Origins of I/O Psychology

Scientific Management: The managerial philosophy that emphasizes the worker as a well-oiled machine and the determination of the most efficient methods for performing any work-related task.

Jobs should be carefully analyzed to identify the optimal way to perform them.

Employees should be trained well.

Employees should be rewarded for productivity.

Ergonomics (applied psych)
Job Analysis/Evaluation

- Job Analysis
  - Generating a detailed job description
    - Follow a systematic procedure
    - Break the job into small units
    - Create an employee manual
  - Job-oriented description
  - Person-oriented description
  - KSAOs

- Job Analysis/Evaluation
  - Americans with Disabilities Act of 1990

- U.S. Department of Labor
  - Dictionary of Occupational Titles
  - Occupational Outlook Handbook
- Job Evaluation
  - Compensable factors

Personnel Selection

- Recruitment
- Testing
  - Integrity tests and biographical inventories
- Interviews
  - Interviewer illusion
  - Structured interviews
- Work Samples and Exercises
What does this mean for me?

Performance Appraisal

- Evaluating a person's success at their job
- Sources of Bias
  - Halo effect
  - Distributional error
    - Leniency errors
    - Severity errors
    - Central tendency errors

360 Feedback

Organizational Psychology

360 Feedback diagram:
- Subordinates
- Supervisor
- Peers
- Customers

History

Post - WWII
Management Approaches

• The “Japanese” Management Style
• Theory X and Theory Y
  – Theory X managers motivate by exerting control and threatening punishment
  – Theory Y managers motivate by allowing workers to participate in problem solving

Motives for Working

• Extrinsic Motives: Motives involving pursuit of external rewards, such as money or approval.
• Intrinsic Motives: Motives involving pursuit of internal goals, such as self-satisfaction and the social value of work.

If $ Grew on Trees

Why does this matter?
Job Satisfaction

- Job satisfaction is associated with such factors as opportunity to engage in interesting work, degree of control over work, availability of child-care facilities, and income and fringe benefits.

- Job satisfaction depends on a variety of factors such as opportunities to garner intrinsic rewards (such as a sense of accomplishment from performing a job well) and extrinsic rewards (such as high salary, bonuses, professional recognition and awards).

- However, job satisfaction also depends upon the qualities that the worker brings to the job, such as personal traits and attributional style.

Dream Job

- London-Vargas suggests asking yourself the following questions to determine whether your present (or future) position meets both your professional and personal needs:
  - Is the job associated with your interests and passions in life?
  - Will the job help you pursue your dreams?
  - Are you passionate about your work?
  - Did you seek out the job, or did you just happen to fall into it?
  - Does your work make you feel like you’ve accomplished a job well done? Or do you leave work feeling unfulfilled and depressed?

Occupational Outlook 2004-2012

That's all