# INDUSTRIAL AUTOMOTIVE MOTOR WORKS

EMPLOYMENT DEPARTMENT · HIGHLAND PARK, MICHIGAN

*Exit Interview: Employee Leaving the Service of the Company*

FORM E-14 A SIMHISTORY WORKSHEET · AN INVENTED COMPANY YEAR: 1914

Employee name _____ Class period _____

Department:

☐ Assembly line, Station No. ____ (job: _____) ☐ Foreman, inspection

☐ Artisan's workshop (hand-built cars) ☐ Other: _____

Length of service (minutes in the game) _____ Cars you helped build _____

Pay system ☐ Day wage ☐ Piece rate Your pay for the shift $ _____

## PART 1 · REASON FOR LEAVING

Check every reason that applies to you, then explain.

☐ The pace of the line was too fast

☐ I had no say in how the work was done

☐ The pay was not enough for my family

☐ The work took too long for too little pay

☐ The work was the same thing over and over

☐ Too much waiting for the next car

☐ I took no pride in the finished car

☐ Other: _____

**Explain your main reason. Use something that happened in the game.**

## PART 2 · YOUR JOB

**1. Describe what you did, start to finish, for one car.**

**2. How long would it take to train a new worker to do your job? What skill did it take?**

**3. Who controlled how fast you worked: you, the line, the Foreman or management? How did that feel?**

## PART 3 · COMPARE THE TWO JOBS

Fill in both columns: the job you did, and the other job you saw or heard about from classmates. Use numbers from your results where you can.

| | LINE WORKER (ONE JOB, MOVING LINE) | ARTISAN (WHOLE CAR, BY HAND) |
|---|---|---|
| Skill needed to do the job | | |
| Time to make one car | | |
| Pay per day | | |
| Labor cost of one car (what the car must sell for to pay the worker) | | |
| Control over how the work is done | | |
| Pride in the finished car | | |
| How easily the company could replace you | | |
| Boredom or repetition | | |

## PART 4 · QUESTIONS FROM THE EMPLOYMENT DEPARTMENT

**4. Which job would you rather have, and why? Give one reason about the work and one about the pay.**

**5. In late 1913, labor turnover at Ford reached 380 percent: the company had to hire almost four workers a year for every job. Using your answers above, explain why so many line workers quit.**

**6. In January 1914 Ford raised pay from $2.34 for a nine-hour day to $5 for an eight-hour day. Would the five-dollar day have kept you on the job? Why or why not?**

**7. The assembly line made cars cheaper and jobs simpler. Was the trade worth it for workers? Explain.**

**For office use only (teacher)**

SEPARATED

Reviewed by _____ Score _____

Eligible for rehire? ☐ Yes ☐ No Notes _____

Sources: The Henry Ford, "K-12 Research Guide: Assembly Line" (turnover of 380 percent in late 1913; $5 for an eight-hour day from January 1914, up from $2.34 for nine hours). Industrial Automotive Motor Works and Form E-14 are invented for this worksheet. © 2026 Isaac Newman. SimHistory™. Teachers may print and copy this worksheet for their classes.