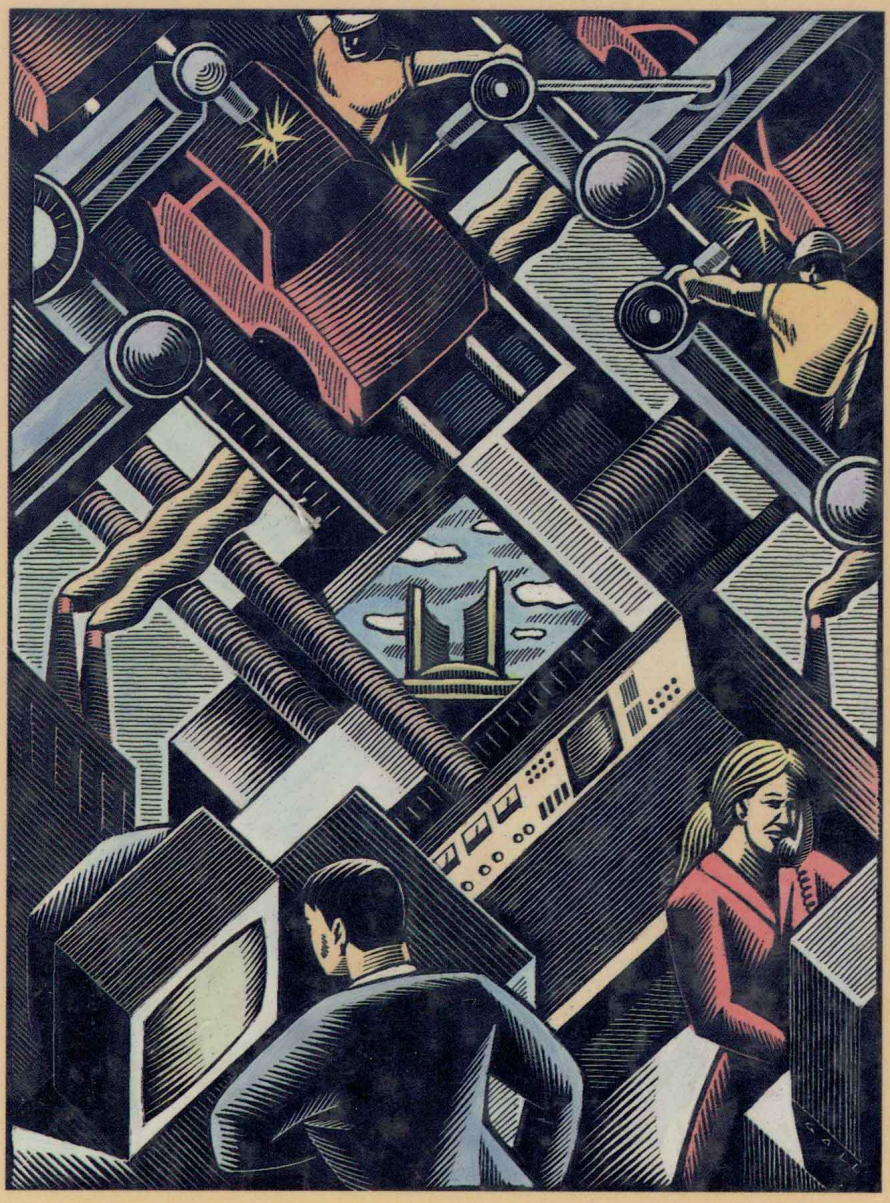
Introduction to Industrial / Organizational Psychology



Ronald E. Riggio

Introduction to Industrial / Organizational Psychology

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Scott, Foresman/Little, Brown Higher Education
A Division of Scott, Foresman and Company
Glenview, Illinois *London, England*

TO LILA

Library of Congress Cataloging-in-Publication Data

Riggio, Ronald E.
Introduction to industrial/organizational psychology.

Includes bibliographical references.
1. Psychology, Industrial. 2. Organizational change. I. Title.
HF5548.8.R475 1990 158.7 89–70026
ISBN 0–673–38188–9

Cover illustration: Christopher Gall

Acknowledgments
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1 2 3 4 5 6—VHJ—94 93 92 91 90 89

PREFACE

Introduction to Industrial/Organizational Psychology provides an inviting and comprehensive introduction to the field of industrial/organizational psychology. Two important themes guided the writing of this textbook. First, since I/O psychology is a field with both a strong scientific base and an applied orientation, the book demonstrates the connection between psychological theory and application: Theoretical concepts are shown to lead to useful interventions. Second, this book was designed and written with the student in mind. Whenever possible, the text draws on examples and illustrations from the world of work that students understand. For instance, many work-setting examples include service industries, such as retail chains and fast food restaurants, rather than concentrating solely on traditional office or factory work settings.

Introduction to Industrial/Organizational Psychology is an introductory textbook that appeals to a wide range of students with varying academic backgrounds. It is designed for use in undergraduate survey courses in I/O psychology or in psychology of work behavior courses, and is suited for courses that contain a mix of psychology majors and nonmajors. The text is appropriate for courses at four-year colleges and universities as well as two-year community colleges. While the book is written at a level that makes the material accessible to students who are relatively new to the field of psychology, the coverage of topics is comprehensive. The inclusion of "classic" theories and research along with the latest developments and innovations makes this a thorough and challenging text for advanced psychology students.

Introduction to Industrial/Organizational Psychology is divided into five parts. Part One provides an introduction to the field and an overview of research methods used by I/O psychologists. Beginning with Part Two, the text clarifies the diversity of the field by separating the two sides of industrial/organizational psychology into subcategories. Parts Two and Five concern the industrial side: Part Two deals with personnel issues, including separate chapters on job analysis and job performance, personnel selection, and personnel training; Part Five deals with work environment issues and covers the topics of human factors, work conditions, and work safety. Parts Three and Four concern the organizational side: Part Three covers worker issues, including topics such as worker motivation, job satisfaction, and work stress; Part Four surveys organizational issues, with separate chapters devoted to the topics of communication,

group processes, leadership, organizational power and politics, and organizational structure and development. *Introduction to Industrial/Organizational Psychology* emphasizes organizational issues more than other I/O texts because the complex interpersonal processes that occur in work organizations increasingly are topics of research and are of particular interest to many students.

Special features included in each chapter of *Introduction to Industrial/Organizational Psychology* complement the text narrative and provide further illustrations and examples of I/O psychology in the "real world." One of these features, Applying I/O Psychology, takes the theoretical and research material presented in the chapter and shows how I/O psychologists apply this knowledge to make positive changes in actual work settings. A second feature, Up Close (which is particularly student-oriented), provides students with practical information concerning how I/O psychology can increase understanding of everyday work situations. A third feature, On the Cutting Edge, highlights current areas of research or practice in I/O psychology that will likely impact the direction of the field. Inside Tips, found at the beginning of each chapter, draws the various chapters and topics together to help students see the "big picture" of the field of I/O psychology. This feature also provides specific tips for understanding and studying the chapter material.

The chapters are designed to facilitate learning. Each chapter begins with an outline of the topics covered and ends with a chapter summary and a series of study questions and exercises that help students review and think about the chapter material. (End-of-chapter material also includes a suggested reading list.) A marginal glossary of terms appears throughout each chapter, with a more complete alphabetical glossary at the end of the book. The text also includes appendixes dealing with the profession of I/O psychology and information about exploring careers in the field.

The text is complemented by an Instructor's Resource Book prepared by Diane Davis. This manual contains everything needed to create a dynamite course—suggestions for additional lecture material, discussion questions, in-class exercises and demonstrations, a list of appropriate audiovisuals, additional references, transparency masters, and a multitude of test items in various formats.

Acknowledgments. I would like to thank the many reviewers whose valuable input helped shape and improve the text. They are

Caran Colvin, San Francisco State University
Michael Coovert, University of South Florida
Chris Cozby, California State University, Fullerton
Jack Croxton, State University of New York College at Fredonia
Diane Davis, Oakton Community College

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Kevin Ford, University of Michigan
Jane Halpert, DePaul University
Douglas Johnson, University of Arkansas at Little Rock
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Diane Krum, College of Lake County
Thomas Lee, University of Washington
Clay Moore, Oakton Community College
Robert Ostermann, Fairleigh Dickinson University
Christopher Taylor, Western Washington University
Robert Vance, Ohio State University
Peter Villanova, Northern Illinois University
Sheldon Zedeck, University of California, Berkeley

Particular thanks goes to Lyman Porter for his expert advice and encouragement. I would also like to express my gratitude to the many people at Scott, Foresman/Little, Brown who helped produce this book. Special thanks to Deb Samyn who has a particular knack for helping rough-draft chapters become a polished product. Thanks also to Joanne Tinsley, Scott Hardy, and Don Hull for their support and their faith in the project. Finally, I would like to thank my wife, Lila, and daughter, Brianna, for their flexibility in allowing me to get the work done and for putting up with all the craziness.

Ronald Riggio

Brief Contents

Part One		Introduction	1
	1	Introduction: Definitions and History	1
	2	Research Methods in Industrial/Organizational Psychology	23
Part Two		Personnel Issues	57
	3	Job Analysis and Performance	57
	4	Personnel Recruitment, Screening, and Selection	93
	5	Personnel Training and Development	127
Part Three		Worker Issues	155
	6	Motivation	155
	7	Job Satisfaction, Work Stress, and Quality of Work Life	183
Part Four		Organizational Issues	219
	8	Communication in the Work Place	219
	9	Group Processes in Work Organizations	246
	10	Leadership	278
	11	Influence, Power, and Politics	307
	12	Organizational Structure and Development	334
Part Five		Work Environment Issues	371
	13	Human Factors in Work Design	371
	14	Work Conditions and Work Safety	402

CONTENTS

PART ONE INTRODUCTION 1

1 INTRODUCTION: DEFINITIONS AND HISTORY 1

What Is Industrial/Organizational Psychology? 3

The Science and Practice of Industrial/Organizational Psychology 5

The Roots of Industrial/Organizational Psychology 6

Scientific Management . The Human Relations Movement . Comparing Scientific Management and Human Relations . Personnel Testing and the World Wars . Industrial/Organizational Psychology After World War II

Industrial/Organizational Psychology Today and in the Future 13

The Study of Work Behavior: A Multidisciplinary, Cooperative Venture . Trends Affecting the Future of Industrial/Organizational Psychology

How to Read and Study This Book 20

Chapter Conclusion 21

INSIDE TIPS: UNDERSTANDING INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY 2

APPLYING I/O PSYCHOLOGY: SCIENTIFIC MANAGEMENT: DRAMATIC CHANGES IN WORK EFFICIENCY 9

2 RESEARCH METHODS IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY 23

Social Scientific Research Methods 26

Goals of Social Scientific Research Methods . Steps in the Research Process

Types of Research Models 30

Research Designs 33

The Experimental Method . The Correlational Method . The Case Study Method

Measurement of Variables 40

Observational Techniques . Self-Report Techniques . Measuring Dependent (Outcome) Variables: The Bottom Line . Key Issues in Measurement: Reliability and Validity

Statistical Analyses of Research Data 45

Descriptive Statistics . Inferential Statistics . Statistical Analysis of Experimental Method Data . Statistical Analysis of Correlational Method Data

Interpreting and Using Research Results 52

Chapter Conclusion 54

INSIDE TIPS: UNDERSTANDING THE BASICS OF RESEARCH METHODS AND DESIGN 25

UP CLOSE: HOW TO USE RESEARCH METHODS IN YOUR OWN LIFE 31

APPLYING I/O PSYCHOLOGY: THE HAWTHORNE EFFECT: A CASE STUDY IN FLAWED RESEARCH METHODS 46

ON THE CUTTING EDGE: META-ANALYSIS: A STATISTICAL TECHNIQUE FOR COMBINING THE RESULTS OF STUDIES 53

PART TWO PERSONNEL ISSUES 57

3 JOB ANALYSIS AND PERFORMANCE 57

Job Analysis 59

Job Analysis Methods . Specific Job Analysis Techniques . Job Evaluation and Comparable Worth

Job Performance and Performance Appraisals 72

Purposes of Performance Appraisals . The Measurement of Job Performance . Methods of Rating Performance . Problems and Pitfalls in Performance Appraisal . Legal Concerns in Performance Appraisals . The Performance Appraisal Process

Chapter Conclusion 90

INSIDE TIPS: JOB ANALYSIS AND JOB PERFORMANCE: ESTABLISHING A FOUNDATION FOR PERSONNEL PSYCHOLOGY 58

ON THE CUTTING EDGE: THE BOSS IS WATCHING: COMPUTERIZED MONITORING OF EMPLOYEE PERFORMANCE 76

APPLYING I/O PSYCHOLOGY: COMBATING THE ACTOR-OBSERVER BIAS IN PERFORMANCE APPRAISALS 87

UP CLOSE: HOW TO IMPROVE PERFORMANCE APPRAISALS 89

4 PERSONNEL RECRUITMENT, SCREENING, AND SELECTION 93

Personnel Recruitment 95

Personnel Screening 97

Evaluation of Written Materials . Personnel Testing . Considerations in the Development and Use of Personnel Screening and Testing Methods . Types of Personnel Screening Tests . The Effectiveness of Personnel Screening Tests . Assessment Centers . Hiring Interviews . Follow-Up Methods: References and Letters of Recommendation

Personnel Selection 119

Making Personnel Selection Decisions . Equal Employment Opportunity in Personnel Selection and Placement

Chapter Conclusion 123

INSIDE TIPS: UNDERSTANDING PERSONNEL ISSUES AND PROCESSES 94

ON THE CUTTING EDGE: TESTING FOR EMPLOYEE HONESTY AND INTEGRITY: DOES IT WORK? 110

APPLYING I/O PSYCHOLOGY: THE USE OF AN ASSESSMENT CENTER FOR MANAGER SELECTION AND DEVELOPMENT 113

UP CLOSE: HOW TO CONDUCT MORE EFFECTIVE HIRING INTERVIEWS 116

5 PERSONNEL TRAINING AND DEVELOPMENT 127

Fundamental Issues in Personnel Training 129

Theories of Learning . Criteria for Successful Training

Assessing Training Needs 134

Organizational Analysis . Task Analysis . Person Analysis . Demographic Analysis

Personnel Training Methods 136

On-Site Methods . Off-Site Methods . Management Training Methods . Specific Focuses of Personnel Training Programs

The Evaluation of Training Programs 148

Equal Employment Opportunity Issues in Personnel Training 150

Chapter Conclusion 152

INSIDE TIPS: LINKS BETWEEN LEARNING THEORIES AND TRAINING METHODS 128

ON THE CUTTING EDGE: MENTORING: AN INFORMAL TECHNIQUE FOR TRAINING NEW MANAGERS 138

UP CLOSE: WHY DO SOME ORGANIZATIONS GIVE SO LITTLE ATTENTION TO NEW EMPLOYEE ORIENTATION AND TRAINING? 145

APPLYING I/O PSYCHOLOGY: THE CAREER DEVELOPMENT SYSTEM AT DISNEYLAND 147

PART THREE WORKER ISSUES 155

6 MOTIVATION 155

Defining Motivation 157

Need Theories of Motivation 158

Maslow's Need-Hierarchy Theory . Alderfer's ERG Theory . McClelland's Achievement Motivation Theory

Job Design Theories of Motivation 163

Herzberg's Two-Factor Theory . Job Characteristics Model

Rational Theories of Motivation 169

Equity Theory of Motivation . VIE Theory of Motivation

Goal-Setting Theory 174

Reinforcement Theory 175

The Relationship Between Motivation and Performance 177

Systems and Technology Variables . Individual Difference Variables . Group Dynamics Variables . Organizational Variables

Chapter Conclusion 180

INSIDE TIPS: MOTIVATION WITHIN THE CONTEXT OF INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY 156

UP CLOSE: WHAT IS A WORKAHOLIC? 163

APPLYING I/O PSYCHOLOGY: JOB ENRICHMENT IN A MANUFACTURING AND A SERVICE ORGANIZATION 166

ON THE CUTTING EDGE: EQUITY THEORY AND THE TWO-TIER WAGE STRUCTURE 171

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7 JOB SATISFACTION, WORK STRESS, AND QUALITY OF WORK LIFE 183

Job Satisfaction 185

Defining Job Satisfaction . The Measurement of Job Satisfaction . Job Satisfaction and Job Performance . Organizational Commitment . Job Satisfaction, Organizational Commitment, and Employee Attendance . Increasing Job Satisfaction

Work Stress 202

Defining Work Stress . Sources of Work Stress . Effects of Work Stress . Coping with Work Stress

Quality of Work Life 214

Chapter Conclusion 216

INSIDE TIPS: JOB SATISFACTION AND WORK STRESS: HOW ARE THEY CONNECTED? 184

UP CLOSE: WHAT ARE THE LEVELS OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT OF AMERICAN WORKERS? 194

ON THE CUTTING EDGE: INCREASING ORGANIZATIONAL COMMITMENT THROUGH EMPLOYEE OWNERSHIP 201

APPLYING I/O PSYCHOLOGY: DESIGNING EFFECTIVE WORK STRESS MANAGEMENT TRAINING PROGRAMS 212

PART FOUR ORGANIZATIONAL ISSUES 219

8 COMMUNICATION IN THE WORK PLACE 219

The Communication Process: A Definition and a Model 221

Research on the Communication Process . Nonverbal Communication in Work Settings

The Flow of Communication in Work Organizations 230

Downward, Upward, and Lateral Flow of Communication . Barriers to the Effective Flow of Communication . Communication Networks . Formal and Informal Lines of Communication: The Hierarchy Versus the Grapevine

Organizational Communication and Work Outcomes 241

Chapter Conclusion 243

INSIDE TIPS: COMMUNICATION: A COMPLEX PROCESS IN WORK ORGANIZATIONS 220

ON THE CUTTING EDGE: TELECONFERENCING: HOLDING BUSINESS MEETINGS OVER LONG DISTANCES 226

APPLYING I/O PSYCHOLOGY: INCREASING THE UPWARD FLOW OF ORGANIZATIONAL COMMUNICATION 232

UP CLOSE: WHY ARE COMMUNICATION BREAKDOWNS SO COMMON IN ORGANIZATIONS? 234

9 GROUP PROCESSES IN WORK ORGANIZATIONS 246

Defining Work Groups 248

Roles . Norms . Organizational Socialization: Learning Group Roles and Norms

Basic Group Processes 254

Conformity . Group Cohesiveness . Cooperation and Competition in Work Groups . Conflict in Work Groups and Organizations

Group Decisionmaking Processes 268

Effectiveness of Group Decisionmaking . Group Decisionmaking Gone Awry: Groupthink and Group Polarization

Chapter Conclusion 276

INSIDE TIPS: GROUP PROCESSES: THE CORE OF ORGANIZATIONAL PSYCHOLOGY 247

ON THE CUTTING EDGE: GROUPWARE CREATES COMPUTERIZED WORK TEAMS 258

APPLYING I/O PSYCHOLOGY: REDUCING MANAGEMENT-UNION CONFLICT 267

UP CLOSE: WHAT IS BRAINSTORMING, AND DOES IT WORK? 271

10 LEADERSHIP 278

Universalist Theories of Leadership 281

Great Man-Woman Theory . Trait Theory . McGregor's Theory X and Theory Y

Behavioral Theories of Leadership 283

Ohio State Leadership Studies . University of Michigan Leadership Studies . Evaluation of the Behavioral Theories of Leadership

Contingency Theories of Leadership 287

Fiedler's Contingency Model . The Path-Goal Theory . Vroom and Yetton's Decision Making Model . The Leader-Member Exchange Model . Comparison of the Contingency Theories of Leadership

Applications of Leadership Theories 301

Leadership Training . Job Redesign

Chapter Conclusion 304

INSIDE TIPS: UNDERSTANDING LEADERSHIP THEORIES 279

UP CLOSE: HOW TO BE AN EFFECTIVE LEADER 286

APPLYING I/O PSYCHOLOGY: THE MANAGERIAL GRID®: THE MARKETING OF LEADERSHIP THEORY 288

ON THE CUTTING EDGE: LEADERSHIP TRAITS: A RECONSIDERATION 300

UP CLOSE: ARE THERE DIFFERENCES BETWEEN MALE AND FEMALE LEADERS? 302

11 INFLUENCE, POWER, AND POLITICS 307

Defining Influence, Power, and Politics 309

Influence: The Use of Social Control 311

Power: A Major Force in Work Organizations 313

Power Sources . Power Dynamics in Work Organizations

Organizational Politics 321

Defining Organizational Politics . Types of Political Behaviors . Causes of Organizational Politics

Chapter Conclusion 332

INSIDE TIPS: DEFINING AND DIFFERENTIATING INFLUENCE, POWER, AND POLITICS 308

UP CLOSE: HOW TO RESIST SOCIAL INFLUENCE TACTICS 314

APPLYING I/O PSYCHOLOGY: THE EMPOWERMENT PROCESS: A KEY TO ORGANIZATIONAL SUCCESS 322

ON THE CUTTING EDGE: ORGANIZATIONAL POWER AND POLITICS: TOWARD A CONTINGENCY APPROACH 331

12 ORGANIZATIONAL STRUCTURE AND DEVELOPMENT 334

Organizational Structure 336

Traditional Organizational Structures . Nontraditional Organizational Structures . Other Dimensions of Organizational Structure . Contingency Models of Organizational Structure

Organizational Development 356

Organizational Development Techniques . The Effectiveness of Organizational Development

Chapter Conclusion 368

INSIDE TIPS: ORGANIZATIONAL STRUCTURE AND DEVELOPMENT: UNIFYING CONCEPTS IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY 335

UP CLOSE: HOW TO DEVELOP EFFECTIVE WORK TEAMS 357

ON THE CUTTING EDGE: QUALITY CIRCLES AND OTHER ORGANIZATIONAL DEVELOPMENT IMPORTS FROM JAPAN 366

APPLYING I/O PSYCHOLOGY: AN ORGANIZATIONAL DEVELOPMENT PROGRAM "DEVELOPS" AT POLAROID 367

PART FIVE WORK ENVIRONMENT ISSUES 371

13 HUMAN FACTORS IN WORK DESIGN 371

Human Factors 373

A Brief History of Human Factors

Operator-Machine Systems 375

Displays . Operator Information Processing and Decisionmaking . Machine Controls

Errors in Operator-Machine Systems 390

Automation and Operator-Machine Systems 392

The Work Environment: Workspace Design 395

Chapter Conclusion 399

INSIDE TIPS: HUMAN FACTORS: SEEING THE BIG PICTURE 372

APPLYING I/O PSYCHOLOGY: EARLY VIDEO GAMES: PROBLEMS IN THE DESIGN OF MACHINE CONTROLS 382

UP CLOSE: ACCIDENTS LEAD TO INCREASED ATTENTION TO HUMAN FACTORS IN INDUSTRY 390

ON THE CUTTING EDGE: MEASURING EMPLOYEE CONCERNS ABOUT THE INTRODUCTION OF ROBOTS INTO THE WORK PLACE 393

UP CLOSE: HOW TO DESIGN AN EFFICIENT STUDENT WORK ENVIRONMENT 398

14 WORK CONDITIONS AND WORK SAFETY 402

Work Conditions 404

Physical Conditions of the Work Environment . Psychological Conditions of the Work Environment . Temporal Conditions of the Work Environment: Work Schedules

Work Safety 417

Dangers in the Work Environment . Dangers in Machine Systems . Dangers in Worker Characteristics and Behavior . Programs to Increase Work Safety . Alcohol and Drug Use in the Work Place

Chapter Conclusion 427

INSIDE TIPS: COMING FULL CIRCLE: THE EFFECTS OF WORK CONDITIONS ON THE WORKER 403

APPLYING I/O PSYCHOLOGY: DEALING WITH HOSTILE WORK CONDITIONS: WORKER SAFETY AND HEALTH IN OUTER SPACE 410

ON THE CUTTING EDGE: NEGATIVE IONS: A NEW HELP OR HAZARD IN THE WORK ENVIRONMENT? 412

APPLYING I/O PSYCHOLOGY: MICROCHIP PLANTS: MAINTENANCE OF A "SUPERCLEAN" WORK ENVIRONMENT 413

UP CLOSE: WHAT WILL WORK CONDITIONS BE LIKE IN THE NEXT CENTURY? 426

APPENDIX A: CAREERS IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY 431

APPENDIX B: JOURNALS PUBLISHING RESEARCH IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY AND RELATED AREAS 439

GLOSSARY 441

REFERENCES 455

ACKNOWLEDGMENTS 483

NAME INDEX 488

SUBJECT INDEX 498

PART ONE INTRODUCTION

1

INTRODUCTION: DEFINITIONS AND HISTORY

CHAPTER OUTLINE

What Is Industrial/Organizational Psychology?

The Science and Practice of Industrial/Organizational Psychology

The Roots of Industrial/Organizational Psychology

Scientific Management

Shortcomings of scientific management

The Human Relations Movement

Shortcomings of the human relations approach

Comparing Scientific Management and Human Relations

Personnel Testing and the World Wars

Industrial/Organizational Psychology After World War II

Industrial/Organizational Psychology Today and in the Future

The Study of Work Behavior: A Multidisciplinary, Cooperative Venture

Trends Affecting the Future of Industrial/Organizational Psychology

First trend: The cognitive explosion · Second trend: Increasing professionalism of management · Third trend: An empirical approach to analyzing work behavior · Fourth trend: An increasing concern with human resources · Implications of these trends for industrial/organizational psychology

How to Read and Study This Book

Chapter Conclusion

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