

World-Telegram  
Dec 12 1953

## Lincoln Electric Soon To Pay Another Bonus

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The fame of the Lincoln Electric Co. of Cleveland and the wages it pays has spread the world over. Before long it will again be in the news.

In a couple of weeks the wires will carry the word that Lincoln has paid another of its spectacular annual bonuses. Nobody but James F. Lincoln, president, knows what any employee will receive, but last year the total bonus payment was about \$4,000,000 and the average worker got more than \$7000 for the year, in wages and bonus combined.

The statement has sometimes been made, and never challenged so far as I know, that Lincoln is the factory which pays its employees the largest amount per capita in this or any other country. A year ago it had a few over 1000 on the payroll. (There's always a waiting list of applicants.)

The Lincoln philosophy has been wrapped up in a book, James F.'s "Incentive Management," published recently.

The publisher is Lincoln Electric, itself a publisher of books on arc welding as well as a maker of electric welders and welding rods.

In somewhat rambling fashion, the author pulls together what he's been saying for 20 years on industrial management. If his ideas

Employees are made aware that

the customers deserve part of the could be boiled into one sentence, it would run like this: Convince the worker that his interests lie in making not only his own sincerest efforts but in helping every other employee do the same thing.

This is the team spirit of which Lincoln makes so much. He was a football player while studying electrical engineering at Ohio State University. What he learned on the varsity appears to have been worth more than anything else he brought away from Ohio State.

The team spirit is built up at the plant in many ways. It starts with the recognition, at the top and all through, of the value of every worker. It includes the conviction that the managers know their jobs thoroughly.

benefit of high production in the shape of lower prices, and that this in turn widens the market, brings in more business, makes possible higher wages and further cuts in prices.

Much of the Lincoln method can be used in other shops, indeed has been—piecework and time study, for example, and profit sharing in a few. But most other large concerns have been built up in part by outside money from time to time, and they have outside stockholders who expect dividends. Lincoln is less troubled this