

Bibliography of Bibliographies

A World Bibliography of Bibliographies and of Bibliographical Catalogues, Calendars, Abstracts, Digests, Indexes, and the Like, by Theodore Besterman. Volume I, A-E. Third and Final Edition, Revised and Greatly Enlarged Throughout. Genève, Societas Bibliographica, [1955] xxviii p., 1326 cols.

Mr. Theodore Besterman concludes the "Introduction" to his third (and as he threatens final) edition with the same valedictory as the two former editions:

May the noble-minded scholars instead of cherishing ill feeling kindly correct whatever errors have been here committed through the dullness of my intellect in the way of wrong interpretations and misstatements.

(From Hemaandra)

Acclaim and success must have assured Mr. Besterman that only a fool would accuse him of "dullness of intellect," and that only a waster would spend the time to find the few mistakes in interpretation and statements which inevitably must have crept into so large an undertaking. Over the years, this reviewer has occasionally found a lacuna; he naturally assumes that it has been corrected in this new edition. Once in a while he sought in vain a solution to a bibliographical problem, or he was not able to discover the proper heading. However, he has never been aware of serious errors or of intellectual boners common in this type of all-embracing bibliographical enterprise. Rather, he has marveled, over and over again, how one man can deal as satisfactorily with so many languages and with practically all fields of human knowledge.

We naturally assume that all readers of COLLEGE AND RESEARCH LIBRARIES are familiar with both, or at least with either of the previous editions. Should this not be the case we can only urge them to examine and to peruse at least the new third edition which follows, in scope and treatment, the first and the second editions. About 80,000 monographic "bibliographies" (as defined in the carefully written original "Introduction" which has been reprinted in the second and third editions) are listed chronologically under alphabetically arranged subjects. Articles are excluded; we believe that quite a few of the items listed are actually separately paged reprints from

journals. The description of each item in this edition has again been critically examined and has, when necessary, been corrected and revised. Our sample checking would indicate that Mr. Besterman's claim that the third edition lists twice as many entries as the first and about 25% more than the second, is on the conservative side. In addition, many new cross references have been added.

Since this reviewer has never applied time and motion studies to his own work, he cannot state how many hours, days or weeks the *World Bibliography* has saved him; may it suffice to say that the saving of time and labor has been great. Cumulatively, the bibliographical searches of thousands of librarians, scholars and laymen must have been shortened very considerably through intelligent use of Besterman's *World Bibliography*.

We do not wish to question the validity of Mr. Besterman's arguments in favor of his alphabetical subject arrangement. It is a fact, however, that sometimes the user looks under one subject only to discover later that he missed one equally or even more important bibliographical tool, listed under another related or larger subject. We believe that a classified listing of the "about 12,000 headings and sub-headings" would be extremely useful and greatly enhance the value of the *World Bibliography*.

In conclusion, we congratulate Mr. Besterman and thank him for his third improved and greatly expanded edition. We hope that he will find well qualified successors to carry on as a group where he bows out as a one man bibliographical center.—*Rudolf Hirsch, University of Pennsylvania Library.*

Financial Subject Headings

Subject Headings for Financial Libraries.

Compiled by a Committee of the Financial Division, Special Libraries Association. New York: Special Libraries Association, 1954. viii, 94p. \$5.00.

As a combination of alphabetic-classified and alphabetic-subject list, this compilation falls directly in the middle of current controversy; but as a practical aid in organizing materials in the great variety of financial libraries, it offers good guidance in bringing some system into the range of subjects covered in such libraries. This revision of the 1940 list again suggests subdivisions, or "Standard Subheads"

to be used in combination with geographical and other subjects. Cross references are generously supplied. In connection with these it is not always clear on what basis the decisions on *see* references were made—whether upon common agreement of members of the Committee, based on experience or personal judgment, or on common practice among a number of special libraries in addition to the four represented by the committee. In the complex cross reference structure, also, some blind alleys are apt to show up, namely the *see also* under "Research." No reference is made to the newest member of this group: "Operations research."

The problem of definition, likewise, proves troublesome, even though care was taken by the committee in checking. For example, "Cambist" normally includes not only foreign exchange rates, but also tables of weights and measures, for which no *see also* reference under the latter subject is given. "Factor" is defined simply as "commission merchant," although the more important angle from the financial viewpoint, particularly mentioned by the American Marketing Association Definitions Committee, and in the Prentice Hall *Encyclopedic Dictionary of Business*, is not indicated. "Real estate—Finance," or "Securities—Real estate" similarly are not included, although they would seem as desirable as some that are included. The Sherman Antitrust Act is noted, but not the Clayton Act nor the Webb-Pomerene Act.

In spite of these errors and omissions, the list shows care in compilation, conscious discrimination between current terminology and jargon, and an intent to set up a closely knit system of subject headings. The compilers likewise recognize tangential subjects, sometimes very important in the special library reference field, by admitting the need of more general, supplementary lists, but do not imply that this specialized compilation could be readily used as an extension of such lists. The use indicated for the list is therefore more for the highly specialized and usually smaller collections in financial libraries, rather than for such collections in larger aggregates of books and other materials in university and public libraries. For the purpose mentioned, and for bringing the 1940 compilation to date, this edition of *Subject Headings for Financial Libraries* is a valuable addition to the growing body of specialized subject headings.—*Walter Hausdorfer, Temple University Libraries.*

Effective Organization

Factors Influencing Organizational Effectiveness. A Final Report. By A. L. Comrey, J. M. Pfiffner, and W. S. High. Office of Naval Research Contract N6-ONR-23815. Los Angeles: University of Southern California, 1954. 60p. \$1.35.

Four years of research at the University of Southern California, involving the cooperative work of scholars in the fields of psychology, sociology, and business administration, have produced a body of data on organizational behavior, many of the results of which are applicable to libraries of varying sizes and kinds. Librarians concerned with highly developed organizational structures and their effective functioning will find the results of particular value, since large structures provided the bases for all research activities.

Certain findings in the present report underline existing theories in administration, while some introduce the unexpected. An example of the latter occurred in the evaluation of supervisory behavior, where public relations emerged as a more significant factor than judgment, initiative, or willingness to accept responsibility. Relative to this, the authors conclude: "In dealing with difficulties concerning persons outside the organization, the supervisor should not run away from trouble but should go directly to the disaffected person and try to settle the problem through face-to-face dealings. . . . He should arrange his affairs so that the required amount of time can be devoted to external affairs as distinguished from internal management. . . . He should not rely upon written communications as substitutes for personal contacts, especially in matters which might involve tension and misunderstanding."

The less complex library organization will be able to share in the value of this study because of the basic nature of the administrative areas considered. In a final chapter entitled, "Implications for Modern Management," the authors make recommendations on the basis of responses to questionnaires designed to determine 1) supervisory self-evaluation, 2) situational evaluation, and 3) evaluation by subordinates. Each of 24 principal characteristics is briefly discussed, in accordance with the investigators' results. The present one is, essentially, a summary report. For a complete analysis of the study,