



to this theory, the supercontinent broke up long ago and the fragments

drifted apart. ^{Wegener}~~He~~ named this supercontinent Pangaea.

[*He* can refer only to Wegener, but material about Wegener's theory intervenes, so using *Wegener* again instead of *he* jogs the reader's memory and makes reading easier.]

When you start a new paragraph, be cautious about beginning it with a pronoun whose antecedent is in a prior paragraph. You're better off repeating the word.

 **ESL NOTE:** Many languages omit a pronoun as a subject because the verb delivers the needed information. English requires the use of the pronoun as a subject. For example, never omit *it* in the following: *Political science is an important academic subject. It is studied all over the world.* 

EXERCISE 9-5 Revise so that each pronoun refers clearly to its antecedent. Either replace pronouns with nouns or restructure the material to clarify pronoun reference. For help, consult 9n.

Most companies used to frown on employees who became involved in office romances. They often considered them to be using company time for their own enjoyment. Now, however, managers realize that happy employees are productive employees. With more women than ever before in the workforce and with people working longer hours, they have begun to see that male and female employees want and need to socialize. They are also dropping their opposition to having married couples on the payroll. They no longer automatically believe that they will bring family matters into the workplace or stick up for one another at the company's expense.

One departmental manager had doubts when a systems analyst for research named Laura announced that she had become engaged to Peter, who worked as a technician in the same department. She told her that either one or the other might have to transfer out of the research department. After listening to her plea that they be allowed to work together on a trial basis, the manager reconsidered. She decided to give Laura and Peter a chance to prove that their relationship would not affect their work. The decision paid off. They demonstrated that they could work as an effective research team, right through their engagement and subsequent marriage. Two years later, when Laura was promoted to assistant manager of a different department and after he asked to move also, she enthusiastically recommended that Peter follow Laura to her new department.