

1951

JAMES FINNEY LINCOLN  
(1883 - 1965)

Education: Hon. E E 1926 and Hon. D.Sc. 1950 Ohio State;  
LL.D.(1953) Lake Erie College;  
LL.D. (1961) Oberlin;  
L.H.D. (1961) Fenn College;  
LL.D. (1963) Wooster College

Business: Lincoln Electric Co.  
1907 - 11 Sales Manager  
1911 - 28 Vice President  
1928 - 54 President  
1954 - 65 Chairman of Board

Other Achievements:

1932 Governor's Comm. on Unemployment Insurance  
National Industrial Conference Board  
1942 - 43 President Cleveland Chamber of Commerce  
1943 Board of Trustees, Ohio State University  
Board of Trustees, Case Institute

Assns.: American Institute E.E.; ASME; American Society E.E.

Publications: Author of 8 pamphlets including Incentive Management  
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"Incentive Management is a philosophy of industry and life  
which starts with the needs of society and depends primarily  
for its success on the development in the individual of his  
latent abilities."

Producing a product at lowest possible cost while paying workers  
maximum wages and being profitable is accomplished through intelli-  
gent selfishness.

Implementation of Lincoln's Beliefs

In 1914 he formed an Advisory Board formed of elected employee reps  
for each dept., rep. of foremen, plant superintendent, and president.  
The board had authority over all matters affecting man and shop  
operation.

Among other things the board established free life insurance for  
workers (1915), stock sale to employees (1925), a suggestion  
system with rewards (1929), a retirement annuity (1936).

Managers can arouse intelligent selfishness by:

1. Installation of efficient methods as fast as workers  
can adapt
2. Management and men are "fellow workers" neither is  
superior; each is responsible for their own result

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JAMES FINNEY LINCOLN (cont.)

3. Solicit ideas from workers
4. The goal should be to make a better product at a lower and lower price. Profit is not the goal but a by product. These profits should be distributed between user, worker and stockholder