

APPENDIX NO. 7

The National Personnel Association

The National Personnel Association was formed to take over the activities of the National Association of Corporation Training and the Industrial Relations Association of America. The possibility of such a union was discussed informally at a joint meeting of the Executives Club of New York and the New York Chapter of the National Association of Corporation Training, held on February 17, 1922. On the following day a letter of invitation was drafted and signed by 20 men who supported the suggestion of union, requesting attendance at a meeting to be held on March 9. On that day 34 persons were in attendance out of about 100 invited.

It was unanimously decided to form a national organization devoted to employment or personnel activities, provided the two existing organizations could be combined. A committee was appointed to consult with the officers of these two organizations and report a plan.

This committee reported on April 7, submitting a plan for the new association and providing for an organizing committee to put it into effect. This committee was appointed and met on the same day. Anticipating this action, the officers of the I.R.R.A. had secured authorization to enter the merger. An expression of opinion from Class-A members of the N.A.C.T. was overwhelmingly in favor of the union.

On April 21 the articles of incorporation were completed and signed, putting the union into effect and bringing the National Personnel Association into existence. Its purpose is:

"To advance the understanding of the principles, policies and methods of creating and maintaining satisfactory human relations within commerce and industry.

"1 By assisting administrative executives, those engaged in personnel work and others who are interested in problems of personnel administration through providing opportunities for conferences, cooperative research, and exchange information among members.

"2 By studying the problems of personnel administration, including employment, training, development, health, employee service and cooperation.

"3 By assisting established educational and other institutions to interpret the personnel needs of commerce and industry by maintaining reciprocal relations with them."

Two kinds of members are provided for: individual and company. The membership is (September, 1922) 500 individuals and 120 companies.