

Survey of Industrial Psychology
 Psychology 636
 Office Hours: Thurs 1-2:30, F 10-11
 David King Hall 3072

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 Fall 2006
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Text: Cascio & Aguinis, Applied Psychology in Human Resource Management (6th ed.)
 Readings: Go to www.gmu.edu, click Libraries and follow menus for E-reserve for Psyc 636. Password:
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<u>Date</u>	<u>Topic</u>	<u>Cascio & Aguinis</u>
Aug 29	Overview, Reliability	1, 6, pp. 495-499
Sept 5	Validity	7
Sept 12	Job analysis, Criterion problems	4, 9
Sept 19	Criteria: types	5
	Campbell et al (1993) "A Theory of Performance"	
	Pulakos et al (2000) "...Adaptive Perf." <i>JAP</i> , 85, 612-624.	
Sept 26	Predictors I	11, 12, 14 (344-351)
	Neisser et al. (1996), <i>Amer. Psych.</i> , 51, 77-101	
	Barrick & Mount (1991), <i>Personnel Psyc</i> , 44, 1-26	
	Hogan et al (1996), <i>Amer. Psych.</i> , 51, 469-477	
	Schmitt, Cortina, Ingerick, & Wiechmann, "Persnnl Sel & ..Perf." (2003) Chap in Hndbk of I/O Borman, Ilgen, & Klimoski	
Oct 3	Predictors II	14
Oct. 10	Columbus Day Holiday—Monday classes meet this Tuesday	
Oct 17	MID-TERM EXAM	
Oct 24	Personnel Decisions	3, 13, pp. 499-503
	Wagner (1997), <i>Amer. Psyc.</i> , 52, 1059-1069	
	Schmidt & Hunter (1998), <i>Psyc Bulletin</i> , 124, 262-274	
Oct 31	Legal Issues	2, 8, Appendix A
	Campbell (1996), <i>J. Voc Beh</i> , 49, 122-158	
	Crosby et al (2003), <i>Amer. Psyc.</i> , 58, 93-115 "Affirmative Action:..data and ..debates"	
Nov 7	Training	15
Nov 14	Training	16
	Mumford et al (1988), <i>J Appl Psyc</i> , 443-456	
	Ford et al (1998), <i>J. Appl. Psyc</i> , 218-233	
	TERM PAPERS DUE!	
Nov 21	Training	
Nov.28	Human Performance	
	Landy & Conte (2004) "Designing Work for People"	
	Buffardi et al (2000), <i>J.Appl Psyc</i> , 85, 551-564	
Dec 5	Social & Ethical Issues	18

Dec 12 FINAL EXAM (4:30-7:15)

Last day to add - Sept. 12th

Last day to drop - Sept. 29th

If you are a student with a disability and you need academic accommodations, please see me and contact the Disability Resource Center (DRC) at 703-993-2474. All academic accommodations must be arranged through that office.

COURSE REQUIREMENTS

Mid-term : 50 pts

Final: 50 pts

Class participation 10 pts

15 page literature review of a course-related topic: 30 pts

Paper should be a review and synthesis of relevant primary journal articles. This does not mean you can't cite any books or book chapters, but the main idea is for you to make sense of the literature, not just depend on others to digest the information for you.

Read at least 1 of following Annual Reviews prior to selecting a topic! This is an excellent source of what primary journal articles have been published on a particular topic—the reference section is very extensive. The next step is to read the relevant journal articles referenced there. George Mason University computers have on-line access to Annual Reviews at <http://psych.annualreviews.org/> once you are on the gmU.edu website. Copies of the Annual Reviews are also available in the Fenwick Library stacks.

Sources for Literature review:

A. Annual Review of Psychology

2006 Crosby, Iyer, Sincharoen	Understanding Affirmative Action
see also Uhlmann & Cohen (2005)	Constructed criteria: Redefining merit to justify discrimination. <i>Psychological Science</i> , 16, 474-480
2005 Rynes, Gerhart, & Parks	Personnel Psyc: Perf Eval
2001 Salas & Cannon-Bowers	Training
2000 Hough & Oswald	Personnel Selection
2000 Lubinski	Assessing Indiv. Differences
1998 Arvey & Murphy	Perf. Evaluation
1997 Borman, Hanson, & Hedge	Personnel Selection
1994 Landy & Shankster	Personnel Selection
1992 Schmidt, Ones, Hunter	Personnel Selection
1992 Tannenbaum & Yukl	Training & Development

B. Assessment, Measurement, and Prediction for Personnel Decisions, Guion (1998)

C. Handbook of I/O Psychology-2d edit., Dunnette & Hough (1991)

Vol 1

Ackerman & Humphries "Indiv. Diff. Theory in I/O"
Drasgow & Hulin "Item Response Theory"

Vol 2

Harvey "Job Analysis"
Borman "Job Behavior, Performance, & Effectiveness"
Guion "Personnel Assessment, Selection, & Placement"
Rynes "Recruitment, Job Choice, & Post-hire Conseq."
Goldstein "Training in Work Organizations"
Boudreau "Utility Analysis for Decisions"
Hogan "Physical Abilities"
Dawis "Vocational Interests, Values & Preferences"
Hogan "Personality and Personality Measurement"

Vol 3

Lubinski & Dawis "Aptitudes, Skills, & Profic."
Mumford & Stokes "Devel. Determ. of Indiv. Action"
D. Handbook of I/O Psychology, vol. 12. (2003) Borman, Ilgen & Klimoski (volume editors)

E. Individual Differences and Behavior in Organizations, Murphy (1996)

F. Your literature review typically will be similar to the Introduction section of a "primary" research journal, only somewhat more descriptive of the previous research. As a model, peruse the last few years of Personnel Psychology and/or Journal of Applied Psychology. Also check Psych Bulletin for occasional articles related to Selection or Training. Please feel free to confer with me about selecting your topic and/or reviewing your outline before you write your paper.

Sample Topics (this list is meant only to give you a guide as to *scope* of the topic; you do NOT have to pick any of these topics):

- Implementing performance appraisals: what practices influence perceptions of organizational justice?
- Distinguishing organizational commitment from organizational identification (ref: Ashforth & Mael)
- Mastery vs learning goal orientation on learning outcomes and performance
- Predictors of organizational citizenship behaviors
- Does faking on self-report personality measures influence their validity?
- Self-efficacy as a predictor of employee motivation
- Assessment centers: What are they measuring?
- Developing a measure to assess "disadvantaged" test-takers
- The influence of test-taking anxiety on test validity
- Predicting contextual performance
- Time urgency, managerial performance, and stress
- "Tacit knowledge": How does it differ from "g"?
- The implications of "Emotional intelligence" for I/O psychology
- Measuring quality of work life
- Explanations for ethnic group differences on cognitive ability tests

Tips on writing style:

- read the APA publication manual (5th edition), chapter 2 on writing style.
- use APA format for citations (same approach as used in the intro and reference sections of most journal articles)
- after presenting the general issue/problem, include an "overview" statement in the first page or two of the paper that incorporates the major subheadings in the paper, e.g. "This paper examines the various definitions of job involvement, then presents the major approaches to measuring this construct. Research indicating the variables contributing to job involvement and the relationship between job involvement and performance is presented. Finally, the implications of these findings for employee selection are discussed."
- organize the paper into coherent sections by use of logical subheadings. (Again, **this is only an example—your subheadings will be different.**) e.g.

Definitions of the construct

Measurement of the construct

Empirical findings

Antecedents of job involvement

Outcomes of job involvement

Implications for selection

- break up text so that you have 2-3 paragraphs per page; avoid one-sentence paragraphs.
- use transitional phrases to connect paragraphs within the same subheading, (e.g. "In contrast to the previous study,...."; "Additional support for this explanation is provided by....").
- wherever possible, read the original article; avoid too much reliance on secondary sources, but indicate it when you do (e.g. Smith & Jones, 1991, as cited in Robinson, 1994).
- generally avoid using mass media journals (e.g. Psychology Today, Time, Wall Street Journal, etc.). They often discuss issues relevant to this course, but typically fail to take a researcher's perspective. If you find an interesting article in these magazines, you can pursue the topic by reading the primary research done by the "experts" cited in the article (assuming that they have done the research).