

Job turnover hurts government

United Press International
NEW YORK — Executive turnover is a major problem in the federal government, contributing to an inadequate use of available management talent and inhibiting the use of available management technology, a survey by the Center for Management Development, a division of the General Electric Corp., says. The survey was based on a rather small sample of top level political appointees and career executives in Washington. Its conclusions show that almost 100 per cent of political appointees and 80 per cent of the careerists agreed that turnover is a very serious problem. They said it produced a generally turbulent and confused atmosphere in government offices because so many programs ran on a start and stop basis as key personalities changed.

The deficiencies of the political appointees were stressed by the appointees themselves as well as by the careerists. Both groups said political appointees often didn't last long enough to learn much about their posts and the turnover rate made it nearly impossible to hold a political appointee responsible when he didn't produce.

Careerists said the most frustrating aspect of this is to see the same mistakes repeated over and over because of the turnover. This is compounded, they said, by the dif-

ficulty of adapting to different personal styles and trying to build a meaningful working relationship with a man or woman who probably wasn't going to be around long anyway.

The careerists said the high turnover reduced their motivation and tempted them to adopt an attitude of "don't take any risks." About 30 per cent of the political appointees said the high turnover resulted in the real business of running the government being left to those stodgy careerists who hung on.

Curiously, 90 per cent of the political appointees surveyed attributed the higher turnover mainly to salary limits while only 56 per cent of the careerists mentioned compensation. But 76 per cent of the political appointees and 68 per cent of the careerists also said frustration over red tape restraints was a big cause.

Seventy per cent of the appointees and 75 per cent of the careerists said the fact that many of the political job holders looked on any post only as a stepping stone to something better was a major factor in the high turnover.

"Burning out," i.e. loss of interest in the job, was given by both groups as the fourth big reason for the high turnover.

Many of the careerists com-

mented on the naivete of the political appointees in imagining that the tactics and management skills they had used in business or the

academic world could be automatically transferred to government service.

Some of the political appointees said they just couldn't get used to "living in the fishbowl" atmosphere that has prevailed in Washington ever since Franklin Delano Roosevelt gave his famous "goldfish bowl" order in 1933.

Only 40 per cent of the politically appointed executives and only 13 per cent of the careerists thought the introduction of management systems into government did any good. Some went so far as to say the attempt to introduce management systems actually reduced efficiency.

Dinner theater begins season with comic 'Luv'

"Luv," a light comedy about double meanings, will be presented by the Aggie Players in a Memorial Student Center dinner theater in late June.

The play, the first of two dinner theaters production this summer, opens June 23.

Rehearsal of the Murray Schisgal play, under Roy O'Valle's direction, starts today. "Luv's" cast, selected during the spring semester, will include Steve King as Milt, Patricia Morgan as Ellen and Dave Ridge as Harry.

One of the MSC Summer Directorate's most popular "off season" offerings, dinner theater begins its third summer at Texas A&M. The productions are cooperative efforts of the MSC and Aggie Players, the theatrical company of the English Department's Theater Arts Section. Handling dinner and other details is an MSC committee chaired by sophomore Greg Wilk.

Wilk said "Luv" runs June 23-25 and 28-29. The Friday, June 24, date will be for the play only, he added. Dinner will be served on June 23, 25, 28 and 29.

Dinner tickets, now on sale at the Rudder Center box office, are \$4.75 each for students and \$7 for the general public. Admission to the

Friday performance will be \$2 for student and \$3 non-students.

"Luv" is based on taking certain things and giving them different meanings," O'Valle said.

It involves the relationship between three people and is set on a bridge in New York. The student-designed set will be the brainchild of Walt Meissner of the Aggie Players. Christi Binz will be assistant director.

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campus activities

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| Wednesday Grove Movie, "Hang 'Em High," 8:45 p.m. | Last day for payment of first summer session fees |
| Thursday Grove Movie, "Advise and Consent," 8:45 p.m. Crafts Summer Workshop I registration, 11:00 a.m., Craft Shop, MSC | Saturday Grove Movie, "A Separate Peace," 8:45 p.m. |
| Friday Grove Movie, "Chinatown," 8:45 p.m. | Sunday Grove Movie, "It's Alive," 8:45 p.m. Chess Committee, 6:00 p.m., Room 206, MSC |

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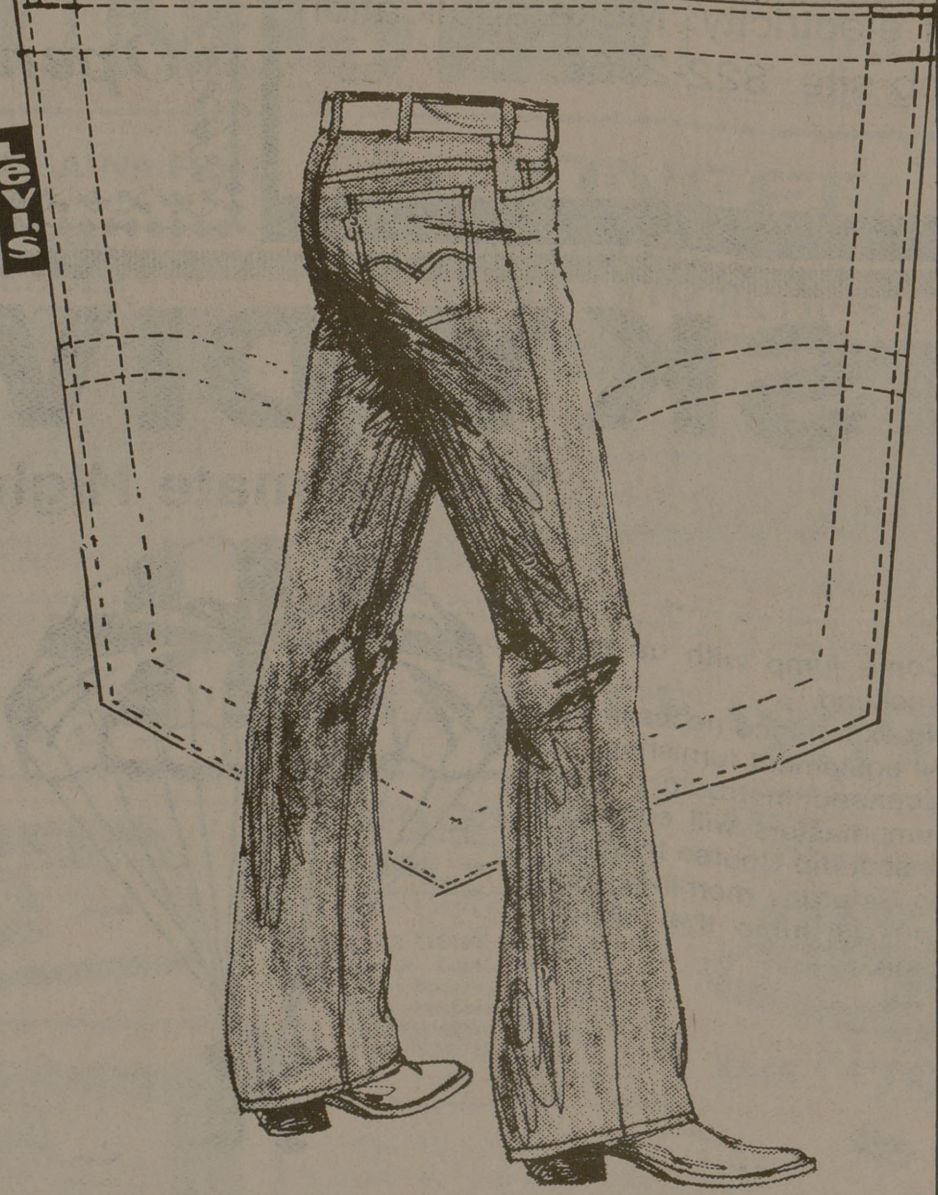
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