predictable path at a uniform rate of speed will give an index of such capacity. This index is to be found by measuring the observer's ability to hold a ringed, metallic pointer on the moving target.

The apparatus consists of a circular target, 1.9 cm. in diameter, mounted flush with the surface of a wooden disc large enough to permit the target to describe a circle 16 cm. in diameter as it revolves. The target is electrically connected with a commutator on the edge of the disc, which records on a Veeder counter the time the observer is able to hold the pointer on the revolving target. The disc is revolved on an ordinary phonograph at the rate of one revolution per second, thereby providing a constant, uniform rate of speed and recording the time in tenths of a second.

After measuring 140 men and women, principally from the sophomore class, the following things were noted: that observers fall into four groups; i.e., those who start low and end low, those who start low and end high, those who start high and end higher, and those who start high and end practically on the same level, that the curve of distribution tends to be normal with the mode at forty and the extremes at five and eighty. The averages of twenty trials for each person were used to establish this curve. The curve for each observer is a typical learning curve, and with continued practice the typical plateaus of organization are well marked. In a ten day practice period the curve