

A black and white portrait of Dr. Lillian Gilbreth, a woman with short, wavy hair, looking directly at the camera. She is wearing a dark top and a necklace. The portrait is set against a light, circular background.

Dr. Lillian Gilbreth

and Women's Work

in the Interwar Era

Managing

On Her Own

Laurel Graham, Ph.D.

Managing On Her Own Dr Lillian Gilbreth And Womens Work In The Interwar Era

Julie Des Jardins



Managing On Her Own Dr Lillian Gilbreth And Womens Work In The Interwar Era:

Lillian Gilbreth Julie Des Jardins, 2018-04-17 Lillian Gilbreth is a stunning example of female ingenuity in the early twentieth century. At a time when women were standard fixtures in the home and barely accepted in many professions, Gilbreth excelled in both spheres concurrently winning honors as Engineer of the Year and Mother of the Year. This accessible engaging introduction to the life of Lillian Gilbreth examines her pivotal role in establishing the discipline of industrial psychology, her work as an engineer of domestic management and home economics, and her role as mother of twelve children made famous by the book and later movie *Cheaper by the Dozen*. This book examines the life of an exceptional woman who was able to negotiate the divide between the public and domestic spheres and define it on her terms. About the Lives of American Women series selected and edited by renowned women's historian Carol Berkin, these brief biographies are designed for use in undergraduate courses. Rather than a comprehensive approach, each biography focuses instead on a particular aspect of a woman's life that is emblematic of her time or which made her a pivotal figure in the era. The emphasis is on a good read featuring accessible writing and compelling narratives without sacrificing sound scholarship and academic integrity. Primary sources at the end of each biography reveal the subject's perspective in her own words. Study questions and an annotated bibliography support the student reader.

Frank and Lillian Gilbreth Michael C. Wood, John Cunningham Wood, 2003. First published in 2004. Routledge is an imprint of Taylor & Francis, an informal company.

Women in Industrial and Systems Engineering Alice E. Smith, 2019-09-13. This book presents a diversity of innovative and impactful research in the field of industrial and systems engineering (ISE) led by women investigators. After a Foreword by Margaret L. Brandeau, an eminent woman scholar in the field, the book is divided into the following sections: Analytics, Education, Health, Logistics, and Production. Also included is a comprehensive biography on the historic luminary of industrial engineering, Lillian Moeller Gilbreth. Each chapter presents an opportunity to learn about the impact of the field of industrial and systems engineering and women's important contributions to it. Topics range from big data analysis to improving cancer treatment to sustainability in product design to teamwork in engineering education. A total of 24 topics touch on many of the challenges facing the world today, and these solutions by women researchers are valuable for their technical innovation and excellence and their non-traditional perspective. Found within each author's biography are their motivations for entering the field and how they view their contributions, providing inspiration and guidance to those entering industrial engineering.

The Madame Curie Complex Julie Des Jardins, 2010-03-01. The historian and author of *Lillian Gilbreth* examines the Great Man myth of science with profiles of women scientists from Marie Curie to Jane Goodall. Why is science still considered to be predominantly a male profession? In *The Madame Curie Complex*, Julie Des Jardins dismantles the myth of the lone male genius, reframing the history of science with revelations about women's substantial contributions to the field. She explores the lives of some of the most famous female scientists, including Jane Goodall, the eminent primatologist, Rosalind Franklin, the

chemist whose work anticipated the discovery of DNA's structure Rosalyn Yalow the Nobel Prize winning physicist and of course Marie Curie the Nobel Prize winning pioneer whose towering mythical status has both empowered and stigmatized future generations of women considering a life in science With lively anecdotes and vivid detail *The Madame Curie Complex* reveals how women scientists have changed the course of science and the role of the scientist throughout the twentieth century They often asked different questions used different methods and came up with different groundbreaking explanations for phenomena in the natural world

The Oxford Handbook of Management Theorists Morgen Witzel, Malcolm Warner, 2013-02-28 The Handbook will evaluate the ideas and influence of 25 major management theorists examining their impact on the evolution of management as a discipline Chapters will review the contributions of these theorists in light of their contemporary context and each other from the pioneers to post war theorists and later business school theorists

Managing on Her Own Laurel Graham, 1998 In *Managing on Her Own* Graham's aim is not so much to theorize as it is to reveal a previously untold segment of Lillian Gilbreth's story one that places her at the center rather than her husband Frank Although generally remembered as the mother of 12 children in *Cheaper by the Dozen* and *Belles on Their Toes* Lillian Moller Gilbreth was also a pioneer of scientific management who earned a Ph D in psychology and worked as a partner with her husband Frank Bunker Gilbreth in their industrial engineering consulting firm In the 1910s and early 1920s the Gilbreths were leaders of a revisionist movement in scientific management that aimed to make it more responsive to human needs than Frederick Taylor's more famous system had been Lillian infused their motion study methods with her rich understanding of human psychology and as a result their firm was highly successful in preventing worker resistance When Frank died suddenly in June of 1924 sex discrimination among manufacturers forced Lillian Gilbreth to seek new outlets for her expertise After some painful false starts she ultimately stabilized her career and her family's financial situation by becoming a gender mediator between businesses and American women From 1925 to 1928 she helped oversee the development of scientific management at Macy's department store with the hope that store executives would offer her a consulting contract but they never did She wrote books and gave speeches on the relevance of scientific management to homemaking but initially found few clients who were willing to pay for her advice It was only when she began targeting women's consumer behavior that women's publications utility companies and the government became interested in her services The mass media intensified her notoriety by portraying her as a domestic whiz capable of raising a large family on her own while leading a demanding career By the early 1930s she was a nationally recognized authority on homemaking motherhood and household consumption For the next 40 years she led a remarkable and diverse solo career earning the title of America's First Lady of Engineering

AUTHOR Laurel Graham is an assistant professor of sociology at the University of South Florida in Tampa She conducts research and teaches courses on sociological theory women and work consumer culture and women and science

Beyond Rationality in Organization and Management Robert McMurray, Alison

Pullen, 2019-05-29 Spanning the 20th and 21st centuries the writers considered in this first book of the Routledge Focus on Women Writers in Organization Studies series make an important contribution to how we think about rationality in managing leading and working. It provides a space in which to think differently about rationality challenging dominant masculine logics while positioning relations between people centre stage. A critical and intellectually provocative text the book provides a nuanced and practical account of rationality in organizational contexts making it clear that women have and continue to write groundbreaking work on the subject. Women like Lillian Moller Gilbreth who was at the forefront of developments in scientific management and Frances Perkins who was the first female US cabinet secretary. Both are important not only for what they achieved but also as illustrations of the ways in which women have been written out of the accounts of managing and management thought. This matters not only because credit is denied to those who deserve it but also because it impoverishes our understanding of complex organisational phenomenon. Where so much extant writing on managing and organizing is preoccupied with abstract notions of structure strategy metaphor and machines the writers considered here explain why effective working and managing is primarily about seeing and working with people. Writers such as Arlie Hochschild Mary Parker Follett and Heather H. Pfeiffer remind us that rationality cannot be decoupled from emotion or where a system is to be rationalised then it should start with and enhance the lives of people be designed with people at the centre. In this sense the book is not arguing for a wholesale rejection of rationality. Rather authors call on readers to move beyond a preoccupation with rationality for its own sake seeing it instead as a useful and highly contestable aspect of organizational life. Each woman writer is introduced and analysed by an expert in their field. Further reading and accessible resources are also identified for those interested in knowing more. This book will be relevant to students researchers and practitioners with an interest in business and management organizational studies critical management studies gender studies and sociology. Like all the books in this series it will also be of interest to anyone who wants to see think and act differently.

Under Wraps Sharra Louise Vostral, 2008-01-01 This book examines the social and technological history of sanitary napkins and tampons through the lens of passing and the effects of technology upon women's experiences of menstruation. These ubiquitous yet invisible technologies provide women with the means to hide their periods but the history of embedded politics in menstrual technologies reveals that they can be used both as artifacts of control and empowering tools of change.

The Evolution of Management Thought Daniel A. Wren, Arthur G. Bedeian, 2020-07-08 The eighth edition of The Evolution of Management Thought provides readers with a deep understanding of the origin and development of management ideas. Spanning an expansive time period from the pre industrial era to the modern age of globalization this landmark volume examines the backgrounds original work and influences of major figures and their contributions to advances in management theory and practice. This fully revised edition has been painstakingly reviewed and thoroughly updated to reflect areas of contemporary management such as job design motivation leadership organization theory technological change and increased

worker diversity In this classic text authors Daniel Wren and Arthur Bedeian examine the management challenges and perspectives of the Industrial Revolution discuss the emergence of the management process and systematic management trace the rise of scientific management and much more Organized around a chronological framework the text places a comprehensive range of management theories in their historical context to clearly illustrate their evolution over time The book s four parts each designed to be a self contained unit of study contain extensive cross references to allow readers to connect earlier to later developments to the volume s central unifying theme *On the Move* Timothy Cresswell,2012-11-12 On the Move presents a rich history of one of the key concepts of modern life mobility Increasing mobility has been a constant throughout the modern era evident in mass car ownership plane travel and the rise of the Internet Typically people have equated increasing mobility with increasing freedom However as Cresswell shows while mobility has certainly increased in modern times attempts to control and restrict mobility are just as characteristic of modernity Through a series of fascinating historical episodes Cresswell shows how mobility and its regulation have been central to the experience of modernity **The Oxford Encyclopedia of Women in World History** Bonnie G. Smith,2008 The Encyclopedia of Women in World History captures the experiences of women throughout world history in a comprehensive 4 volume work Although there has been extensive research on women in history by region no text or reference work has comprehensively covered the role women have played throughout world history The past thirty years have seen an explosion of research and effort to present the experiences and contributions of women not only in the Western world but across the globe Historians have investigated womens daily lives in virtually every region and have researched the leadership roles women have filled across time and region They have found and demonstrated that there is virtually no historical social or demographic change in which women have not been involved and by which their lives have not been affected The Oxford Encyclopedia of Women in World History benefits greatly from these efforts and experiences and illuminates how women worldwide have influenced and been influenced by these historical social and demographic changes The Encyclopedia contains over 1 250 signed articles arranged in an A Z format for ease of use The entries cover six main areas biographies geography and history comparative culture and society including adoption abortion performing arts organizations and movements such as the Egyptian Uprising and the Paris Commune womens and gender studies and topics in world history that include slave trade globalization and disease With its rich and insightful entries by leading scholars and experts this reference work is sure to be a valued go to resource for scholars college and high school students and general readers alike *The Psychology of Working Life* Toon Taris,2018-04-09 What motivates us to do a good job When does the pressure of work impact upon our health and well being How can employers choose the right candidates The Psychology of Working Life shows how whether we like it or not the way we work and our feelings about it play a fundamental role in overall well being From the use of psychometrics in recruiting the right candidate to making working life more efficient the book illustrates how work in industrialized societies continues

to be founded upon core psychological ideas Motivation and job satisfaction have become recognized as key to job design and The Psychology of Working Life suggests that changing the way we work can impact on our stress levels overall health and productivity

Another Modernism Anna Myjak-Pycia, 2025-06-12 Filling an important gap in design history Another Modernism examines how domestic space was conceived by the US home economics movement in the first half of the 20th century In doing so it tells the story of how home economists mainly women developed design that challenged the traditional architecture of American farm communities and countered the approach of modernist architects Uncovering unacknowledged contributions of women to domestic architecture and design history it reveals early instances of participation sustainability and accommodating the disabled body in domestic design In contrast to the canonical modernist model of space which is primarily visual home economists centered on a user who interacts with the interior in a tactile bodily way Although both strove for efficiency they understood it differently whereas for many of the mainstream modernists the term efficiency meant functionalist aesthetics for home economists it signified design solutions intended to ease the labor of an average American homemaker The book argues that the home economists focus on tactility the user's corporeality movement access preferences and her engagement in the design process constituted an alternative model of modern architecture a popular and largely rural modernism centered on the specificity of the female user and her personal experience of the domestic interior Based on little known archival material and with an emphasis on mostly female researchers designers and users occupants Another Modernism will appeal to architects design historians and anyone interested in gender women's and disability studies as well as non visual approaches to design

Industrial Management, 1998 **Birth of an Industry** Nicholas Sammond, 2015-08-27 In Birth of an Industry Nicholas Sammond describes how popular early American cartoon characters were derived from blackface minstrelsy He charts the industrialization of animation in the early twentieth century its representation in the cartoons themselves and how important blackface minstrels were to that performance standing in for the frustrations of animation workers Cherished cartoon characters such as Mickey Mouse and Felix the Cat were conceived and developed using blackface minstrelsy's visual and performative conventions these characters are not like minstrels they are minstrels They play out the social cultural political and racial anxieties and desires that link race to the laboring body just as live minstrel show performers did Carefully examining how early animation helped to naturalize virulent racial formations Sammond explores how cartoons used laughter and sentimentality to make those stereotypes seem not only less cruel but actually pleasurable Although the visible links between cartoon characters and the minstrel stage faded long ago Sammond shows how important those links are to thinking about animation then and now and about how cartoons continue to help to illuminate the central place of race in American cultural and social life

Disabling Domesticity Michael Rembis, 2016-12-20 Bringing together a range of authors from the multidisciplinary field of disability studies this book uses disability and the experiences of disabled people living in the United States and Canada to

explore and analyze dynamic sites of human interaction in both historical and contemporary contexts to provide readers with new ways of envisioning home care and family Contributors to *Disabling Domesticity* focus on the varied domestic sites where intimate and interdependent human relations are formed and maintained Analyzing domesticity through the lens of disability forces readers to think in new ways about family and household forms care work an ethic of care reproductive labor gendered and generational conflicts and cooperation ageing dependence and local and global economies and political systems in part by bringing the notion of interdependence which undergirds all of the chapters in this book into the foreground

The Corporate Eye Elspeth H. Brown, 2008-03 Winner Association of American Publishers Professional and Scholarly Publishing Award in Business Management and Accounting In the late nineteenth century corporate managers began to rely on photography for everything from motion studies to employee selection to advertising This practice gave rise to many features of modern industry familiar to us today consulting scientific approaches to business practice illustrated advertising and the use of applied psychology In this imaginative study Elspeth H Brown examines the intersection of photography as a mass technology with corporate concerns about efficiency in the Progressive period Discussing among others the work of Frederick W Taylor Eadweard Muybridge Frank Gilbreth and Lewis Hine Brown explores this intersection through a variety of examples including racial discrimination in hiring the problem of photographic realism and the gendered assumptions at work in the origins of modern marketing She concludes that the goal uniting the various forms and applications of photographic production in that era was the increased rationalization of the modern economy through a set of interlocking managerial innovations technologies that sought to redesign not only industrial production but the modern subject as well

Historical Perspectives in Industrial and Organizational Psychology Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students

Organizational Behavior Mitchell J. Neubert, Bruno Dyck, 2021-04-13 *Organizational Behavior For a Better Tomorrow 2nd Edition* is a unique blended approach to the subject combining traditional core competencies with contemporary research and innovative practices The textbook's distinctive dual presentation integrates conventional and sustainable organizational behavior OB to help students understand how creativity collaboration and ethical decision making can positively impact people organizations and entire communities This fully updated second edition provides a balanced real world approach that strengthens critical thinking skills enables students to

explore the rationale for sustainable OB practices and illustrates and how values and ethics influence business decisions in the real world Rather than focusing only on the short term bottom line approach of traditional OB the text discusses a comprehensive range of topics from current trends in popular media and scholarly literature to addressing the current and long term needs and goals of organizational stakeholders

An Enduring Quest Ferd Leimkuhler, 2019-07-15 The process of industrialization that began over two hundred years ago is continuing to change the way people work and live and doing it very rapidly in places like China and India At the forefront of this movement is the profession of industrial engineering that develops and applies the technology that drives industrialization This book describes how industrial engineering evolved over the past two centuries developing methods and principles for the planning design and control of production and service systems The story focuses on the growth of the discipline at Purdue University where it helped shape the university itself and made substantial contributions to the industrialization of America and the world The story includes colorful and creative people like Frank and Lillian Gilbreth of Cheaper by the Dozen fame Lillian was the first lady of American engineering as well a founder of Purdue's Industrial Engineering

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