

Chapter 1

The Historical Background of I/O Psychology

Muchinsky 12 ed

Learning Objectives

- Explain how I/O psychology relates to the profession of psychology as a whole.
- Be able to identify the major fields of I/O psychology.
- Understand how and why psychologists are licensed.
- Learn the history of I/O psychology, including major people, events, and eras.
- Give the reasons for cross-cultural interest in I/O psychology.
- Understand the basis of humanitarian work psychology.

Industrial/Organizational Psychology

- Many areas of psychology besides clinical
 - American Psychological Association (APA)
 - 54 divisions
 - Functions of the APA
 - Division 14 - SIOP
 - American Psychological Society (APS)
 - Global presence of I/O psychology
 - Two sides: Science and Practice
 - Increasing level of recognition of I/O psychology in the general public

Fields of I/O Psychology

- Selection and Placement
- Training and Development
- Performance Management
- Organizational Effectiveness
- Quality of Work Life

Licensing of Psychologists

- Psychology:
 - Regulates its own membership
 - Is regulated by law in every state
 - Controversy about licensing of I/O psychologists
 - Not in clinical practice
 - Different mandate than health care providers

The History of I/O Psychology

- The Early Years (1900-1916)
 - Bryan and “real skills” (1904)
 - Industrial engineers: improve efficiency
 - Time and motion studies
 - Founding Figures
 - Walter Dill Scott
 - Frederick W. Taylor
 - Lillian Moller Gilbreth
 - Hugo Münsterberg

The History of I/O Psychology

- World War I (1917-1918)
 - Robert Yerkes and the Army Alpha and Beta Tests to screen recruits
 - *Journal of Applied Psychology*

The History of I/O Psychology

- Between the Wars (1919-1940)
 - Applied psychology emerged as a discipline
 - Psychological research bureaus came into full bloom
 - Walter Bingham at Carnegie Institute of Technology
 - James Cattell founded the Psychological Corporation
 - Hawthorne-Western Electric Studies/Harvard University Joint Venture
 - Profound influence of Hawthorne studies on I/O psychology
 - Revealed the complexity of human behavior

The History of I/O Psychology

- World War II (1941-1945)
 - Selection and Placement tests
 - Group ability testing (AGCT)
 - Situational stress tests (OSS)
 - Early situational tests: select, train pilots; measure attitude, morale
 - Development of more employment tests in industry

The History of I/O Psychology

- Toward Specialization (1946-1963)
 - Development of college and graduate programs in I/O psychology
 - Creation of Division 14 of APA (1946)
 - Sub-specialties crystallized

The History of I/O Psychology

- Government Intervention (1964-1993)
 - Government scrutiny emerged as a second “authority”
 - Civil Rights Act (Title VII) – 1964
 - Regulation of testing, selection, and other employment decisions
 - Uniform Employment Guidelines
 - Americans with Disabilities Act – 1990
 - Civil Rights Act – 1991
 - Family and Medical Leave Act - 1993
 - I/O psychologists developed test (ASVAB)
currently used for military selection

The History of I/O Psychology

- The Information Age (1994-Present)
 - Internet accelerates change (information technology)
 - Explosive growth in Internet websites
 - Facebook, LinkedIn, and MySpace (social media)
 - Google, eBay, Amazon (modern information-based companies)
 - Advent of e-business and the virtual workplace
 - Speed of delivery
 - The concept of “job” begins to erode
 - Telecommuting and virtual teams mean work is no longer a physical place

Overview of Field

- Duality of science and practice
- I/O psychologists develop selection and training system for TSA after 9/11
- The Great Recession lasted for six quarters during 2008-2009
 - Lowered productivity
 - Increased unemployment
 - Decreased spending

Cross-Cultural I/O Psychology

- Global Issues
- Differences in time spent engaged in work
- Values differences
 - Length of the work week
 - “Lazy vs. compulsive”

Humanitarian Work Psychology

- Consistent with the need to promote good for mankind

Mandate of I/O Psychology

- Increase the fit between workforce and workplace during rapid change
- Help workforce balance work-family issues