

rise to strains which place the laboratory manager squarely in the middle. This theme is explored further in two chapters dealing with the career and professional needs of the scientist. A number of quotations from interviews, some quite poignant, enliven the arguments. They illustrate admirably the predicament of the managers and provide consolation for those individuals who fancy the grass to be greener on the other side. There follows a discourse on team work and a discussion of the very important subject of research pathways, or the method by which the "right" problem area for research is chosen in the industrial research laboratory.

Systems of authority and "strains" form the subject matter in the second part of the book. One of the main points brought up by the author concerns the predominance of executive authority in industry. Research management may, pro forma, acknowledge the existence of colleague authority, but when the chips are down, the professional employee tends to be powerless except for defection to other, perhaps competitive, laboratories. The subsequent shortage of competent technical personnel forces management to scrutinize its methods and evolve a more favorable policy toward the scientist.

The end of the book occurs just at this point, when the problem has been outlined and the reader's interest stimulated. Except for generalities on colleague authority, no concrete solutions are offered, either from the standpoint of the scientist or that of management. This reduces the level of the work to that of a status report. Perhaps it was never meant to be anything else, but a sequel on concrete ideas of how to overcome currently encountered difficulties could be of significant value in this field.

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