

ADJUSTMENT PROBLEMS OF TRADES APPRENTICES
AS INDICATED BY THE MOONEY PROBLEM CHECK LIST

by

ROBERT EDWARD ZERTANNA

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APPROVED:

Redacted for Privacy

Head of Department of Education

In Charge of Major

Redacted for Privacy

Chairman of School Graduate Committee

Redacted for Privacy

Dean of Graduate School

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CHAPTER I

INTRODUCTION

"Each person lives in at least two worlds, if not more. One is the world of himself in which he meets personal problems and adjusts to situations that arise in his own presence with immediate urgency. The other is the world of the society which is about and around him and which affects him at every turn. Two roads are open for improving relations within these worlds; a direct one leading to modification of the person's own behavior, and an indirect one which leads to changes in the atmosphere and relations within society. Two philosophies of living compete for his attention and effort: one that of improvement from within, and the other that of improvement from without." (1, p. 667)

Today, the majority of the population of the large cities are dependent upon some type of employment for their support. In the competitive field in which the dependent worker seeks to gain a living, he is continually faced with problems which in some way, large or small, determine his way of living. He must

select a vocation early in life, and usually this selection is made with little or no background of occupational information. Many workers spend their entire lifetime on jobs with which they are dissatisfied only because their realization came after they had accumulated a few years seniority, and to go elsewhere would sacrifice this questionable security. Even in a satisfactory vocational situation the adult is continually faced with a maze of problems. Health, personal improvement, family relations, and social interests are but a few of them. The manner in which the adult deals with these problems determines his degree of success in his vocational and personal life. In coping with his problems, the adult seldom seeks aid or advice, as one of the indications of maturity seems to be the working out of one's problems by one's self. Also, there are very few guidance and counseling facilities generally available to the public.

In the schools there is considerable activity in the field of guidance and counseling of youths, but little is being proposed for the large group of people represented by the adult population. The fact that an individual has attained the physical and chronological status of an adult does not insure his ability to face the problems of life from a mature point of view.

The increase in the number of divorces and separation cases alone attests to the existence of a goodly number of problems which the individuals have been unable to resolve. Calhoun states,

"The mistaken notion of adults not needing guidance has been the real reason for many discharges. The idea of letting people drift, 'letting them get away with it' so long, and neglecting both them and their work has caused a large number of discharges."
(2, p. 335)

The purpose of this study is to determine the problems of trades apprentices and to use the findings for determining the needs for guidance and counseling facilities, for suggesting additional educational needs in the program, and for recommending improvements in the screening of individuals prior to their entering into an apprenticeship agreement.

Scope

The Ross L. Mooney Check List, Adult Form, was administered by the writer to apprentices employed in the Portland area. Two hundred men at different age levels, representing eleven crafts participated in the survey. The intent was to determine the specific problems as well as those problem areas which are most common to apprentices. Participation in this study was on a voluntary basis. The nature of the check list was

discussed prior to its administration, and apprentices were requested not to participate if they were not willing to engage in the study on a sincere basis. Each person was requested to sign his name if he believed it would not alter the nature of his replies to the check list. However, it was strongly emphasized that there was no objection to the individual remaining anonymous. All participants were asked to indicate their age, occupation, and family status.

The adult form of the Mooney Problem Check List consists of two parts. The first and major part is a list of two hundred and eighty-eight problems representing nine problem areas. These problem areas and their symbols are shown below.

- (H) Health
- (ES) Economic Status
- (SI) Social Interests
- (P) Personal
- (HF) Home and Family Life
- (C) Courtship
- (S) Sex Life
- (R) Religious Life
- (O) Occupational Status

The apprentices were instructed to read slowly through the list of problems and to underline each

problem that was troubling them. After having gone through the entire list, they were to go back over the problems they had underlined and circle the numbers in front of those problems which were of most concern to them. The second part of the check list contains two questions asking for further elaboration of the individual's problems.

The check list contains an extremely broad list of adult problems and offers an opportunity for an individual to take complete stock of his problems through a sincere marking of the check list. In a counseling situation with adults, the check list would be an invaluable tool in the hands of a trained counselor and would save considerable time that might be consumed during preliminary interviews.

The individuals who participated in this study were indentured apprentices and are registered with the Oregon Apprenticeship Council in accordance with Oregon's Law and Plan of Apprenticeship. These apprentices are employed full time in their respective trade and attend related instruction classes for their trade at the Portland Apprentice School as a part of their apprenticeship agreement.

Due to the recency of the development of the

Mooney Problem Check List, Adult Form, there are no available published studies of the form comparable to this study.

CHAPTER II

ANALYSIS OF THE STUDY

The results of the apprentices' marking of the check list have been compiled on the basis of each craft represented. Each table is subdivided to show the responses in each problem area according to the family status of the individual. The three classifications used in indicating family status were: 1. Single, 2. Married and no children, and 3. Married and have children. Further analysis of replies is made on the basis of the individual problems marked most frequently.

In accordance with the instructions in tabulating the results of the Mooney Problem Check List, Adult Form, the items marked are summarized on the basis of the following classifications:

- (H) Health
- (ES) Economic Status
- (SI) Social Interests
- (P) Personal
- (HF) Home and Family Life
- (C) Courtship
- (S) Sex Life
- (R) Religious Life
- (O) Occupational Status

The symbols shown opposite the problem area titles were used in the following tables to indicate the respective "Problem Areas". The following symbols were used to indicate the family status of the apprentices.

(X) Single

(M) Married but no children

(MC) Married and have one child or more

The "Number of Problems Checked" indicates the total items marked in each problem area. The "Rank" is determined on the basis of the total items marked in each area. The number one indicates the largest numerical problem area with the remaining areas progressively numbered on the basis in which they diminish in numerical importance.

As indicated by Table I, the following problem areas were considered most important by the Apprentice Sheetmetal Workers:

<u>Rank</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
1	P	P	P
2	SI	ES	ES
3	H	SI	SI
4	HF	H	H

The general agreement in the importance of the Personal area seems to indicate a need for greater personal development through social activity and group participation. Also, the financial responsibilities of marriage are clearly emphasized by the married men's rating of

TABLE I

Total Problems Underlined And Their Rank
For Thirty-eight Apprentice Sheetmetal Workers

Problem Area	(X) No. of Prob. Underlined	Rank	(M) No. of Prob. Underlined	Rank	(MC) No. of Prob. Underlined	Rank	Total Prob. Underlined	Rank
H	44	3	47	4	56	4	147	4
ES	38	5	54	2	95	2	187	3
SI	89	2	53	3	84	3	226	2
P	107	1	63	1	136	1	306	1
HF	40	4	25	5	31	5	96	5
C	22	6	1	9	6	9	29	9
R	22	6	9	8	23	6	54	6
S	15	7	17	6	14	8	46	8
O	12	8	16	7	20	7	48	7

Economic Status as being of second importance while the single men rated this area fifth in importance. The writer was surprised that Economic Status was not shown greater concern, as these men have recently participated in an eleven-week strike, during which most of these men were partially or totally unemployed. This certainly serves to stress the importance of problems concerning personal development.

Following are a few summaries of information gained from individual check lists:

George is eighteen years old, is single, and did not finish high school. He marked "Lack Of Self-confidence", "Being timid or shy", "Awkward in meeting people", "Having too few dates", and "Feeling I am a Failure." Then he writes:

"I am afraid to speak to the opposite sex unless I know them fairly well and just don't feel at home with other peoples friends that I have just met."

In reply to the query, "What are you doing about your problems", he replies, "Nothing; I have tried but to no avail. I would like help."

George undoubtedly missed out on the guidance program in his high school if one existed. He lost interest in school work and the accompanying life that surrounds it. As a result he left school and found a job. It is unfortunate that he did not complete school

as he now realizes that additional educational training would have better suited him for the trade in which he is employed.

Jim, a twenty-five year old unmarried apprentice, has marked "Having to wait too long to get married", "Being financially unable to get married", "Deciding whether to get married", "Too deeply involved in a love affair", and "Fear of having a child". In summarizing his problems he states:

"Not having enough money. Wanting to get married but neither of us want any children. Too much taxes and too high a cost of living, and having to buy things on time."

In reply to the question, "What are you doing about your problems?", he states:

"The best I can -- until prices and wages change. Using protection methods."

The writer believes that Jim's problems are much greater than he realizes. He has engaged in promiscuous sexual relations with the girl he is thinking about marrying. He uses the lack of money and not wanting children as the main reasons for not getting married. Yet, his current wages average over sixty-five dollars a week at this time and within two years will average over ninety dollars a week. His concern about not wanting children after he marries is interesting, and in view of his present sexual activity, he probably does

not want to get married. Without considerably more material it would be difficult to make an accurate analysis of Jim's problems, but the information on hand seems to indicate an inability to assume an adult role and the accompanying responsibilities.

Bill, who is married and the father of two children, checked forty problems, and in summarizing his problems seems to have expressed the opinion of many veterans who were separated from their families to serve in the armed forces.

"The feeling of futility of time lost in the armed service which could have been spent to much better use for personal betterment. Impatience over inability to finance more of a self-made home on a pay-as-you-go plan -- and the worry that I may be recalled to service -- which would seriously hinder my home ownership."

Bill has been a problem to his local trade apprenticeship committee ever since he has been employed as an apprentice. His attitude has been one of belligerence as regards his training program. He typifies many veterans who have built up a deep resentment for the time they served in the armed forces.

Anonymous made one of the most concise summaries of personal problems. He underlined "Change of life (menopause)" and summarized his problems with the statement, "Mother-in-law troubles."

Table II lists the problems most frequently

underlined by the Apprentice Sheetmetal Workers. In general, the more frequently marked problems represent those problems most often faced in life. The manner in which the individual copes with these problems largely determines his success in life.

"Many individuals never reach a level of emotional development which makes it possible for them to meet the demands of their social environment. They are stranded at some level of childhood, at which their interests are childish, their emotional reactions to others are very simple and naive, and never having acquired the ability to experience complex and subtle emotions in themselves, they are incapable of perceiving and dealing with (adjusting themselves to) the complex emotional reactions of others."
(3, p. 72, 73)

The problems most frequently underlined in the Social Interests area were "Wanting to improve my mind", "Forgetting the things I learned in school", and "Wishing I had a better educational background." As will be seen in similar tables representing the other trades included in this study, these three problems seem to be causing the most worry in the Social Interest area. This appears to show a need for additional educational needs in the apprentice classes. And, emphasizes the need for development of broader adult education programs.

The Religious Life area, while not rated as an area of great concern, indicates lack of moral adjustment on the part of a few apprentices.

The single apprentices have shown considerably more worry over their parents in the Home and Family Life area than have the married apprentices. They frequently underlined "Having clashes with my parents" which may be indicative of attempts at breaking family ties, however, the other problems indicate lack of desire to complete this break.

In the Sex Life and Courtship areas the single men have frequently underlined "Thinking too much about the opposite sex" and "Being financially unable to get married." This is a rather common problem in the light of the rising cost of living, however its importance should not be overlooked as it represents a serious frustration problem being forced upon the youth of today.

The frequent marking of "Feeling tired much of the time" suggests the possibility of these individuals being physically unqualified for this trade.

The rank of the problem areas as indicated by the Apprentice Auto Mechanics is shown in Table III. The areas causing the most worry are shown below:

<u>Rank</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
1	P	P	SI
2	SI	SI	P
3	ES	H	ES
4	HF	ES	HF

TABLE II

Problems Most Frequently Underlined

By Thirty-eight Apprentice Sheetmetal Workers

Problem Area	Percentage of		
	(X)	(M)	(MC)
<u>Health</u>			
Feeling tired much of the time	25	17	43
Stomach trouble (indigestion, ulcers, etc.)	-	17	21
Poor complexion or skin trouble	25	17	-
Poor posture	8	42	-
Feet hurt or tire easily	25	25	21
Frequent nose or sinus trouble	33	42	14
Having considerable trouble with my teeth	25	25	14
Occasionally feeling faint or dizzy	25	25	-
Trouble with my scalp	33	33	-
<u>Economic Status</u>			
Living in an undesirable location	-	25	13
Getting into debt	33	25	43
Fearing future unemployment	8	33	36
Can't seem to make ends meet	17	25	14
Having too many financial problems	25	25	50
Too little money for recreation	25	17	29
Not budgeting my money	33	33	36
Not having a systematic savings plan	33	33	29
Buying too much on the installment plan	-	25	36
Being too extravagant and wasteful	25	8	7
Having to spend all my savings	-	8	36
<u>Social Interests</u>			
Wanting to improve myself culturally	25	17	36
Wanting to learn how to dance	33	8	14
Not knowing how to entertain	33	8	-
Not being as efficient as I would like	33	17	43
Not using my leisure time well	17	25	21
Trouble keeping up a conversation	25	8	29
Not mixing well with the opposite sex	25	8	7
Wanting to improve my mind	50	25	36
Wanting to improve my appearance	42	8	7
Forgetting the things I learned in school	42	58	36

Problem Area	Percentage of		
	(X)	(M)	(MC)
Wishing I had a better educational background	33	42	36
Not having enough time for recreation	17	25	36
Needing a vacation	33	33	29

Personal

Lacking self-confidence	25	-	29
Being timid or shy	33	8	-
Taking things too seriously	33	25	36
Awkward in meeting people	33	-	21
Avoiding someone I don't like	17	17	36
Finding it hard to talk before a group	58	25	43
Worrying how I impress people	25	17	7
Being stubborn or obstinate	25	-	29
Getting into arguments or fights	25	17	14
Confused as to what I really want	33	17	7
Having a bad temper	33	8	29
Feelings too easily hurt	33	8	14
Unable to express myself well in words	42	25	29
Having difficulty in making decisions	17	33	29
Wanting to be more popular	42	-	-

Home and Family Life

Drinking by a member of my family	25	8	29
Wanting love and affection	25	-	-
Mother or father not living	33	-	14
Parents separated or divorced	42	-	14
Having clashes of opinion with my parents	25	-	7
Wanting to have a child	-	42	-

Courtship

Having too few dates	33	8	7
Being financially unable to get married	25	-	-
Deciding whether to become engaged	25	-	-

Religious Life

Needing a philosophy of life	8	17	-
Confused in my religious beliefs	8	17	14
Losing my earlier religious faith	17	-	7

Problem Area	Percentage of		
	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Failing to see the relation of religion to life	17	8	-
Finding church services of no interest to me	25	8	7
Not getting satisfactory answers from religion	-	-	14
Not going to church often enough	8	8	36
Wanting to feel close to God	-	-	7
Wondering if there is life after death	8	8	14

Sex Life

Thinking too much about the opposite sex	25	8	-
Too easily aroused sexually	8	17	7
Lacking sex appeal	-	8	-
Worried about the effects of masturbation	8	17	-
Sexual desires differ from husband's or wife's	-	17	-

Occupational Status

Unable to enter my chosen vocation	-	17	7
Doubting the wisdom of my vocational choice	-	17	14
Working too hard	8	8	14
Finding my work too routine or monotonous	25	8	7
Wanting more freedom in my work	17	-	-
Not liking some of the people I work with	-	8	14
Dissatisfied with my present job	-	17	-

Here again is shown the need or importance of personal and social development.

A few summaries of the information gained from individual check lists are shown below:

Jack stated his problem by saying:

"My main problem is lack of education and trying in my own meager way to improve my mind. Through solving the problem I feel that I can also solve a few other minor problems that I have. Such as lack of self-confidence. I have done very little toward helping myself. I have been reading books and doing some home study but it is not sufficient to give me the knowledge and educational background I desire. I would appreciate any help or suggestion you could give me."

Some of the problems Jack underlined were: "Wanting to improve my mind," "Wishing I had a better educational background," "Unable to express myself well in words," and "Wanting to improve myself culturally."

Although Jack has recognized his problems, his main need is to have a competent person outline a study plan for him to follow. Also, Jack should investigate the evening courses offered to adults in the Portland area.

Gene underlined forty-four problems. He is twenty-seven years old, married and the father of two children. Some of his main problems are: "Confused as to what I really want," "Would rather be doing other kind of work," "Dissatisfied with my present job,"

TABLE III

Total Problems Underlined And Their Rank
For Twenty-three Apprentice Auto Mechanics

Problem Area	(X) No. of Prob. Underlined	Rank	(M) No. of Prob. Underlined	Rank	(MC) No. of Prob. Underlined	Rank	Total Prob. Underlined	Rank
H	23	5	16	3	38	5	77	4
ES	31	3	14	4	71	3	116	3
SI	51	2	35	2	130	1	216	2
P	69	1	46	1	112	2	227	1
HF	25	4	8	6	39	4	72	5
C	16	6	1	8	4	9	21	8
R	4	9	3	7	20	7	27	7
S	7	8	0	-	10	8	17	9
O	11	7	9	5	24	6	44	6

"Having a bad temper," "Daydreaming," and "Feeling tired much of the time."

In his summary he says:

"My chief problem is that I am not too satisfied with the work that I am doing, and not really being able to decide what I would like to do. I would like to feel that I am a part of something progressive to make the work seem worth while, and also have a better living for my family. Something other than just 8 hrs. a day and the feeling of nothing important accomplished. If I could decide upon a change, then there is the problem of starting over again, perhaps at low income again, etc., which would again cause my family hardships. I don't want to feel that I am going to be limited to one income, and also I am not certain of what I would like to do, except that I want to feel that my life will be fully lived, and be a part of something or a business of my own. I feel now since I have the responsibility of a family, I can't make a change. I chose mechanics because I needed a job."

There is not much doubt that Gene is a little confused. From the tone of his summary and problems checked he believes he is vocationally miscast, but he also seems to be denying reality. Gene fails to realize that his objections to his present occupation exist in practically all fields of endeavor. The living of a full and worth while life is more dependent upon the individual's ways of living rather than his vocational pursuit.

David, twenty-two years old, married and the father of one child, has marked: "Worried about a

member of my family," "Irritated by habits of a member of my family," "Having too many decisions made for me," "Sexual desires differ from husband's or wife's," "Wanting to improve my mind," and "Being envious or jealous."

The following is his summary of his problems:

"I would like to improve myself culturally and have worth while hobbies that would make me a more efficient and successful mechanic and citizen. I worry about members of my family that are not Christians and do a terrible amount of drinking. I get very jealous if my wife flirts with anyone but don't see why she gets jealous if I flirt with other girls."

The tone of this summary coupled with the problems underlined tend to suggest an immature outlook on life.

Table IV indicates that the Auto Mechanics are in rather general agreement on problems in the Social Interests and Personal areas.

In the Social Interest area the married men's most prominent problems in the order of their importance are:

"Wishing I had a better educational background"
"Wanting to improve my mind"
"Wanting to develop a hobby"

These problems seem to correlate closely with increasing responsibility and the desire to increase one's standard of living. In this same area the single men underlined most frequently:

TABLE IV

Problems Most Frequently Underlined
By Twenty-three Apprentice Auto Mechanics

Problem Area	Percentage of		
	(X)	(M)	(MC)
<u>Health</u>			
Feeling tired much of the time	33	50	31
Catching a good many colds	33	-	31
Feet hurt or tire easily	33	50	46
Frequent nose or sinus trouble	33	50	23
Having considerable trouble with my teeth	33	-	31
Not getting enough rest or sleep	33	50	15
<u>Economic Status</u>			
Getting into debt	17	-	46
Can't seem to make ends meet	33	25	38
Not having enough money for necessities	17	50	15
Never being able to own a home of my own	17	50	15
Not enough money for medical expenses	33	-	23
Too little money for recreation	33	25	38
Unsure of future financial support	33	25	15
Having to spend all my savings	50	-	33
<u>Social Interests</u>			
Wanting to develop a hobby	33	50	46
Wanting to improve myself culturally	17	50	54
Wanting to learn how to dance	50	25	31
Having a poor memory	17	75	38
Not being as efficient as I would like	33	25	77
Trouble keeping up a conversation	83	25	31
Wanting to improve my mind	33	75	69
Wanting to improve my appearance	17	50	23
Forgetting the things I learned in school	33	50	38
Having trouble understanding what I read	50	25	15
Wishing I had a better educational background	17	100	54
Not having enough time for recreation	17	-	38

Problem Area	Percentage of		
	(X)	(M)	(MC)
Wanting very much to travel	-	50	69
Not having enough social life	33	-	23
Not living a well-rounded life	33	-	23

Personal

Lacking self-confidence	-	75	31
Not really being smart enough	-	50	23
Taking things too seriously	50	50	38
Wanting a more pleasing personality	33	25	46
Awkward in meeting people	33	25	23
Daydreaming	33	-	23
Being influenced too easily by others	50	-	15
Finding it hard to talk before a group	66	50	54
Being envious or jealous	33	25	23
Feeling blue and moody	33	75	8
Sometimes feeling life is hardly worth while	33	25	15
Mind constantly wandering	17	25	23
Constantly worrying	17	50	23
Feelings too easily hurt	75	25	8
Unable to express myself well in words	33	75	38

Home and Family Life

Being away from home too much	17	-	38
Member of my family working too hard	33	-	15
Worried about a member of my family	17	25	23
Too much interference by relatives	33	-	23
Not getting along with a member of my family	33	-	8
Not seeing parents often enough	33	-	38

Courtship

Having too few dates	33	-	-
Having to wait too long to get married	33	-	-
Being financially unable to get married	50	-	-
Afraid of losing the one I love	33	25	8

Religious Life

Not going to church often enough	33	25	46
Wondering if there is life after death	-	-	23

Problem Area	Percentage of		
	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
<u>Sex Life</u>			
Thinking too much about the opposite sex	33	-	8
Too easily aroused sexually	33	-	15
Sexual desires differ from husband's or wife's	-	-	15
<u>Occupational Status</u>			
Lacking necessary experience for a job	33	25	15
Needing to know my vocational abilities -	-	25	23
Doubting the wisdom of my vocational choice	-	23	23
Would rather be doing other kind of work	17	25	8
Poor prospects of advancement in my present job	17	-	23

"Trouble keeping up a conversation"
"Wanting to learn how to dance"

These seem to be rather general problems of youths having difficulty in finding their place in a heterosexual society.

In the Personal area all classes show concern over:

"Finding it hard to talk before a group"
"Taking things too seriously"
"Unable to express myself well in words"

The problem "Feeling blue and moody" is also frequently checked and is a strong indication of serious emotional adjustment problems.

Again, the problem of "Feeling tired much of the time" is underlined rather frequently. While the cause of this problem is not necessarily due to the nature of employment, it seems safe to assume that a reasonable number of these men are engaged in an occupation for which they are not physically qualified.

Table V indicates that all Railroad Apprentices have agreed on the areas and rank of the five most important problem areas. In order of their importance the areas are: (1) Personal, (2) Social Interests, (3) Economic Status, (4) Health, and (5) Home and Family Life.

TABLE V

Total Problems Underlined And Their Rank
For Twenty-nine Apprentice Railroad Workers

Problem Area	(X) No. of Prob.	Rank	(M) No. of Prob.	Rank	(MC) No. of Prob.	Rank	Total Prob.	
	<u>Underlined</u>		<u>Underlined</u>		<u>Underlined</u>		<u>Underlined</u>	<u>Rank</u>
H	18	4	10	4	39	4	67	4
ES	20	3	19	3	56	3	95	3
SI	47	2	18	2	62	2	127	2
P	64	1	36	1	80	1	180	1
HF	12	5	9	5	36	5	57	5
C	10	7	1	8	3	9	14	8
R	11	6	2	7	21	6	34	6
S	2	8	2	7	4	8	8	9
O	2	8	4	6	18	7	24	7

Briefs of individuals' problems follow:

George is twenty-four years of age and the father of two children. He has underlined thirty-five problems such as: "Too much interference by relatives," "Being stubborn or obstinate," "Wanting a more pleasing personality," "Not living a well-rounded life," "Sometimes being dishonest," and "Sexual desires differ from husband's or wife's."

In his summary he adds:

"Not being able to have enough to own a place away from in-laws and relatives. In-laws and relatives always nagging my wife. Trying to move away from them, but they seem to move closer every time."

Rex, who is twenty-seven years old and the father of one child, states:

"Deciding whether to go in business with my Dad or stay on my present job. Lacking self-confidence in doing a new job properly when I first take it on. Taking little things to heart too easily. Being disliked by someone as I want to have many friends and don't want to offend anyone. Feeling blue and moody when I don't think I am doing things properly or fast enough and wondering if I have done the best thing possible at the moment. I doubt my vocational choice is the proper one for me as I'm not really interested in it. I am more interested in bringing up boys and young men in the proper way to keep them out of trouble and also in electricity and electronics work. Occasionally I have a very sharp pain around my temple by my right ear. Aroused too easily sexually. A person's chances are very slim for real advancement on the railroads as there are too many older men that are way over retirement age still working to keep the young men from advancing."

Rex is troubled with a rather common problem. His vocational selection was a matter of chance rather than choice, and he is not certain as to what line of endeavor he should choose. While he could readily explore on a hobby basis the fields in which he shows an interest, he has neglected to so do. From the nature of the problems Rex has underlined, the writer questions his motives or aims as regards his interests in bringing up boys and young men in the proper way.

Several significant items appear in Table VI. In the Social Interests area the problems of "Wanting very much to travel," "Needing a vacation," and "Spending too many evenings at home" correlates with problems in the Economic Status area. In the Sex Life area difficult marriage adjustment situations are revealed by those individuals who have marked "Sexual desires differ from husband's or wife's." In the Personal area, the problems of "Being stubborn or obstinate," "Disliking certain persons," and "Having a bad temper" indicate difficulties in adjusting to a mature world.

TABLE VI

Problems Most Frequently Underlined

By Twenty-nine Apprentice Railroad Workers

Problem Area	Percentage of		
<u>Health</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Feeling tired much of the time	10	25	20
Too much underweight or overweight	20	-	6
Catching a good many colds	20	-	20
Stomach trouble	10	25	6
Poor complexion or skin trouble	10	25	13
Frequent nose or sinus trouble	10	25	40
Having considerable trouble with my teeth	20	-	13
<u>Economic Status</u>			
Disliking financial dependence on others	20	-	27
Getting into debt	10	50	27
Can't seem to make ends meet	-	25	33
Never being able to own a home of my own	10	25	27
Having too many financial problems	-	25	33
Not budgeting my money	30	50	27
Not having a systematic savings plan	20	25	27
Wanting to have a business of my own	40	25	13
<u>Social Interests</u>			
Wanting to improve myself culturally	40	25	33
Not being as efficient as I would like	10	25	33
Wanting to improve my mind	20	25	33
Forgetting the things I learned in school	20	25	27
Wishing I had a better educational background	50	-	67
Wanting very much to travel	60	25	13
Needing a vacation	10	25	33
Spending too many evenings at home	30	25	13

Problem Area	Percentage of		
	(X)	(M)	(MC)
<u>Personal</u>			
Lacking self-confidence	40	-	20
Not being really smart enough	10	-	27
Taking things too seriously	20	25	33
Daydreaming	20	25	27
Finding it hard to talk before a group	50	-	60
Speaking or acting without thinking	20	25	20
Being stubborn or obstinate	20	25	20
Disliking certain persons	20	25	27
Having a bad temper	40	50	20
Unable to express myself well in words	40	25	13
Bothered by thought running through my head	30	25	13
Wanting to break a bad habit	20	25	13
<u>Home and Family Life</u>			
Drinking by a member of my family	20	25	33
Irritated by habits of a member of my family	-	50	20
Too much quarreling at home	30	25	-
Too much interference by relatives	-	25	20
Having different interests from husband or wife	10	25	20
Wanting to have a child	-	50	-
<u>Courtship</u>			
Not finding a suitable life partner	30	-	6
Deciding whether to get married	10	-	-
Disappointed in a love affair	10	25	-
<u>Religious Life</u>			
Differing from my family in religious beliefs	20	-	13
Not getting satisfactory answers from religion	10	-	20
Not going to church often enough	30	25	20
<u>Sex Life</u>			
Thinking too much about the opposite sex	10	-	6
Sexual desires differ from husband's or wife's	-	-	13

Problem Area	Percentage		
	<u>(X)</u>	<u>of (M)</u>	<u>(MC)</u>
<u>Occupational Status</u>			
Getting no appreciation for the work I do	-	50	6
Unsatisfactory working conditions	-	25	6
Not liking some of the people I work with	10	25	20
Poor prospects of advancement in my present job	10	-	6

Table VII indicates the relative ratings of all the problem areas as regards the Apprentice Carpenters. The following are the four most important areas as taken from this table:

<u>Rank</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
1	SI	P	P
2	P	SI	SI
3	ES	H	ES
4	H	ES	H

These ratings closely parallel those of the previous groups.

Summaries of Carpenters' problems follow:

Larry, a nineteen-year old, single Carpenter Apprentice, has marked: "Deciding whether I'm really in love," "Being left out of things," "Wanting to read worth while books more," "Needing money for education or training."

In elaborating on his problems he says:

"A lot of my trouble is being influenced too easily by others. I get to talking with someone, and not being a brilliant conversationalist they naturally talk most. Well, unless they are way off the beam, I usually end up believing them. I try to weigh what they say, but it always seems to sound reasonable to me. Well, the second one is about becoming engaged. There is a pretty good problem. I believe that I am in love, but am not positive, and that is a good reason not to. Then, the army is staring me in the face, and if/or when I am gone what will happen to my gal. That is a pretty good reason to be engaged. Then, of course, I am enjoying my freedom, except that it doesn't include

TABLE VII
Total Problems Underlined And Their Rank
For Twenty-six Apprentice Carpenters

Problem Area	(X)	Rank	(M)	Rank	(MC)	Rank	Total Prob. Underlined	Rank
	No. of Prob. Underlined		No. of Prob. Underlined		No. of Prob. Underlined			
H	18	4	13	3	29	4	60	4
ES	24	3	12	4	44	3	80	3
SI	51	1	19	2	45	2	115	2
P	44	2	29	1	59	1	132	1
HF	11	7	6	6	20	5	37	5
C	15	5	0	-	0	-	15	8
R	7	9	9	5	10	6	26	6
S	13	6	4	7	5	7	22	7
O	9	8	2	8	2	8	13	9

certain rights that marriage does. However, I suppose that I'll live through all my troubles.

The writer is inclined to agree with Larry's last statement. However, the latter portion of the summary undoubtedly expresses the sentiments and uncertainties which prevail among many young men eligible for the draft.

An anonymous Carpenter, who is single and twenty-one years old, has underlined thirty problems. Some of these problems are: "In love with someone I can't marry," "Afraid of the responsibilities of marriage," "Spending too many evenings at home," "Wanting to improve my appearance," "Unable to discuss certain problems at home," "Being underdeveloped sexually," "Bothered by sexual thoughts or dreams."

In his brief summary of his problems he writes:

"Thinking of marriage. Thought of having a life partner."

This young man is certainly in need of some genuine counseling and unfortunately is in need of sex information that he is not going to get from his pals. The problems facing this young man call for immediate help.

Jim, a twenty-year old Apprentice Carpenter, has underlined: "Having to live with relatives," "Quarreling at home," "Wanting love and affection,"

"Marriage breaking apart," "Feelings too easily hurt,"

"Occasional feeling faint or dizzy."

He further states:

"My chief problems are concerned with my marriage. My wife doesn't show me enough love when I am around her and consequently I get a little irritable. Whenever there is an argument I am always the one to apologize even if I am not in the wrong, just so that we will be happy until there is another argument which usually follows the next day. Whenever we have an argument I try to reason with her."

Jim has been married less than a year and already he fears that his marriage is breaking apart. It is unfortunate that young people marry before they are financially able to maintain their own home. At best, living with relatives is not a desirable situation for a young married couple. The feeling of dependence seems to delay maturity, and petty differences have a way of becoming major issues when living with relatives. It appears that most of Jim's problems could be solved by his moving into a home of his own.

Summaries of other Apprentice Carpenters are:

"I am bothered by a continual lack of reserve savings, and a continual flood of my wife's friends into our home."

"My wife thinks more of her own family than she does of myself. Does more for them willingly."

"Being too far in debt."

"Wanting to know all about construction, every part of it, but I haven't got the up and go to study."

"Don't feel good much of the time. Doctors haven't helped. Take it out on wife and child. I am too stubborn and lack self-confidence. Both wife and I too used to spending money and are dependent on relatives for job. Would like to be on my own but do not have enough experience or training. Too many wife's habits annoy me, however, she is excellent cook and housekeeper. Would like to get along better but until we are more independent or learn to live within our means, we will probably not."

Table VIII shows the relative importance of each problem area as marked by the Carpenters.

In the Health area the problems of "Frequent nose or sinus trouble" and "Allergies (asthma, hayfever, hives, etc.) may indicate poor vocational selection. The nature of carpenter work necessitates exposure to all types of weather. Also, considerable dust and dirt is encountered during the early stages of most construction. These conditions could be the causation of the above problems.

A few of the married men with children have indicated unsatisfactory marriage adjustments in the Home and Family Life area by their marking of "Too much nagging and complaining at home" and "Having different interests from husband or wife."

TABLE VIII

Problems Most Frequently Underlined
By Twenty-six Apprentice Carpenters

Problem Area	Percentage		
	(X)	of (M)	(MC)
<u>Health</u>			
Feeling tired much of the time	25	40	8
Too much underweight or overweight	25	-	15
Frequent nose or sinus trouble	25	40	23
Allergies (asthma, hayfever, hives, etc.)	13	40	8
Having a serious illness or disease	25	20	-
Having considerable trouble with my teeth	13	20	38
<u>Economic Status</u>			
Getting into debt	13	40	8
Can't seem to make ends meet	13	-	38
Not budgeting my money	-	40	31
Wanting to have a business of my own	63	-	38
Worried about security in my old age	38	-	8
<u>Social Interests</u>			
Wanting to develop a hobby	25	20	23
Wanting to improve myself culturally	75	20	-
Not knowing how to entertain	37	-	15
Not being as efficient as I would like	25	20	31
Not using my leisure time well	25	20	31
Trouble keeping up a conversation	37	20	23
Forgetting the things I learned in school	25	20	31
Wanting more personal freedom	13	20	15
Wishing I had a better educational background	37	20	38
Spending too many evenings at home	25	20	15
Not living a well rounded life	13	20	15

Problem Area	Percentage		
		of	
<u>Personal</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Lacking self-confidence	50	20	31
Taking things too seriously	25	40	15
Finding it hard to talk before a group	25	40	38
Confused as to what I really want	25	20	8
Unable to express myself well in words	25	20	15
Wanting to break a bad habit	-	40	23
Giving in to temptation	37	-	23
<u>Home and Family Life</u>			
Irritated by habits of a member of my family	13	20	23
Too much nagging and complaining at home	13	-	23
Having different interests from husband or wife	-	-	23
<u>Courtship</u>			
Having too few dates	25	-	-
Not finding a suitable life partner	25	-	-
Being financially unable to get married	25	-	-
Wondering if I really know my prospective mate	25	-	-
<u>Religious Life</u>			
Not going to church often enough	37	20	15
Wanting to feel close to God	13	20	-
Troubled by lack of religious faith in others	-	-	15
<u>Sex Life</u>			
Thinking too much about the opposite sex	25	20	8
Thinking too much about sex matters	13	-	15
Sexual needs unsatisfied	13	20	-

Problem Area	Percentage		
	of		
<u>Occupational Status</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Doubting the wisdom of my vocational choice	13	20	-
Getting no appreciation for the work I do	13	-	8
Being bothered or interfered with in my work	13	20	-

Table IX reveals the importance of each problem area as expressed by the Inside Electricians. Their four problem areas of most concern are shown below:

<u>Rank</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
1	P	P	P
2	SI	SI	SI
3	H	ES	ES
4	ES	H	H

The nature of some of these apprentices' problems is shown below:

Frank, a twenty-six year old, father of three children, has underlined twenty-three problems in seven areas. A few of these problems are: "Feeling tired much of the time," "Confused as to what I really want," "Bothered by thoughts running through my head," "Worrying whether my marriage will succeed," and "Sexual needs unsatisfied."

In his brief summary he adds:

"Mutual sexual life with my wife. Somehow I seem to lack what she needs. I am consulting medical people."

Henry has underlined forty-one problems. He is thirty-seven years old, married and does not have children. Several of his many problems are: "Having a bad temper," "Bothered by thoughts of suicide," "Too self-centered," "Being envious or jealous," "Worrying whether my marriage will succeed," and "Confused as to what I really want."

TABLE IX

Total Problems Underlined And Their Rank
For Thirty-two Apprentices Inside Electricians

Problem Area	(X) No. of Prob.	Rank	(M) No. of Prob.	Rank	(MC) No. of Prob.	Rank	Total Prob.	Rank
	<u>Underlined</u>		<u>Underlined</u>		<u>Underlined</u>			
H	7	3	22	4	48	4	77	4
ES	6	4	29	3	61	3	96	3
SI	22	2	52	2	81	2	155	2
P	27	1	70	1	86	1	183	1
HF	4	6	15	5	23	5	42	9
C	5	5	0	-	2	9	7	9
R	1	7	11	6	17	6	29	6
S	4	6	3	7	3	8	10	8
O	0	-	2	8	13	7	15	7

In the health area he has marked ten problems.

In a very brief summary he states:

"Not enough money. Fear of my marriage breaking up."

There can be little doubt that Henry has some very serious problems. The fact that his marriage is in jeopardy seems logical in light of his temperament. Considerable more information in the summary would be helpful but it does tend to emphasize a rather common trait of not associating cause with results.

Jack, a twenty-three year old married apprentice, states:

"Worried about a member of my family. My mother is a diabetic and she won't stay on her diet. I try to get her to the doctor as often as I can. Wanting to travel too much. All my life I wanted to see the world, and the feeling is still with me."

Some of the thirty-three problems Jack underlined are: "Worried about a member of my family," "Drinking by a member of my family," "Parents having a hard time of it," "Buying too much on the installment plan," "Sometimes being dishonest," "Confused as to what I really want," "Confused in my religious beliefs."

A few of the problem summaries by other Apprentice Electricians are:

"Wanting to own a home and not being able to afford it"

"Too many doctor bills. I am not

recuperating fast enough from a thyroid operation which I had 10 months ago. I am tired all the time."

"My chief concern is for a member of my family who is in ill health. This person apparently disregards the major share of a physician's advice. This condition has upset a family pattern to quite an extent."

"Not being able to remember what I read or hear bothers me and often makes me feel pretty stupid. I guess it could be corrected if I really sat down and could concentrate on what I was doing."

"A guilty feeling over lack of strength to live as I should according to my religious beliefs."

"I don't worry about my problems. My wife worries for both of us."

The problems most frequently underlined by the Electricians are shown in Table X.

In the Personal area the problem of "Bothered by thoughts of suicide" reveals severe emotional upset. The writer closely examined the check lists of the individuals marking this problem and found no indication of "playing with the list".

In the Social Interest areas, the married men are conspicuous in their concern over "Not being as efficient as I would like", "Wanting to improve my mind," and "Wanting very much to travel."

TABLE X

Problems Most Frequently Underlined
By Thirty-two Apprentice Inside Electricians

Problem Area	Percentage of		
	(X)	(M)	(MC)
<u>Health</u>			
Feeling tired much of the time	20	14	20
Too much underweight or overweight	-	29	15
Feet hurt or tire easily	-	14	40
Having a permanent illness or disability	-	43	5
Having trouble with my ears or hearing	-	29	25
Frequent nose or sinus trouble	-	29	20
Having considerable trouble with my teeth	20	-	15
Not getting rest or sleep sufficient for needs	20	-	25
<u>Economic Status</u>			
Living in an undesirable location	-	-	15
Getting into debt	20	43	20
Fearing future unemployment	20	29	10
Can't seem to make ends meet	-	29	20
Too little money for recreation	20	29	15
Not budgeting my money	20	29	10
Not having a systematic savings plan	20	43	20
Wanting to have a business of my own	-	57	40
<u>Social Interests</u>			
Wanting to develop a hobby	20	-	30
Wanting to improve myself culturally	-	43	20
Wanting worth while discussions with people	-	43	10
Not being as efficient as I would like	40	71	40
Trouble keeping up a conversation	40	43	20
Wanting to improve my mind	20	71	15
Forgetting the things I learned in school	40	43	25
Having trouble understanding what I read	-	43	25
Wishing I had a better educational background	40	71	20
Wanting very much to travel	20	29	15

Problem Area	Percentage of		
	(X)	(M)	(MC)
Needing a vacation	-	29	40
Not entertaining often enough	-	29	10

Personal

Lacking self-confidence	40	14	45
Taking things too seriously	20	29	15
Wanting a more pleasing personality	60	43	5
Awkward in meeting people	40	14	30
Being influenced too easily by others	20	29	25
Finding it hard to talk before a group	-	29	40
Disliking certain persons	-	29	15
Feelings too easily hurt	-	43	10
Unable to express myself well in words	40	43	35
Bothered by thoughts of suicide	-	29	-
Having difficulty in making decisions	-	43	5

Home and Family Life

Worried about a member of my family	-	29	15
Irritated by habits of a member of my family	20	14	-
Too much nagging and complaining at home	-	-	15
Too much interference by relatives	20	-	5
Parents having a hard time of it	20	14	10
Worrying whether my marriage will succeed	-	15	5
Marriage breaking apart	-	-	5

Courtship

Having too few dates	20	-	-
Deciding whether I'm really in love	40	-	-
Wondering if I really know my prospective mate	20	-	-
Afraid of the responsibilities of marriage	20	-	-

Religious Life

Confused in my religious beliefs	-	14	5
Losing my earlier religious faith	-	-	10
Failing to see the relation of religion to life	-	-	10
Not going to church often enough	20	43	25

Problem Area	Percentage of		
	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Differing with my husband or wife over religion	-	14	5
<u>Sex Life</u>			
Wondering how far to go with the opposite sex	20	-	-
Needing information about sex	-	-	5
Too easily aroused sexually	20	14	-
Sexual needs unsatisfied	-	14	5
Sexual desires differ from husband's or wife's	-	14	5
<u>Occupational Status</u>			
Working too hard	-	23	-
Getting no appreciation for the work I do	-	23	-
Would rather be doing other kind of work	20	-	-
Not liking some of the people I work with	-	-	25

As in the other groups, serious problems are indicated in the Sex Life area by the underlining of "Too easily aroused sexually," "Sexual needs unsatisfied," and "Sexual desires differ from husband's or wife's."

The ratings given each problem area by the Plumbers and Steamfitters are shown in Table XI. The four areas which they consider the most important are:

<u>Rank</u>	<u>(M)</u>	<u>(MC)</u>
1	P	P
2	SI	ES
3	ES	SI
4	H	H

Summaries of the problems of a few of these apprentices are stated below:

Jim, a young plumber, who is married and has one child, marked fifty-two problems. Some of the problems he has marked are: "Worried about a member of my family," "Irritated by habits of a member of my family," "Not liking some of the people I work with," "Having clashes of opinion with my parents," "Having different interests from wife."

In his summary he states:

"Trouble between my brother and my parents. There was trouble between he and his wife and my parents. That has been going on for two years and now he is having a family. My folks do not like her and I think the differences should have been settled a

TABLE XI

Total Problems Underlined And Their Rank
For Eighteen Apprentice Plumbers And Steamfitters

<u>Problem Area</u>	(M) <u>No. of Prob. Underlined</u>	<u>Rank</u>	(MC) <u>No. of Prob. Underlined</u>	<u>Rank</u>	<u>Total Prob. Underlined</u>	<u>Rank</u>
H	4	4	53	4	57	4
ES	6	3	96	2	102	3
SI	12	2	89	3	101	2
P	14	1	100	1	114	1
HF	4	4	25	5	29	5
C	1	6	3	9	4	9
R	2	5	14	7	16	7
S	1	6	6	8	7	8
O	2	5	23	6	25	6

long time ago. It makes a mess with everyone concerned with the family."

In this case the father is an official of the labor union for the trade in which Jim is employed. Like most fathers, he is concerned about his boy's welfare and has tended to unconsciously dominate Jim's life. The father sent Jim to college, however, the boy dropped out before the end of the school year. The father was disgusted with Jim and decided that if Jim wasn't interested in furthering his education it would be up to Jim to get out and "scratch for himself." Jim worked at odd jobs for a short time. Then his father decided that if Jim wasn't going to do anything more than he had been doing he might as well learn the plumbing trade. The father located an apprentice job for Jim, and Jim is now in his third year of training.

This seems to be a situation where there is difficulty in breaking the family ties. Jim's major concern over his brother's problems with the parents may unconsciously stem from his own resentment towards parental domination.

Anonymous is divorced, has two children, and is twenty-three years old. He writes:

"Not being able to get married as soon as I would like. Getting married as soon as possible. The person I am going to marry can't get married yet."

Some of the problems anonymous underlined are:

"Being stubborn or obstinate," "Too nervous or high strung," "Having a troubled or guilty conscience," "Losing my earlier religious faith."

Here is a case of a twenty-three year old father of two children who was recently divorced, and his problem is having to wait too long to get remarried. From the nature of the problems he has indicated the possibility of his second marriage being a success seems questionable.

Gordon marked: "Needing advice about a marriage problem," "Wanting to have a child," "Having a bad temper," and "Would rather be doing other kind of work."

In summarizing his problems he states:

"Finding myself being very short tempered with my wife. This happens when certain things have to be done and she will try to get other people to do them for her as much as possible. She will lay in bed until the last minute and then get up and try to do things. This makes me very angry. I believe if someone talked to me who understood these things it would help me find the answer."

The nature of the problems checked does not seem to correlate too well with the problem summary. And, if a conclusion could be derived from the information presented, there is a strong possibility that Gordon's problems lie within himself.

Table XII represents the problems of greatest

TABLE XII

Problems Most Frequently Underlined

By Eighteen Apprentice Plumbers and Steamfitters

Problem Area	Percentage of	
<u>Health</u>	<u>(M)</u>	<u>(MC)</u>
Feeling tired much of the time	33	53
Catching a good many colds	33	20
Frequent nose or sinus trouble	-	27
Allergies (asthma, hayfever, hives, etc.)	-	20
Having considerable trouble with my teeth	-	27
Needing an operation or medical treatment	33	7
<u>Economic Status</u>		
Living in an undesirable location	-	27
Transportation or commuting problem	-	53
Poor living conditions	-	13
Getting into debt	-	40
Needing financial assistance	-	33
Can't seem to make ends meet	-	33
Not having enough money for necessities	-	40
Having too many financial problems	-	40
Not enough money for medical expenses	-	33
Too little money for recreation	33	33
Unsure of future financial support	-	33
Needing an insurance program	33	33
Wanting to have a business of my own	33	53
<u>Social Interests</u>		
Wanting to improve myself culturally	-	33
Wanting to learn how to dance	-	27
Not knowing how to entertain	33	27
Not being as efficient as I would like	-	33
Too few opportunities for meeting people	33	20
Trouble keeping up a conversation	67	20
Wanting to improve my mind	33	33
Having trouble understanding what I read	-	33
Wishing I had a better educational background	33	27
Little opportunity to enjoy nature	33	20
Wanting very much to travel	33	27
Needing a vacation	33	47
Spending too many evenings at home	33	13

Problem Area	Percentage of	
<u>Personal</u>	<u>(M)</u>	<u>(MC)</u>
Lacking self-confidence	-	27
Being timid or shy	33	13
Taking things too seriously	-	40
Finding it hard to talk before a group	-	40
Being stubborn or obstinate	33	27
Disliking certain persons	-	27
Feeling blue and moody	-	27
Having a bad temper	33	27
Feelings too easily hurt	-	27
Unable to express myself well in words	-	33
Wanting to be more popular	-	20
Having a certain bad habit	33	20
Wanting to break a bad habit	-	20
<u>Home and Family Life</u>		
Member of my family working too hard	33	-
Worried about a member of my family	-	20
Irritated by habits of a member of my family	-	13
Having too many decisions made for me	-	13
Mother or father not living	-	13
Not seeing parents often enough	-	13
<u>Courtship</u>		
Caring for more than one person	-	7
Afraid of losing the one I love	-	7
<u>Religious Life</u>		
Losing my earlier religious faith	-	13
Differing from my family in religious beliefs	-	13
Differing with my husband or wife over religion-	-	13
<u>Sex Life</u>		
Thinking too much about the opposite sex	-	13
Wondering how far to go with the opposite sex	-	7
Bothered about sexual thoughts or dreams	33	-

Problem Area	Percentage of	
<u>Occupational Status</u>	<u>(M)</u>	<u>(MC)</u>
Working too hard	33	7
Getting no appreciation for the work I do	-	27
Wanting more freedom in my work	-	20
Would rather be doing other kind of work	33	7
Being bothered or interfered with in my work	-	27
Not liking some of the people I work with	-	40

worry to the Plumbers and Steamfitters.

In the Health area, the frequency with which "Feeling tired much of the time" is underlined seems exceptionally high. In these trades the physical demands are quite heavy, and on this basis it seems safe to assume that a goodly number of the men underlining this problem do not have the proper physical requirements. This opinion gains further strength in the underlining of the problem "Working too hard" which appears in the Occupational Status area.

The frequent marking of "Being stubborn or obstinate" and "Having a bad temper" again indicates failure to adjust to maturity.

Table XIII is classified as Miscellaneous Trades Apprentices as it represents the combined results from Apprentice Boilermakers, Appliance Repairmen, Brick-masons, and Optical Technicians. This classification was made because there were insufficient participants representing each of the trades to justify separate classifications.

The relative importance of each problem area as checked by the Miscellaneous group are indicated in Table XIII. The four areas of greatest concern are:

TABLE XIII

Total Problems Underlined And Their Rank
For Twenty-five Miscellaneous Trades Apprentices

<u>Problem Area</u>	(X) <u>No. of Prob. Underlined</u>	<u>Rank</u>	(M) <u>No. of Prob. Underlined</u>	<u>Rank</u>	(MC) <u>No. of Prob. Underlined</u>	<u>Rank</u>	<u>Total Prob. Underlined</u>	<u>Rank</u>
H	17	3	30	3	24	2	71	3
ES	12	4	24	4	21	3	57	4
SI	26	2	36	2	41	1	103	2
P	50	1	61	1	41	1	152	1
HF	9	6	18	5	4	6	31	5
C	9	6	0	-	1	7	10	9
R	6	7	15	6	5	5	26	7
S	11	5	0	-	12	4	23	8
O	9	6	18	5	1	7	28	6

<u>Rank</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
1	P	P	P & SI
2	SI	SI	H
3	H	H	ES
4	ES	ES	-

Briefs of a few of the problems presented by these apprentices follow:

Bob, an unmarried nineteen-year old Brickmason, has underlined thirty-one problems of which sixteen are in the Personal area. A few of the problems worrying him are: "Being timid or shy," "Disliking certain persons," "Having too few dates," "Not mixing well with the opposite sex," "Wanting to improve myself culturally," and "Thinking too much about sex matters."

In summary he briefly states:

"I don't get enough dates and I want to mix well with the opposite sex."

In this case, Bob is a rather slight built individual and rather meek in appearance. In high school he had few acquaintances among the opposite sex. In his present occupation he has no opportunity to meet girls of his age. Bob's problems revolve around the lack of self-confidence and the need for social activity. As yet he fails to see the value of church activities in assisting in the solving of his problems.

Rex is a twenty-five year old, married, and employed as an Optical Technician. He has no children.

In stating his problems he says:

"I seem to be getting ahead; but far too slowly. I put so much effort into my job that I continually remain tired. The strain on my legs and back from standing continually leaves me with a continual backache; and almost constant legache in either one or the other leg. Lack of circulation seems to be the trouble, but haven't had any success in ridding myself of it."

Some of the problems Rex has underlined are:

"Dissatisfied with my present job," "Feeling I am a failure," "Having a bad temper," "Not reaching the goal I have set for myself," "Feeling tired much of the time."

Practically all of the work in an optical dispensary is done from a standing position. With this fact in mind it seems that Rex would do well to investigate other fields of employment. However, it is certain that a physical check-up and additional information is necessary before a positive recommendation could be made.

Problems of some of the other apprentices in the miscellaneous group are:

"I got a bad streak which I think causes most of my trouble. I start worrying and then my temper gets short, with too many unnecessary arguments."

"It takes me two hours or more to get to sleep some nights. I don't sleep well and am always waking up. Can only sleep about seven hours because my back gets sore. My nose is usually always stopped up even in the summer and I catch a cold very easily."

"My chief problem is to get better acquainted with my wife and learn to know her better."

"My chief problem is keeping my wife and four children clothed, fed, and educated. Just not enough income to pay for the high cost of living."

The problems most frequently underlined by the Miscellaneous group are listed in Table XIV.

Few of the specific problems seem to be of high concern to the married men, however, some grave problems are apparent on the part of a few individuals. Some of these problems are "Worrying whether my marriage will succeed," a Home and Family Life problem, and "Having unusual sex desires," a Sex Life problem.

All of the problems underlined in the Sex Life area by the single men represent unhealthy situations. In the Social Interests area, the single apprentices' underlining of "Wanting to learn how to dance," and "Trouble keeping up a conversation" possibly indicate difficulties they are having in their attempting to mix with members of the opposite sex.

TABLE XIV

Problems Most Frequently Underlined
By Twenty-five Miscellaneous Trades Apprentices

Problem Area	Percentage of		
	(X)	(M)	(MC)
<u>Health</u>			
Feeling tired much of the time	50	36	30
Sleeping poorly	50	27	20
Catching a good many colds	50	18	10
Stomach trouble (indigestion, ulcers, etc.)	-	18	10
Poor complexion or skin trouble	25	-	10
Frequent nose or sinus trouble	50	18	10
Troubled by headaches	25	9	-
Occasionally feeling faint or dizzy	25	-	20
Trouble with my scalp	-	27	10
Not getting enough sleep or rest	25	-	20
<u>Economic Status</u>			
Living in an undesirable location	25	-	20
Getting into debt	-	18	10
Can't seem to make ends meet	-	18	10
Not having enough money for necessities	25	-	20
Too little money for recreation	25	18	30
Not budgeting my money	25	9	10
Not having a systematic savings plan	50	9	10
Wanting to have a business of my own	-	64	20
<u>Social Interests</u>			
Wanting to improve myself culturally	25	9	20
Wanting to learn how to dance	75	18	10
Not using my leisure time well	50	27	20
Trouble keeping up a conversation	75	9	10
Wanting to improve my appearance	50	9	10
Forgetting the things I learned in school	25	27	10
Needing more outdoor air and sunshine	25	27	-
Wishing I had a better educational background	-	27	50
Not having enough time for recreation	25	27	30
Wanting very much to travel	50	9	20
Needing a vacation	25	27	30

Problem Area	Percentage of		
<u>Personal</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Lacking self-confidence	25	64	-
Taking things too seriously	-	55	40
Awkward in meeting people	25	27	30
Being influenced too easily by others	25	27	10
Being too careless	50	27	10
Finding it hard to talk before a group	50	9	50
Speaking or acting without thinking	50	18	10
Disliking certain persons	50	27	-
Having a bad temper	-	18	20
Unable to express myself well in words	50	-	20
Having a certain bad habit	50	18	-
Wanting to break a bad habit	50	18	-
<u>Home and Family Life</u>			
Worried about a member of my family	25	18	20
Irritated by habits of a member of my family	-	18	10
Having too many decisions made for me	25	9	20
Parents having a hard time of it	25	18	-
Worrying whether my marriage will succeed	25	9	10
<u>Courtship</u>			
Deciding whether I'm really in love	25	-	-
Deciding whether to get married	25	-	-
Too deeply involved in a love affair	25	-	-
Afraid of losing the one I love	25	-	-
<u>Religious Life</u>			
Losing my earlier religious faith	-	9	10
In love with someone of a different religion	25	9	-
Finding church services of no interest to me	25	9	-
Not going to church often enough	25	18	10
Wondering if there is life after death	25	27	10
Troubled by lack of religious faith in others	25	18	-

Problem Area	Percentage		
	(X)	of (M)	(MC)
<u>Sex Life</u>			
Thinking too much about the opposite sex	50	-	10
Finding it hard to control sex urges	25	-	10
Too easily aroused sexually	50	9	20
Thinking too much about sex matters	25	-	10
Having unusual sex desires	25	-	10
Sexual needs unsatisfied	25	-	10
<u>Occupational Status</u>			
Needing to know my vocational abilities	-	18	-
Doubting the wisdom of my vocational choice	25	9	-
Getting no appreciation for the work I do	-	27	-
Would rather be doing other kind of work	50	-	-
Not liking some of the people I work with	25	9	10
Dissatisfied with my present job	25	36	-

Table XV is a summary of the problems underlined in each problem area by all trades apprentices. All classifications of apprentices agreed on the following ranking of the first four problem areas:

1. Personal
2. Social Interests
3. Economic Status
4. Health

Table XVI indicates the total problems circled and the importance of each problem area in accordance with apprentice family status. The only change in relative importance of the first five problem areas for the single men as compared to the underlined rating is the ranking of Courtship as fifth in importance. The married men with no children show one change in the rating of the problems they circled as compared to the ones they underlined. This was the rating of Economic Status as being of second relative importance instead of third. The married men with children also made one change in ranking of problem areas circled as compared to areas underlined. In this instance, they considered Economic Status of prime importance with the other four most important areas remaining in the same respective order of importance.

TABLE XV
Total Problems Underlined By
All Trades Apprentices

<u>Problem Area</u>	(X) <u>No. of Prob. Underlined</u>	<u>Rank</u>	(M) <u>No. of Prob. Underlined</u>	<u>Rank</u>	(MC) <u>No. of Prob. Underlined</u>	<u>Rank</u>	<u>Total Prob. Underlined</u>	<u>Rank</u>
H	131	4	191	4	291	4	613	4
ES	137	3	248	3	450	3	835	3
SI	298	2	302	2	544	2	1144	2
P	375	1	405	1	628	1	1408	1
HF	105	5	106	5	182	5	393	5
C	78	6	6	9	20	9	104	9
R	53	7	63	7	112	6	228	6
S	53	7	32	8	55	8	140	8
O	45	8	74	6	103	7	222	7

TABLE XVI

Total Problems Circled
By All Trades Apprentices

<u>Problem Area</u>	(X) <u>No. of Prob. Circled</u>	<u>Rank</u>	(M) <u>No. of Prob. Circled</u>	<u>Rank</u>	(MC) <u>No. of Prob. Circled</u>	<u>Rank</u>	<u>Total Prob. Circled</u>	<u>Rank</u>
H	34	4	34	4	80	4	148	4
ES	42	3	45	2	145	1	232	2
SI	59	2	44	3	85	3	188	3
P	85	1	72	1	142	2	299	1
HF	17	6	31	5	62	5	110	5
C	25	5	2	9	4	9	31	7
R	6	8	5	7	13	7	24	8
S	6	8	4	8	10	8	20	9
O	7	7	13	6	34	6	54	6

Table XVII is a listing of the problems most frequently circled in each area by the three classifications of apprentices. This table tends to point out those problems which most worry the apprentices.

In general, all classes of apprentices have indicated approximately the same degree of concern over the problems listed. The instances where a greater degree of worry appears are usually in the married with children classification. Their regard for specific problems in the Economic Status area is considerably greater than the other apprentices. The problem in this area which stands out is "Living in an undesirable location," and can probably be directly traced to a desire to have a better home and surroundings for their children. The single apprentices and those married with no children correlate very closely in all areas other than Courtship and Home and Family Life, and these areas do not include enough circled problems to be significant. None of the problems have been circled enough by these two classifications of apprentices to indicate a situation which may be a cause or result of their marital status.

The problems concerning the more specific and serious problems have been discussed in the individual groupings of apprentices by trades.

TABLE XVII

Problems Most Frequently Circled
By One Hundred and Ninety-one Apprentices

Problem Area	Number of		
<u>Health</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Feeling tired much of the time	2	5	13
Too much underweight or overweight	2	1	3
Catching a good many colds	2	4	3
Stomach trouble (indigestion, ulcers, etc.)	1	2	2
Poor complexion or skin trouble	4	1	3
Feet hurt or tire easily	-	1	9
Frequent nose or sinus trouble	3	3	8
Allergies (asthma, hayfever, hives, etc.)	2	3	2
Troubled by headaches	1	1	3
Having considerable trouble with my teeth	3	1	7
Not getting enough rest or sleep	2	-	3
<u>Economic Status</u>			
Living in an undesirable location	1	2	12
Transportation or commuting problem	-	1	8
Needing part-time work	1	2	2
Getting into debt	2	3	10
Fearing future unemployment	1	-	5
Can't seem to make ends meet	3	5	10
Not having enough money for necessities	1	1	9
Having too many financial problems	5	1	11
Too little money for recreation	3	1	7
Not budgeting my money	4	3	7
Not having a systematic savings plan	2	2	6
Buying too much on the installment plan	1	3	2
Wanting to have a business of my own	5	6	13

Problem Area	Number of		
	(X)	(M)	(MC)
<u>Social Interests</u>			
Wanting to improve myself culturally	4	1	6
Having a poor memory	1	3	4
Not being as efficient as I would like	5	2	5
Not using my leisure time well	2	1	8
Trouble keeping up a conversation	4	3	4
Wanting to improve my mind	5	4	4
Having trouble with my speech	3	1	3
Forgetting the things I learned in school	3	3	5
Needing more outdoor air and sunshine	2	2	5
Wishing I had a better educational background	6	4	8
Not having enough time for recreation	-	3	7
Wanting very much to travel	4	3	3
Needing a vacation	2	6	3
<u>Personal</u>			
Lacking self-confidence	7	6	8
Not being really smart enough	2	1	4
Taking things too seriously	6	2	6
Wanting a more pleasing personality	4	2	2
Awkward in meeting people	5	1	3
Daydreaming	1	-	6
Being influenced too easily by others	5	2	2
Finding it hard to talk before a group	4	3	12
Worrying how I impress people	2	3	3
Being disliked by someone	-	1	11
Being stubborn or obstinate	-	2	5
Feeling blue and moody	2	2	4
Confused as to what I really want	3	2	6
Constantly worrying	2	2	6
Too nervous or high strung	2	1	3
Having a bad temper	2	5	7
Unable to express myself well in words	3	2	5
Bothered by thoughts running through my head	2	2	2
Wanting to break a bad habit	3	2	4
Giving in to temptation	3	-	7

Problem Area	Number of		
<u>Home and Family Life</u>	<u>(X)</u>	<u>(M)</u>	<u>(MC)</u>
Member of my family in poor health	-	-	6
Worried about a member of my family	3	7	9
Too much interference by relatives	-	2	5
Worrying whether my marriage will succeed	-	2	4
Wanting to have a child	-	6	-
<u>Courtship</u>			
Having too few dates	6	-	-
Deciding whether I'm really in love	3	-	0
<u>Religious Life</u>			
Not getting satisfactory answers from religion	-	-	3
Not going to church often enough	2	3	2
<u>Sex Life</u>			
Too easily aroused sexually	-	-	3
Sexual needs unsatisfied	-	1	1
Sexual desires differ from husband's or wife's	-	1	1
<u>Occupational Status</u>			
Would rather be doing other kind of work	1	1	3
Unsatisfactory working conditions	1	2	3
Not liking some of the people I work with	1	2	4
Dissatisfied with my present job	-	3	3
Poor prospects of advancement in my present job	2	-	3

Although the check list was administered to two hundred apprentices on a voluntary basis, the study of the individual check lists revealed nine cases where individuals did not participate on a sincere basis. All of these apprentices gave the information requested on the first page. However, five failed to underline a single problem, nor did they offer a comment in the space for summaries. The other four apprentices underlined a considerable number of problems, but the problems marked conflicted with each other to such an extent that they appeared to be obviously insincere. These nine studies were discarded.

CHAPTER III

SUMMARY AND RECOMMENDATIONS

The purpose of this study was to determine the adjustment problems of Trades Apprentices, and on the basis of the information gained, provide the needed guidance services in the apprentice school. A vehicle was also needed to gather data on each individual which could be used as a basis for group and individual counseling. It was also intended to use these findings for suggesting additional educational needs in the training program and for recommending improvements in the methods of selection or employment of apprentices.

To obtain the needed information, the writer administered the Mooney Problem Check List, Adult Form, to two hundred apprentices employed in the Portland area. While studying the completed check lists, the writer found nine cases which indicated obvious insincerity in participation. These check lists were discarded. The remaining cases appeared to be entirely valid.

Summary

1. The Personal area was indicated as being the area in which adjustment needs are greatest for all apprentices. In this area the apprentices worry about

"Lacking self-confidence," "Finding it hard to talk before a group," and "Unable to express myself well in words." The frequent occurrence of the problem "Lack of self-confidence" is significant as this difficulty is commonly associated with an inferiority complex. "The inferiority complex is a specific complex that refers to a person's feelings and emotions when his thoughts are of himself. A person has an "inferiority complex" if his thoughts of self are accompanied by feelings of inability or lack of confidence." (5, p. 257) Other problems underlined rather often were "Having a bad temper," "Getting into fights or arguments," "Feeling blue and moody," and "Feelings easily hurt." These problems further substantiate the indications of inferiority complexes. In concluding their discussion on inferiority complexes, Sorenson and Malm state:

"A person can overcome an inferiority complex by achieving success and by realizing his abilities, which may actually be better than he thinks." (5, p. 265)

2. Of second rank order were Social Interests. "Wishing I had a better educational background" appears to be the problem most frequently underlined in this area. This seems of interest in the light of a recent survey of records at the Portland Apprentice School which revealed that the average length of formal educational training of the apprentices in the school

was ten and one-half years. The desire for a better education is probably based on difficulties incurred in the learning and understanding of the technical information needed for successful pursuit of their trades. The single men have indicated problems in associating with the opposite sex by their rather consistent marking of "Wanting to learn how to dance" and "Trouble keeping up a conversation." The problems of "Wanting to improve my appearance" and "Not having enough social life" could indicate social adjustment problems and/or financial difficulties.

3. Of third rank order was that of Economic Status. The problems most frequently underlined by the married apprentices are represented by "Not having enough money for necessities" and "Not enough money for medical expenses." "Of all the objects and things with which man has experience, money is one of the most important, and its misuse can cause great unhappiness. It is essential to earn enough of it in order to live fully. Without adequate income, one is denied the food and clothes he needs, as much education as he wants, travel, and other luxuries." (5, p. 472) These problems can be expected by any married man embarking on an apprenticeship training program. Although the journeyman wage provides a good income for the trained craftsman, an average

training period of four years is required before one receives this wage. Starting wages for apprentices vary between twenty-five and fifty percent of the current wage scale being paid the journeymen in the respective trades. Increases in wages of five or ten percent are granted every six months, however, the apprentice wage is rather low during the first two years of his training program. The single men's problems are considerably less difficult in this area and are illustrated by "Too little money for recreation" and "Buying too much on the installment plan."

4. Of fourth rank order was that of Health.

This area has strong possibilities of being an indicator of poor vocational placement or selection. Most of the trades place rather heavy physical demands upon the worker. "Feeling tired much of the time," "Feet hurt or tire easily," and "Not getting enough rest or sleep" are good indications that an individual may not have the physical stamina for the trade in which he is employed. "Catching a good many colds" and "Frequent nose or sinus trouble" may also stress lack of physical requirements.

5. The remaining problem areas were apparently not important to the apprentices as a group. However, a number of serious adjustment problems were indicated.

In the Sex Life area the problems of "Sex desires differ from husband's or wife's" and "Sexual needs unsatisfied" when underlined by married apprentices revealed the failure to adopt a stable sex pattern. Other problems indicating serious adjustment needs on the part of a few individuals are "Finding it hard to control sex urges" and "Too easily aroused sexually."

In the Home and Family Life area unsatisfactory home situations were revealed by the problems of "Too much nagging and complaining at home" and "Worrying whether my marriage will succeed."

The marking of problems in the Courtship area was limited almost exclusively to single apprentices. A few of the serious problems underlined by individuals are "Having too few dates," "Being financially unable to get married" and "Deciding whether to get married."

The Religious Life area was of little concern to the apprentices. A few apprentices have indicated moral adjustment problems by their underlining of "Confused in my religious beliefs" and "Losing my earlier religious faiths."

According to the Occupational Status area, the apprentices appear to be satisfied with their vocational selections. However, a few of the apprentices did underline "Would rather be doing other kind of work."

IT IS RECOMMENDED THAT:

1. Group counseling programs be conducted in the apprentices' classrooms. With the two main problem areas being Personal and Social Interests it is believed that this type of program could be of considerable benefit in assisting the apprentices with their adjustment problems. "Many, if not most, of our difficulties today are social problems which no single individual can hope to solve." (4, p. 153) The apprentices, for the most part, remain as a group with the same instructor during the entire school year. And, each class consist only of apprentices representing one trade. On this common ground, it is believed that group counseling could assist many of the apprentices with their adjustment problems.

2. Individual counseling be inaugurated at the apprentice school, and that a trained counselor capable of working with adults be assigned to the program. A strong need for this type of program is indicated by the many complex adjustment problems apparent in the check list results.

3. The testing facilities of Multnomah County School District #1 be made available to apprentices attending the Apprentice School. It is believed by the writer that the opportunity to use these facilities would assist in the general success of a counseling program.

4. The Oregon Apprenticeship Council, in conjunction with the Local Trade Apprenticeship Committees, develop an apprentice placement program for the Portland area in cooperation with Multnomah County School District #1. Through such a program, youths showing interests and abilities for the trades and crafts could be recommended for apprenticeships. Selection could be made from this group and employed in the trades and crafts for an exploratory period during their Junior year in high school. This would allow for a final year of counseling and testing coupled with exploratory work experience prior to actual employment as an apprentice. The writer believes that the benefits of such a program would be threefold: (1) The possibility of an individual being vocationally misplaced would be reduced to a minimum; (2) Management would gain financially through a reduction in labor turnover which should result from such a program, and (3) The Labor Unions should benefit as a result of the increased caliber of youths entering their ranks. At the present time the average length of formal educational training of the apprentices, on the basis of those attending the Portland Apprentice School, is ten and one-half years. This would be automatically increased to twelve years.

5. All trades require physical examinations of the persons being considered for employment as apprentices. This recommendation is made on the basis of the frequency with which problems that tended to indicate lack of physical stamina were underlined in the Health area.

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