Survey of Industrial Psychology
Dr. Louis Buffardi
Psychology 636
Fall 2011
Office Hours: Thurs 3-4:30, F 10:30-11:30
Phone: 993-1363
David King Hall 3072
buffardi@gmu.edu

Readings: Go to http://library.gmu.edu and follow menus for E-reserve for Psyc 636.
Password: “mind”

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Cascio &amp; Aguinis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug. 30</td>
<td>Overview, Reliability</td>
<td>1, 6, pp. 495-499</td>
</tr>
<tr>
<td>Sept. 6</td>
<td>Validity</td>
<td>7</td>
</tr>
</tbody>
</table>

**Restricted range demonstration: http://onlinestatbook.com/stat_sim/restricted_range/index.html**

| Sept 13 | Job analysis, Criterion problems | 4, 9             |
| Sept 20 | Criteria: types                  | 5                |
| Sept 27 | Predictors I                      | 11, 12, 14 (344-351) |
|         | Neisser et al. (1996), Amer. Psych., 51, 77-101 | |
|         | Barrick & Mount (1991), Personnel Psyc. 44, 1-26 | |
| Sept 30 | LAST DAY TO DROP                  |                  |
| Oct. 4  | Predictors II                     | 14               |
|         | Hogan et al (1996), Amer. Psych., 51, 469-477 | |
|         | Murphy & Dzielewczynski (2005) Personality dimensions as predictors, Human Performance, 18, 343-357. | |
| Oct. 11 | Columbus Day Holiday—Monday classes meet this Tuesday |                  |
| Oct. 18 | MID-TERM EXAM                     |                  |
|         | Wagner (1997), Amer. Psyc., 52, 1059-1069 | |
|         | Schmidt & Hunter (1998), Psyc Bulletin,124, 262-274 | |
| Nov. 1  | Legal Issues                      | 2, 8, Appendix A |
| Nov. 8  | Training                          | 15               |
| Nov. 15 | Training                          | 16               |
Nov. 22  Training  
Alliger et al (1997), Personnel Psyc, 50, 341-358  

LITERATURE REVIEW PAPERS DUE!

Nov. 23-27  Thanksgiving Holiday

Nov. 29  Human Performance  

Dec. 6  Social & Ethical Issues

Dec 13  FINAL EXAM (4:30-7:15)

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

2010 Winne & Nesbit  Psychology of Academic Achievement  
(despite the title it has a handy list of 25 heuristics for promoting learning that is applicable to training. Talks about self-regulation/metacognition as well)

2009 Aguinis & Kraiger  Training & Development

2008 Sackett & Lievens  Personnel Selection

2008 Mayer, Roberts & Barsade  Human abilities: Emotional Intelligence

2006 Crosby, Iyer, Sincharoen  Understanding Affirmative Action  
(see also  Uhlmann & Cohen (2005) Constructed criteria: Redefining merit to justify discrimination. Psychological Science, 16, 474-480)

2005 Rynes, Gerhart, & Parks  Personnel Psyc: Performance Evaluation


C. Handbook of I/O Psychology, (2011) Zedeck, APA

Vol 2 Selecting and developing members for the organization--19 (Chapters available online from Mason library.gmu.edu)
Your literature review typically will be similar to the Introduction/Background 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 or Academy of Management Review for 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):
- Positive Psychological Capital (Luthans et al 2007); different from emotional intelligence?
- Age and dimensions of job performance (Ng & Feldman, 2008, JAP)
- Employee recognition programs: relationship with job satisfaction, organizational support and commitment
- Basking in organizational glory: How does positive organizational publicity impact employees?
- Can employers predict who is more likely to identify with the organization?
- Implementing performance appraisals: what practices influence perceptions of organizational justice?
- Mastery vs learning goal orientation on learning outcomes and performance
- Personality and helping behaviors at work (ref: King et al, 2005, J of Personality)
- Counterproductive work behaviors: relationships with predictors and other criteria (ref: Dalal, 2005, JAP)
- 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"?
- "Emotional intelligence": measurement and validity of the construct for I/O psychology
- Explanations for ethnic group differences on cognitive ability tests

Tips on writing style:
- read the APA publication manual (6th edition), chapter 3 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).