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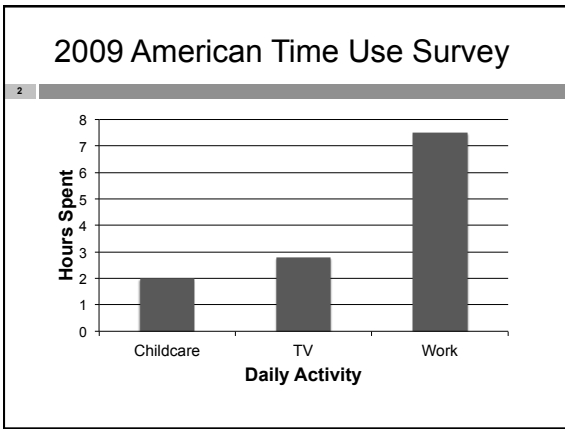
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### I-O Defined

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“I-O (Industrial – Organizational) psychologists help organizations define strategies, set policies, and implement practices involving the performance and well-being of people at work.”

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### I-O Specialty Areas

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Industrial	Organizational
<ul style="list-style-type: none"><li>• Recruitment</li><li>• Selection</li><li>• Training</li><li>• Performance Appraisal</li></ul>	<ul style="list-style-type: none"><li>• Motivation</li><li>• Teamwork</li><li>• Leadership</li><li>• Occupational health</li></ul>

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### Person – Environment Fit

5

Supplementary Fit

**Person**  
Personality  
Values  
Goals  
Attitudes

**Organization**  
Culture  
Values  
Goals  
Norms

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### Person-Environment Fit

6

Complementary Demands-Abilities Fit

**Organization**  
Task      Effort  
Interpersonal

**Person**  
Knowledge  
Skills  
Ability  
Motivation

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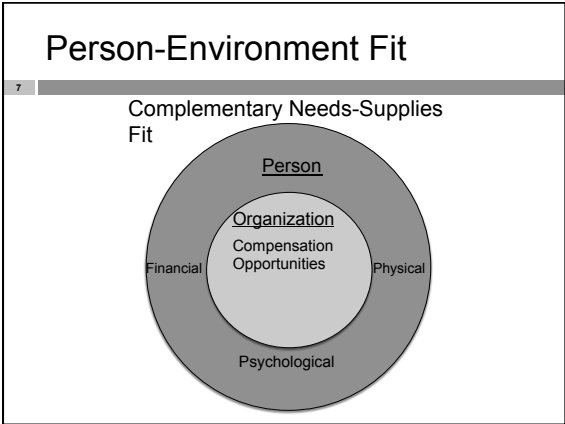
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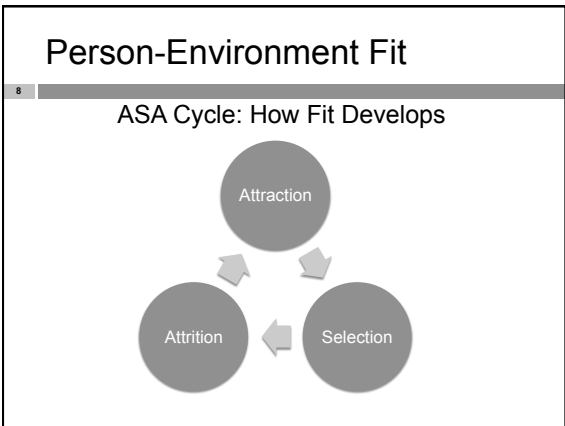
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- ### Selection
- 9
- #### Steps in Personnel Selection
1. Identify job tasks and person requirements
  2. Measure important person requirements
  3. Establish that measure is relevant to performance

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## Selection

13

### 2. Measure important person requirements

- Unstructured interview
  - *What is your biggest weakness?*
  - *Why do you want to work for us?*
- Typically not scored
- Used to assess personality and social skills



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## Selection

14

### 2. Measure important person requirements

- Structured interview: job based
  - *Situational: A student in your class says something hurtful to another student. How do you respond?*
  - *Behavioral: Tell me about a time when you responded to a disruptive student in class.*
- How to add structure:
  - Same questions asked of each applicant
  - Use a panel of interviewers
  - Responses rated based on scoring sheet

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## Selection

15

### 2. Measure important person requirements

- Work sample
  - Realistic simulation
  - Assesses job skills



Boeing 787 Flight Simulator

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## Selection

16

- 3. Establish that measure is relevant to performance
  - Validity: Accuracy of inferences
  - Establishing validity of measure
    - Criterion-related: measure related to job performance
    - Validity generalization: Accuracy of inferences known from other, similar jobs

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## Selection

17

- 3. Establish that measure is relevant to performance
  - Top 5 Best Predictors of Job Performance
    - 1. Work sample tests
    - 2. General mental ability (intelligence) tests
    - 2. Structured interviews
    - 4. Peer ratings
    - 5. Job knowledge tests

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## Development

18

- 1. Training: Acquisition of knowledge and skill that improves performance on job



Emergency Responder Training

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## Development

19

- 2. Mentoring: Social exchange with a senior colleague
  - a. Career
  - b. Psychosocial



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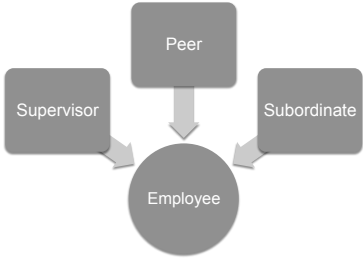
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## Development

20

- 3. 360° Feedback: Performance feedback from multiple sources



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## Motivation: Goal Setting

21

- Difficult, specific goals improve performance
  - ▣ Feedback in relation to goal enhances performance
  - ▣ Participation in goal setting enhances commitment performance



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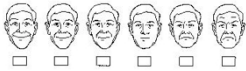
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## Job Satisfaction

22

- Overall evaluation of one's job
  - Linked to:
    - Higher performance
    - Lower turnover
    - Decreased absenteeism
    - Higher life satisfaction



Faces scale of job satisfaction

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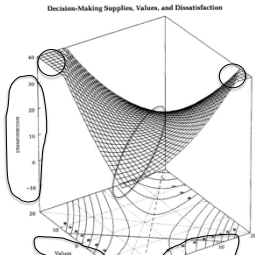
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## Job Satisfaction

23

- Needs-Supplies fit linked to job satisfaction
  - When get what you want
  - Particularly if important



Edwards (1996)

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## I-O Profession

24

- www.siop.org
  - I-O job listings
  - Webinars for students
  - Graduate education



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## I-O Profession

25

- I-O psychologists work for
  - Businesses
  - Consulting firms
  - Government/Military
  - Education
- Classified as a career with a bright outlook

Bright Outlook

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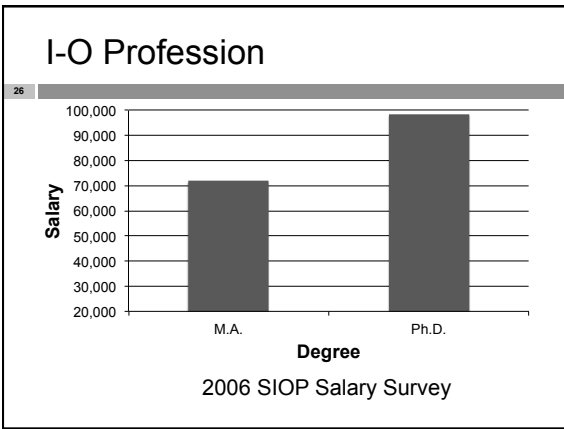
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