

## Section on Commercial Interests

Papers Presented at the Fifty-Ninth Convention

### THE PROPRIETOR'S SALARY.

W. BRUCE PHILIP.

The young man starting in business as well as many older men who have been long established would not know how to answer if asked, "What is your salary?"

"All that is left over," "all that I spend out of the cash drawer," or "all that I need to live on," might be some of many answers. If business is good, the boss helps himself liberally with money from the sales, and, if trade is dull, stints himself or reduces stock as long as it will stand it.

Profit is made by selling goods for enough to pay all expenses and have something left over.

In order to be successful one must know all expenses exactly, not approximately. In large corporations each man engaged is paid a salary and this is figured in as part of the fixed expenses, but the one man store or the one employing one, two or even several clerks, is very apt to be very lax at placing his services at a stated value.

The young man starting says he can live for a short time on a small salary, say \$60 per month, and figures accordingly. He starts and sales are made, bills are not yet due and he uses what he needs, maybe ten, twenty or thirty dollars more than first figured and next month the same until he finds himself alternately living well and then cramping himself to get along.

The drug business is composed of so many thousands of items that the ratio of the amount bought to the amount sold in any month or few months is often deceiving as to the profit or condition of affairs. The nearer fixed the sum total of expense is the easier the manager and buyer will find it to run his store and regulate his buying. One of the largest items of expense is salary and this in all cases should include his own services at a specified amount. A man must forget he owns the store and imagine he is the manager at a stated salary, such salary to be increased only by his own efforts and worth.

Except in the beginning or in rare cases, the manager (owner), is entitled to as much or more, as salary, than the best clerk working in a store similarly situated. Enough to give himself and family good food, respectable clothes and reasonable recreation. If one can not pay that, the honor of the name over the door is an empty one and the sooner it is changed the better. Let him pay himself a specified sum at stated intervals, increasing it only as he puts more energy, more shrewdness or worth into his work. Then run his store to pay a dividend on his investment and accept what is left over as such.

If one pays himself a salary that is more than enough to live on and it is not

too large considering clerks' salary in the neighborhood, what he saves out of his salary is a personal saving but not drug store profit. After drawing his salary regularly for some time he finds he has all bills paid, has not reduced his stock and still finds a surplus, then he has what I call real profit.

One of the important things is to always know where you stand. To know things as they really are. And the more definite all steps are taken the easier mistakes are found out and rectified—before they become of such magnitude as not to be controlled.

The drug store has many sides and offers many questions. Many items are peculiar to certain stores, but expense of running business is connected with all, and the boss's salary is of vital interest to each one of us. "How much am I really worth?" "Am I getting it?" "What per cent. is my real profit?" are questions not to be passed over lightly but to be answered carefully and honestly.

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#### SOME ADVANTAGES OF MAINTAINING A LUNCH ROOM FOR EMPLOYEES OF PHARMACEUTICAL MANUFACTURING ESTABLISHMENTS.

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W. A. PEARSON.

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Your chairman has requested me to state some of the advantages of maintaining a lunch room for employees of pharmaceutical manufacturing establishments. I doubt if I am well qualified to discuss this subject, as I have only had a limited and somewhat distant relation with one.

This lunch room was started by the Smith, Kline and French Company for the benefit of their employees, and in its present condition is a development from the rather crude beginning of eleven years ago. It was intended primarily to provide a place where their employees could obtain a warm substantial lunch and a suitable place in which to eat, in an undesirable neighborhood. Unfortunately, laboratories must be located where good railroad service is available and this condition is not often found in the best neighborhoods.

An expert chef was engaged and began serving lunches to about sixty employees six days each week. Beef stew or sandwiches, of different kinds, with bread and butter, with a choice of either coffee, tea or milk was provided. Those employees who patronized the lunch room were charged fifty cents each week.

Those who preferred to bring their own lunch were required to eat it in the lunch room but at separate tables, consequently a few of the men obtained the popular buffet lunch in nearby saloons. This practice was demoralizing as well as leaving the "consumer" in a condition not conducive to exerting his maximum efficiency. Later it was made compulsory for all laboratory employees to take lunch in the lunch room and the most satisfactory results have followed. On Saturday sandwiches with choice of either coffee or tea were served at 12:30, but so few patronized the Saturday lunch that it was decided to carry sandwiches around the building at about 10:00 a. m., dispensing them to those who desired them at that time. This was afterward changed, and the money which had been