

Report of Committee on Training
Division of Business and Industrial Psychology
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Problems

- I. A. What opportunities are open, or are likely to be open, for industrial psychologists.
 - a. As judged by present industrial psychologists.
 - b. As judged by schools which offer courses.
 - c. As judged by industry or its non-psychological associations - N.I.C.B., S.A.M., etc.
 - d. As judged by government agencies., as one of the larger employers of Industrial psychologists.

- B. What degrees (A.B., M.A., Ph.D. or their equivalents) are needed for what kinds of jobs.

- a. Is A.B. with relevant courses for given job more acceptable than M. A. without directly relevant courses.
 - b. Is higher degree more desirable for
 - 1. flexibility in handling different kinds of problems.
 - 2. more intensive training for specific area.
- II. A. How should students be prepared by schools.
- a. What courses are offered.
 - b. What courses are needed.
 - c. What course requirements need modification - e.g., eliminate languages in favor of anthropology, economics, sociology.
- B. What should be required of instructional staff.
- a. Teaching skill primarily
 - b. Industrial experience primarily.
 - 1. As psychologist.
 - 2. As non-psychological worker.
 - c. Can we demand both (a) and (b) and have enough qualified instructors.
- III. What experience is desirable or necessary.
- a. Experience under supervision of psychologist.
 - 1. In plant.
 - 2. Consulting organizations.
 - b. Experience industry as non-psychologist - machine operator, salesman, etc.
- IV. How can students be inducted into the field.
- a. As "internes."
 - 1. Can they earn their way if well paid.
 - 2. Can they afford apprentice jobs if not well paid.
 - 3. What opportunities for training exist.
 - b. Cooperative education - work and schooling alternately or simultaneously.
 - c. By requiring that graduate theses be done in plant situations.
 - d. By industry sending its employees to school for specialized courses.
- V. How much variation in education and experience is required by various specialties, e.g., consumer research, personnel selection and training, labor relations.

Methods

- VI. Who should answer these questions?

- a. Schools which prepare indus. psych.
- b. Psych. employed by industry.
- c. Industry.
- d. Industrial associations.
- e. All of above.
- f. Each of above on question it is most competent to answer.

VII. What approach shall be used?

- a. Questionnaire by division.
 - 1. Detailed questions.
 - 2. General invitation to express ideas.
 - 3. Both.
- b. Review of previously published surveys, such as Canter's - Personnel Psychology

VIII. How shall the study be financed?

- a. By divisional appropriation.
- b. By graduate students encouraged to do such research.
- c. By industrial association (NAM, SAM, AMA etc.) if one is willing.

IX. How large an appropriation is needed, if divisional appropriation?

This depends, of course, on the scope of the study to be made. Assume committee will prepare questionnaire, obtain editing without charge - there will be paper and reproduction costs, correspondence and mailing costs. These may require from a \$10 to a \$100 or larger appropriation, depending on how many schools or industrial organizations we approach.