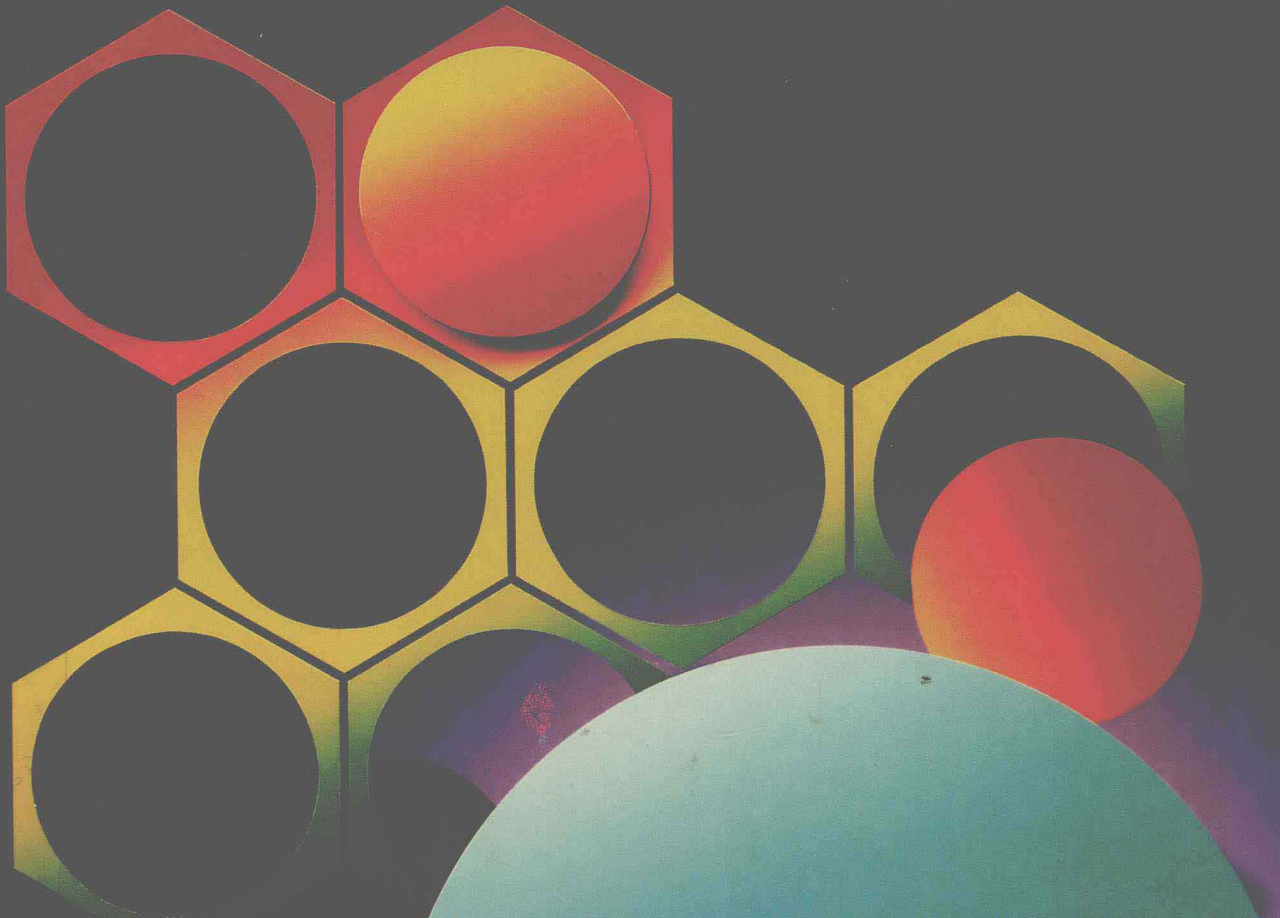


F O U R T H   E D I T I O N

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# *Psychology Applied to Work*

PAUL M. MUCHINSKY



F O U R T H E D I T I O N

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# *Psychology Applied to Work*

An Introduction to Industrial and Organizational Psychology

*Paul M. Muchinsky*

Iowa State University



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This is the fourth edition of *Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology*. Like the previous revisions, it represents a ticklish balance between retaining the strong parts of its predecessor and covering current advancements in the field of industrial and organizational psychology. It is always a matter of judgment as to whether change produces something “positive” or just something “different.” The changes in this edition are more evolutionary than revolutionary, as befits a book that has previously met with professional appeal. I hope you find this edition retains the basic style and flavor of the previous editions but serves to more sharply clarify how industrial and organizational psychology contributes to and meshes with our society. I believe the increasing integration of industrial and organizational psychology into the total fabric of our lives represents the single greatest change in the field today compared to even a few years ago. For example, there is the growing realization that we live in an interdependent global economic community. There are fewer issues being construed as “we versus them”; rather, they appear to be various hues of “us.” We are witnessing a coalescence of work and nonwork interests. We have learned there is an intimate relationship between our work and personal lives. The domain of industrial and organizational psychology does not end when people leave work for home. Likewise, the workplace is not immune from the consequences of such major societal problems as illicit drug usage and contagious diseases. I have tried to capture how industrial and organizational psychology is influenced by these issues and in some way contributes to their articulation if not assists in their resolution. In addition to discussing such large-scale issues, you will find new or expanded coverage of drug testing, employee theft, meta-analysis, human/computer interactions in the workplace, behavioral issues in collective bargaining, occupational stress and its management, statistical quality control, genetic basis of job satisfaction, work/family conflict, mental health, group goal setting, charismatic leadership, and mentoring.

However, I have not lost sight of my journalistic roots with this edition as I tell the story of industrial and organizational psychology. You will continue to find ample use of case studies, field notes, cartoons, photographs, and summary tables throughout. I hope you enjoy my rendition of the field’s story.

I would like to thank a number of colleagues who served as reviewers for this edition. They were Ralph Alexander, University of Akron; Robert B. Bechtel, University of Arizona; Richard D. Draper, Montclair State College; Michael Lindell, Michigan State University; Michael C. Rush, University of Tennessee; Paul E. Spector, University of South Florida; and David J.

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*Obesa cantavit!*

*Paul M. Muchinsky*

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