

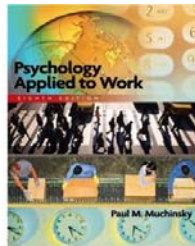


©Symbiosis Centre for Management & Human Resource Development
Online access @ www.publishingindia.com

Psychology Applied to Work

Vinita Sinha¹

Sixth Edition



ISBN: 981-4057-03-7

Editor: Paul M. Muchinsky

Publisher: Thomson, 2000

The sixth edition of *Psychology Applied to Work: An introduction to industrial and Organizational Psychology* represents the most comprehensive portrayal of psychology applied to work. This book is an inclusive of the area of International Industrial/Organizational (I/O) Psychology. Given expanding interest in cross-cultural issues and the development of new areas of interest, the knowledge base in I/O psychology is rapidly increasing. I/O is a growing, exciting and changing field, and author has tried to capture some of that excitement and flavor in some general themes to this revision. The book has been comprised into four sections containing total sixteen chapters.

¹ Assistant Professor,

Symbiosis Center for Management and Human Resource Development,
Symbiosis International University, Pune-411057

The section-I- “The Foundation of Industrial/ Organizational (I/O) Psychology” includes first two chapters. Chapter-1 is “The Historical background of I/O Psychology”. This chapter deals with fields of I/O psychology, licensing and certification of psychologists, history of I/O psychology, cross-cultural I/O psychology and at last the Mandate of I/O psychology.

Chapter-2 “Research Methods in I/O Psychology” is engaged in explaining the empirical research process like statement of the problems, research design, primary research, secondary research, qualitative research, measurement of variables, data analysis, conclusion etc. This chapter also enlightens the ethical problems in research and researches in industry followed by the useful case study.

Section-II “Personnel Psychology” holds chapter-3-7. Chapter-3 is “Criteria: Standards for Decision Making”. The chapter explains conceptual versus actual criteria, criterion deficiency, relevance and contamination and criterion development. And also describes job analysis, methods and research on job evaluation and job performance criteria followed by the appropriate case study.

Chapter-4 “Predictors: Psychological Assessments” is devoted to outline the assessment of quality of predictors, its reliability and validity, psychological tests and inventories, ethical standards in testing with sources of information about testing. It also gives details about the test content, different types of tests and interviews, assessment centers, work samples and situational exercises, new and controversial methods of assessment and at last overview and evaluation of predictors followed by the suitable case study.

Chapter-5 is “Personnel Decision”. This chapter deals with the legal context for personal decisions, recruitment, and a model of personnel decisions, regression analysis, validity generalization, selection decision , test utility and organizational efficiency, placement and classification followed by the proper case study.

Chapter-6 “Training and Development” elaborates assessment of training needs, methods and techniques of training, management development issues and the post-training environment and at last evaluation criteria of training programs followed by the good case study.

Chapter-7 “Performance Appraisal” talks about the using the results of performance appraisals and performance appraisal and the law as well sources of performance appraisal information. It also talks about rater training and motivation, contextual performance, self-and peer appraisals, feedback of appraisal information to employees with concluding comments followed by the excellent case study.

Section-III “Organizational Psychology” holds chapter 8-12. Chapter-8 “Organizations and work team” emphasized on theories of organizations, organizational structure, components of social systems and work teams with concluding comments followed by the relevant case study.

Chapter-9 “Organizational Attitudes and Behavior” focuses on employee attitudes, organizational justice, organizational citizenship behavior and the psychology of mergers and acquisitions, antisocial behavior in the workplace with concluding comments with the applicable case study.

Chapter-10 is “Stress and Well-being at Work”. This chapter discusses the concept of mental health, work stress, Work/family conflict, the psychological effects of unemployment and concluding comments followed by the suitable case study.

Chapter-11 “Work Motivation” describes five critical concepts of motivation, work motivation theories and its overview and synthesis as well as the application of motivational strategies followed by the relevant case study.

Chapter-12 is “Leadership”. It focuses on major topics in leadership research, theoretical approaches to leadership, transformational leadership and cross-cultural issues in leadership with concluding comments followed by the applicable case study.

Section-IV “The work Environment” contains last four chapters, chapter 13-16. Chapter- 13 is “Job Design and Organization Development Creating High-Performance Organizations”. This chapter deals to alter the worker or workplace, job design and effectiveness of job redesign programs. It also discusses organizational implications of job redesign, Organizational Development and major OD interventions with empirical OD research, ethics and OD followed by the relevant case study.

Chapter-14 “Union/Management Relations” tells what is union? It focuses on unions as organizations, influence of unions on non-unionized companies, behavioral research on union/ management relations. The chapter also emphasizes I/O psychology and industrial relations with concluding comments followed by the fine case study.

Chapter-15 “Ergonomics and work condition” underlined ergonomics approaches to work design, human/computer interactions in the workplace, physical stressor in the workplace, work schedules and alcoholism and drug abuse in the workplace followed by the appropriate case study.

Chapter-16 “The changing nature of work” is the last chapter of the book. This chapter highlights individual, work, societal dimensions with concluding comments with suitable case study.

Author has tried to establish more linkages between the science and practice of I/O psychology using a variety of media and sources. It will not only serve the purpose of enlightening the various aspects related to psychology applied to work but also gives reference and resources for new thoughts to stimulate research activities in this field. As the chapters of this book have emphasized on the practical application of the psychological theories and models in real life and work situations thus it can be said that the book is quite relevant for management thinkers, academicians, researchers, management practitioners and students in the area of general management human resource management.
