

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 264*

Princeton, NJ 08544

December 1992

THE ROLE OF THE INDUSTRIAL PSYCHOLOGIST**

1. CURRENT TRENDS

Cooper, Cary L. "Job distress: recent research and the emerging role of the clinical occupational psychologist." *Bulletin of the British Psychological Society* (Order back issues from Swets & Zeitlinger B.V., Heereweg 347B, 2160 SZ Lisse, The Netherlands), Sept. 1986. pp. 325-331.

The United Kingdom appears to be behind other industrialized nations in identifying and dealing with sources of organizational/occupational stress. The new role of the industrial/organizational psychologist in reversing this trend is discussed.

Huszczo, Gregory E. "What unionists should know about psychologists." *Psychotherapy in private practice* (Haworth Press, 28 East 22nd St., New York, NY 10010), Winter 1985, pp. 21-29. On request.

Although a small number of psychologists have worked for unions since the 1920's, organized labor has generally not been very receptive to them. Efforts to bridge the gap between unionists and psychologists revealed that each group knew little about the other. This article discusses how the services of psychologists, including industrial/organizational psychologists, may be particularly beneficial to unions and their members.

Jackson, Susan E. and Randall S. Schuler. "Human resource planning. Challenges for industrial/organizational psychologists." *American Psychologist* (American Psychological Association, 1200 Seventeenth St., NW, Washington, D.C. 20036), Feb. 1990, pp. 223-251. Write for information.

Increasing environmental instability, demographic shifts, changes in technology, and heightened international competition are changing the need for and the nature of human resource planning and the role of the industrial/organizational psychologist in leading organizations. The potential role of

* Prepared by Ellen Gilbert, Assistant Industrial Relations Librarian, with assistance from Mary Chaiken, Librarian, Psychology Library.

** Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

counseling psychologists in the business world is discussed in a special issue of *The Counseling Psychologist* on the theme "Counseling psychology in business and industry" (Vol. 10, no. 3, 1982). The role of social workers in the changing industrial setting is considered in a special issue of *Social Work* (Jan.-Feb. 1988).

Tenopyr, Mary L. "Trifling he stands." *Personnel Psychology* (Personnel Psychology, Inc. 745 Haskins Rd., Suite A, Bowling Green, OH 43402-1600). Spring 1981, pp. 1-17. \$12.50.

This article details the steps industrial/organizational psychologists might take to quell the decline in America's productivity growth. It suggests that professionals shift their emphasis from traditional industrial psychology to organizational psychology and a more eclectic approach to problem solving. Of related interest is the article "Probing for people problems" by Joanne Levine (*Incentive*, Feb. 1989, pp. 52-55).

2. THE USE OF TESTS AND TESTING

Employee testing. The complete resource guide. Rockville, MD 20850. Bureau of National Affairs. (9435 Key West Ave.). unpaged. (BSP 86). \$75.00.

Industrial and organizational psychologists are involved in a number of areas in which testing may be used: applicant screening, training and development, and counseling. The compilation of articles, guidelines, speeches, court cases, Congressional testimony, and scholarly papers in this guidebook provides an overview of the major issues surrounding employee testing. A brief overview of psychologists' use of employment tests is *Psychological testing in personnel selection* by Rosemary Amelia Venne (Industrial Relations Centre, Queen's University, 1987. 65 pp. \$28.50).

Major U.S. publishers of standardized tests. Prepared by the Test Collection. Princeton, NJ 08541. Educational Testing Service, 1992. Unpaged. On request.

Includes up-to-date names, addresses, and telephone and fax numbers of twenty of the largest test publishers in the U.S., including those offering tests of interest to industrial and organizational psychologists.

Mansee, Wilfredo R. *Fair and effective employment testing. Administrative, psychometric, and legal issues for the human resources professional.* Westport, CT 06881. Greenwood Press (88 Post Road West). 1986. 138 pp. \$45.00.

An employment test is at once a measuring instrument, a management device for controlling applicant flow, a prediction tool for making hiring decisions, and a potential cause of action for plaintiffs alleging discrimination. Intended as a practical guide to the use of employment tests, this volume examines the contexts in which employment testing should be understood: business, psychometric, and legal. "Fairness in employment testing" is also

the subject of a special issue of the *Journal of Vocational Behavior* (Dec. 1988). Of related interest: "EEOC rules on the Americans with Disabilities Act: will we still be testing?" by Dianne C. Brown (*The Industrial-Organizational Psychologist*, Jan. 1992, pp. 50-51) and, in the same issue, "After more than twenty-five years of adversarial litigation, is it time for the collaborative expert model?" by Lawrence R. O'Leary and Richard S. Barrett (pp. 51-58).

Psychware products for behavioral assessment in psychology, education and business. Edited by Samuel E. Krug. Detroit, MI 48226-4094. Gale Research (835 Penobscot Building). 1988. 457 pp. \$85.00.

A number of computer-based products for assessing or modifying human behavior are identified and described. Applications of interest to industrial psychologists include personnel selection/evaluation, training/development, and vocational guidance/counseling.

3. TRAINING AND ACCREDITATION

Applied specialities in psychology. Edited by Elizabeth M. Altmaier and Merle E. Meyer. Hillsdale, NJ 07642. L. Erlbaum Associates (365 Broadway). 1985. 480 pp. \$36.00.

A thirty-page chapter on "Industrial and organizational psychology" provides a historical overview and a discussion of the current issues practitioners face. A useful addendum is a list of "Services provided by industrial/organizational consultants." Of related interest is the article "I/O work roles: PhD. vs. Masters level practitioners," by Jeffrey S. Schippman, et al. (*The Industrial-Organizational Psychologist*, April 1992, pp. 35-39.) The article "25 hottest careers" by Anne M. Russell et al. describes the growing demand for industrial/organizational psychologists. (*Working Woman*, July 1989, pp. 67-79).

Rosenfeld, Michael, Benjamin Shimberg, and Richard F. Thornton. *Job analysis of licensed psychologists in the United States and Canada*. Princeton, NJ 08541. Center for Occupational and Professional Assessment, Educational Testing Service. 1983. 3 fiche. \$15.00.

The Examination for Professional Practice in Psychology (EPPP) is widely used in credentialing psychologists. Because they tend to fall into four areas of specialization (clinical, counseling, industrial/organizational, and school), an effort was made to identify the major responsibilities of licensed psychologists and the knowledge and techniques considered important and used by practitioners in all four areas, in order to provide a clearer rationale for the content of the EPPP. Two cases against licensure of I/O psychologists are argued in the articles "Should industrial/organizational psychologists be licensed?" by Ann Howard and Rodney L. Lowman (*American Psychologist*, Jan. 1985, pp. 40-47) and "Industrial/organizational psychology issues on credentialing: licensure and state board relations," by William C. Howell (*Professional Practice of Psychology*, Jan. 1986, pp. 37-48).

Society for Industrial and Organizational Psychology. *Guidelines for education and training at the doctoral level in industrial/organizational psychology*. Arlington Heights, IL 60005. (657 East Golf Road, Suite 309). 1985. 15 pp. On request.

These guidelines provide an overview of each of the twenty-one areas of competence that doctoral level programs in I/O psychology are expected to cover.

4. DIRECTORIES

Directory of the American Psychological Association. Edited by John A. Lazo. Washington, DC 20036. American Psychological Association. (1200 Seventeenth St., NW). 2 vols. 1989. 1737 pp. \$70.00.

In addition to a roster and geographical index of the American Psychological Association's (APA) 68,321 members, this volume is a rich source of information on APA statistics, ethics, guidelines, certification and licensing laws in the United States and Canada, and the taxonomy of psychology specialties and other fields. The Society for Industrial and Organizational Psychology, Inc. (SIOP), a division of APA, includes some 2,566 members.

International directory of psychologists. Exclusive of the U.S.A. Edited by Kurt Pawlik. Amsterdam. The Netherlands. Elsevier Science Publishers. (52 Vanderbilt Ave., New York, N.Y. 10017). 1985. 1181 pp. \$92.50.

This volume, compiled by the International Union of Psychological Science, lists the names of professional psychologists around the world according to country. Entries include the same kinds of information as the APA directory (see above), but the absence of separate lists of specialists makes it more difficult to identify industrial psychologists.