

Section on I/O Psychology

Memo 09

May, 1986

To: Members of the Section
From: Vic Catano, Person Chairing

1. The Toronto Convention By now, everyone should have received a copy of the Convention Programme. For convenience, I've "cut and pasted" together the discernible I/O content and included a copy towards the end of this Memo. This year, there is a very strong I/O programme. I would like to draw your attention, in particular, to the following items.

- a. *I/O Section Business Meeting* - The Business Meeting is now scheduled for 12:30pm on Friday. The change was made at the request of the CPA office. CPA had tentatively arranged for a prominent dignitary to address the convention at 4:00pm on Friday which resulted in their delaying the start of the CPA general meeting until 5:30pm and the start of the President's Reception until 7:00pm. I was told that the new time suggested for our meeting did not conflict with any other I/O related activities. As you can see from the programme, this is not the case. As well, the events that caused the change did not materialize. I am going to try to reschedule the meeting (once again) to some time after 2:00pm. This change will depend on the availability of meeting space. I will post notices at the convention and make announcements at I/O sessions about the time and place of the meeting. My apologies for this inconvenience.

I've prepared a draft Agenda for the Business Meeting which is also attached to this memo. The items on the Agenda are those that you submitted on your Feedback Sheets and those that I believe should be brought to your attention. Please bring this Agenda with you to the convention. I will have extras available, but most certainly not enough for everyone.

- b. *Lorne Kendall Award* - Four student papers survived the review process and made it to the programme; these are indicated on the attached I/O programme. A panel of judges will review each presentation and their decision will be announced at the Business Meeting.
- c. *Social Function* - the Section and the OPA SIOP will jointly sponsor a social hour on Thursday evening at 6:00pm in the Pier 3 Room. There will be a **FREE** bar for as long as the supply lasts. Based on the feedback only eight people were interested in holding a dinner. This number was not large enough to justify proceeding with the event as a formal I/O function. I would suggest that the dinner go ahead on an ad hoc

basis. Those who are interested can meet on Thursday at the social hour and make arrangements for a dinner on Friday night; I am willing to act as a facilitator.

2. CPA Elections The deadline for casting your ballots in the CPA election for President-Elect and Board Members is **May 20th**. While the I/O Section does not have a policy on endorsing candidates, there are two candidates on the ballot who have been strong supporters of the I/O Section and I would like to make you aware of that fact.

Mike McCarrey - Mike is a candidate for the CPA Board. Many of you know Mike. He is a past Chair of the Section and an active Section Member. Mike's election would give I/O psychology a strong voice on the CPA Board.

Paul Gendreau - Paul is a candidate for President-Elect. Paul is a clinical psychologist specializing in the area of corrections. I've worked with Paul in his capacity as Chair of the CPA Convention Committee. He was quite sympathetic to the goals of the I/O Programme Committee and supported our proposals for invited speakers and symposia. I believe Paul would continue to support the activities of the Section as President-Elect.

3. Guidelines on Educational and Psychological Testing The second draft of the Guidelines were submitted to the CPA Board at its March meeting. I was asked for the Section's views on the Guidelines. I indicated that while all Section did not have the opportunity to discuss the Guidelines, those members who had reviewed them were positive and supported their adoption. Based on that feedback, I expected that the Guidelines would be supported by the Section's membership.

4. Special I/O Issue of Canadian Psychology John Conway, editor of *Canadian Psychology*, has given approval for the proposed special issue on I/O psychology in Canada. About 75% of the manuscripts for the project are now in hand. Some authors were reluctant to commit themselves to the project without first having a firm commitment from *Canadian Psychology*. John Tivendell and I now expect to have all the manuscripts by July 1st. Allowing for the review process and production lags, the Special Issue should be published about a year from now.


5. Division 14's Mid-Year Conference By all accounts the First Mid-Year Conference was a rousing success. Rick Hackett kindly prepared the attached report on that meeting. Quite evident throughout the conference were political undercurrents arising from differences in philosophy between the leadership of Division 14 and the governing structure of APA. I would not be surprised if Division 14 were to withdraw from APA within the next **five years**.

6. Grants for Research on Employee Benefits The International Foundation of Employee Benefit Plans wishes to encourage research on employee benefit plans in Canada. Awards are being offered to graduate students (\$3,000.00) and faculty (\$5,000.00) for original research on health benefits, retirement and income security, and any other aspects of the employee benefits system in Canada or any of the Provinces. The Foundation expects to make five to six awards in 1986. Applicants must submit a proposal not to exceed ten typed, single-spaced pages. In addition to describing the intended topic of study and its potential significance for employee benefits, proposals should include the methodology to be used, the estimated cost of doing the study and the expected timetable for completion. Additional information about the program may be obtained by writing or

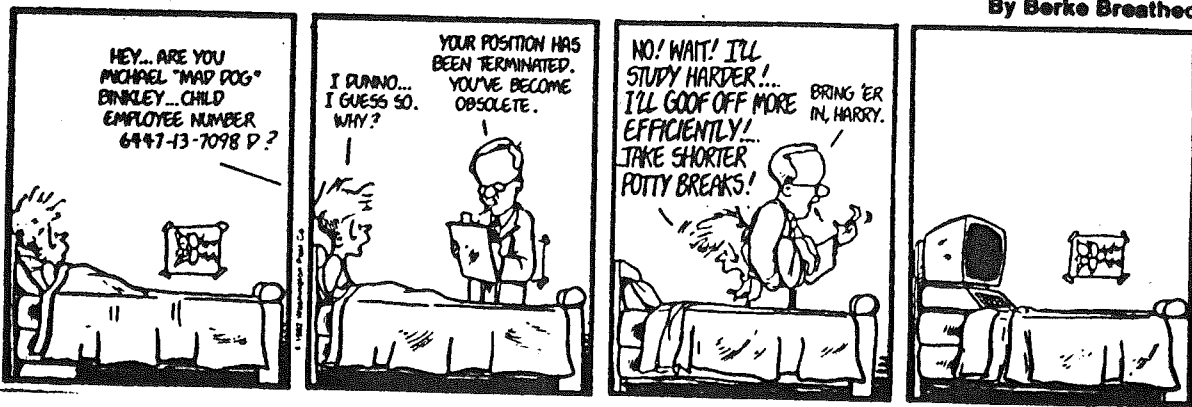
phoning: The International Foundation of Employee Benefit Plans, 18700 W. Bluemound Rd., P.O.Box 69; Brookfield, Wisconsin 53008-0069, Phone (414) 786-6700. There is no deadline for submission of applications.

7. Membership in the Section I have just received the first quarter report from CPA. Membership in the Section has increased by 32 in comparison to the first quarter for last year. We are also up over the closing figures from 1985. If last year is any indication, we should pick up another 20 to 30 members over the year from late renewals and new CPA memberships. But, there is still some 'churn' evident. Don Hall at the U. Of Saskatchewan suggested in response to my last memo that we should work towards clarifying our definition of I/O psychology, who we are and what we do, in order to help potential members decide if they should join and help to reduce the attrition of those who join to find out what the Section is about and quit when they learn it doesn't suit them. June Fukushima thought it would be useful if we had a directory of what members in the Section actually do which could serve as an information exchange for practitioners and researchers alike. If I recall correctly, the Section did undertake a survey of its membership on these points a few years back. Perhaps it is time to renew the effort. I've added this project to the Agenda for the Business Meeting.

6. Next Memo This will be my last memo as my term as Chair of the Section will come to a close at the Business Meeting. The publication of the next memo will be the responsibility of the new Executive. I would like to thank everyone for the support and encouragement that you've given me over the past two years. I looked forward to receiving your correspondence and meeting you at the annual conventions and will continue to do so in the future. I've omitted a Feedback Sheet from this memo as I hope to see you at the convention and receive your comments in person. If that is not the case, send me your comments and I will pass them on to the new Executive. Which brings to mind the fact that the Section will need people to stand for office for the coming year. I will not be re-offering as Section Chair. I've held the position for two years and its time for new people with new ideas to take over. I would urge you to give serious consideration to standing for office. There are many talented people in this Section, we need you to carry on the work. Thank you for making these past two years to be very enjoyable.


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Bloom County



Division 14 APA
1st Mid-Year Conference
Chicago, April 9-11, 1986

The first annual mid-year conference of A.P.A.'s Division 14 (the Society for I/O Psychology) was held in April at the Downtown Chicago Marriott Hotel. In being the first, it was an historical event, and was also very successful with approximately 650 delegates in attendance.

The convention opened with an address from Raymond Katzell (New York University), past president of Division 14. In this address he traced the major developments of I/O psychology from the late 19th Century to the present. His general observation is that many of these developments resulted from efforts to meet pressing societal demands of the time (i.e. WW II and the outgrowth of research in selection, placement and training). His advice is that I/O psychologists ought to become more proactive, anticipating the needs of the future and getting a head-start on the research now!

Several panel discussions, symposia, and debates followed covering a good mix of current issues and topics in I/O psychology. One of the panel discussions centered on the I/O psychologist as expert witness in the courtroom; another dealt with the relevance of the new A.P.A. test standards to society members. Symposia covered a range of topics in Organizational Behaviour (i.e. Stress in the workplace; Job Redesign; Absenteeism) as well as some of the more traditional topics of Industrial Psychology (i.e. Individual Psychological Assessment in Industry; Performance Evaluation; Job Analysis). Other symposia focused on methods and techniques used by I/O psychologists, such as validity - generalization ("An Overview and New Directions in the Hunter-Schmidt-Jackson Meta-analysis Techniques") and utility Analysis ("Current Research In Utility Analysis). Particularly well attended was the debate between Melvin Novick (University of Iowa) and John Hunter (Michigan State University) regarding the boundary conditions, if any, that need to be attended to by those using meta-analysis. Anyone wishing to remain abreast of the issues in this area may want to write John for a copy of his paper: "A Rebuttal of Dr. Novick's False Allegations About Validity Generalization And the Validity of General Cognitive Ability In Predicting Job Performance".

★
Canadian contributors to this year's program were: Ron Burke (York), Victor Catano & Kevin Kelloway (St. Mary's), Steven Cronshaw (Waterloo), Gary Johns (Concordia) and a joint paper from John Meyer & Natalie Allen (Western). Congratulations are due all of them!

Rick D. Hackett
Faculty of Business
McMaster University

April, 1986

★ And the "hidden" Canadian - Gary Latham at U. of Washington.

PRECONVENTION ACTIVITIES

3. THE PERSONNEL PSYCHOLOGIST AS RESPONDENT AND EXPERT WITNESS IN HUMAN RIGHTS CASES Wednesday, June 18
Pier 6
- Gerald V. Barrett, University of Akron; 9:00 - 4:00
Eileen Donoghue, Len W. Slivinski, Personnel Psychology Centre, Ottawa; Steven F. Cronshaw, University of Waterloo.

THURSDAY, 8:30 - 10:30

- FRONTENAC BALLROOM POSTER SESSION: Industrial and Organizational
22. Congruency between self-concept and occupational images in sex traditional and non-traditional occupations. R. KALIN, L. TURNBULL, Queen's U.
 23. Antecedents of four forms of organizational attachment. M. WITHEY, Memorial U.
 24. "Organizational" commitment: Too global a concept? J. BARLING, Queen's U.
 25. Importance of job characteristics in the study of occupational strain in relation to hierarchy level. R. GIRARD, Royal Military College.

THURSDAY, 9:00 - 10:30

- SALON B INVITED ADDRESS: Costs and Benefits of Employee Behaviours
- Speaker: WAYNE F. CASCIO, U. of Colorado
- Moderator: V.M. CATANO, Chair, Industrial/Organizational Section, St. Mary's U.

THURSDAY, 10:30 - 12:30

- PIER 5 PAPER SESSION: Industrial and Organizational Psychology: Stress and Mental Health
- Moderator: M. MORF, U. of Windsor
- Organizational climate and status of human resources in industrialized city. D. WONG-RIEGER, P. RIEGER, K. MACFARLANE, U. of Windsor.
- Social support as a moderating variable in the relationship between job stress and professional commitment in nursing. M.P. LEITER, J. GAUDET, M. MILLETT, Acadia U.
- Job stress, job satisfaction and employee mental health status. L. GRAUER, Royal Canadian Mounted Police, Ottawa.
- Collective discontent and women at the managerial level. M. ABBONDANZA, F. HAREL-GIASSON, H.E.C., Montreal.
- Personal and organisational effects of human resource retrenchment. M.S. ROSS, J.E. BOYD, U. of Calgary.

THURSDAY, 12:30 - 2:30

PIER 5

PAPER SESSION: Topics in Industrial and Organizational Psychology

Moderator: T. JANZ, U. of Calgary

Criteria for evaluating our understanding of work behaviour. M. MORF, U. of Windsor.

Why unitization of repetitive tasks leads to improved performance. F. SAFAYENI, L. GRAHAM, U. of Waterloo.

Development of a job evaluation plan. M.C.A. BERWALD, D. DITECCO, P.D. OELTJEN, Bell Canada, Montreal.

Effects of assigned goal difficulty on task performance: Test of a cognitive mediation model. I.R. GELLATLY, J.P. MEYER, U. of Western Ontario.

Psychological research in new product forecasting. L. MELAMED, S.A. NORMAN, Bell Canada Marketing Research, Ottawa.

Kendall Competition

THURSDAY, 2:00 - 4:00

SALON A

SYMPOSIUM: Employment Interviewing: New Directions for Theory and Application

Moderator: E.C. WEBSTER, Professor Emeritus, McGill U.

Comparing opinions versus behaviour descriptions in the selection interview. T. JANZ, U. of Calgary.

The effectiveness of verbal versus written realistic job previews and an investigation of the mediating processes. A.M. SAKS, U. of Toronto, S.F. CRONSHAW, U. of Waterloo.

The negativity bias in personnel selection: An attempt to modify decision-making processes. M. VOGLER, Bernard Haldane Associates.

The moderating impact of interview format and degree of structure on employment interview validity. W.H. WIESNER, S.F. CRONSHAW, U. of Waterloo.

Kendall Competition

Kendall Competition

YONGE

BUSINESS MEETING: Annual Meeting of the CPA Applied Division

ASSEMBLEE D'AFFAIRES: Assemblée annuelle de la Division appliquée

Chair/President: J. CONWAY, U. of Saskatchewan

I/O Get Together

held jointly by the
CPA Section on Industrial/
Organizational Psychology
and the

OPA Section on I/O Psychology

Thursday, June 19th
6:00 p.m. to 8:30 p.m.
Pier 3.

Free Drinks while they last.

FRIDAY, 8:30 - 10:30

PIER 5 PAPER SESSION: Industrial and Organizational Psychology: Commitment and Job Performance Evaluation

Moderator: M.P. LEITER, Acadia U.

Predictive validity: Just what are we predicting? G. GRUBER, Calgary Police Service.

Work experience, education, and selection decisions. P.M. ROWE, W.H. WIESNER, U. of Waterloo.

Development and consequences of organizational commitment: A casual modeling analysis of longitudinal data. J.P. MEYER, N.J. ALLEN, U. of Western Ontario.

Organizational commitment and volunteerism in the church: A process study of the organizational commitment-effort linkage, J.A. HAUSERMAN, U. of Waterloo.

Pre-retirement programme for older employees. M. TODOROFF, R.J. BURKE, York U.

Kendall Competition

Friday, 11:00 - 1:00

FRONTENAC BALLROOM

POSTER SESSION: Applied Division II Industrial and organizational

- 31. Studies of the performance appraisal process of Canadian forces officers. J.M. MCCUTCHEON, J.E. BOYD, U. of Calgary.
- 32. L'analyse du niveau de stress chez la femme qui exerce un double-rôle. S. GUAY-GENEST, R. TESSIER, U. de Laval.
- 33. A faculty strike: An analysis of voting behaviour and strike activity. V.M. CATANO, St. Mary's U., R. RODGER, Dalhousie U.
- 34. Employee attitudes toward technological change. D.G. FISCHER, M.R. CHADWICK, U. of Saskatchewan.
- 35. The assessment of job satisfaction: From where to where? T.D. HILL, U. of Western Ontario.
- 36. Style or substance: Self-presentational strategies in the job interview. M.M. BUSET, S.M.J. TOWSON, U. of Windsor.

FRIDAY, 12:00 - 2:00

SALON C

SYMPOSIUM: Psychological Burnout in Organizations: Research and Intervention

Moderator: R.J. BURKE, York U.

Career orientations and burnout among police officers. R.J. BURKE, York U.

An examination of the Cherniss model of burnout. G. DESZCA, Wilfrid Laurier U.; R.J. BURKE, York U.

Correlates of stages of progressive psychological burnout. J. ROWNEY, U. of Calgary.

Sex differences in burnout in teachers. E.R. GREENGLASS, York U.

Combatting burnout: Experience and recommendations. R. MACFADDEN, U. of Toronto.

Discussant: R.J. BURKE, York U.

FRIDAY, 12:30 - 2:00

YONGE

BUSINESS MEETING: CPA Section on Industrial/
Organizational Psychology

Chair: V.M. CATANO, Saint Mary's U.

* check Notices of Convention for possible change in time and location.

SATURDAY, 10:30 - 12:30

SALON B

INVITED SYMPOSIUM: The Canadian Industrial-
Organizational Psychologist and Human Rights
Legislation: Present and Future Strategies
for Employment Testing

Moderator: S. CRONSHAW, U. of Waterloo

Making tests acceptable. P.D. OELTJEN,
M.C.A. BERWALD, R. CANTOR, Bell Canada,
Montreal.

Using the General Aptitude Test Battery
(GATBY) in job selection: Implications for
employment and productivity. R. KELLETT,
Employment and Immigration Canada, Ottawa.

An I/O practitioner's approach to test bias.
E. DONOGHUE, L. SLIVINSKI, Public Service
Commission of Canada

Forecasting the costs and benefits of
traditional versus scientific employment
selection methods in Canada to the year 1990.
T. JANZ, U. of Calgary.

Discussant: GORDON FAIRWEATHER, Canadian Human
Rights Commission, Ottawa

CPA SECTION ON INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

SATURDAY, 2:00 - 5:00

QUEEN'S QUAY I

SYMPOSIUM: Assessing the Effects of New
Information Technologies on Work

Moderator: N. KISHCHUK, Canadian Workplace
Automation Research Centre

Attitudinal and behavioural responses to the
introduction of an integrated computer
network. S. CLARK, M. DECHMAN, Mount Saint
Vincent U.; L. SNIDER, Queen's U.

Remote work. R. IRVING, K. MACDONALD,
D. JOHNS, York U.; C. HIGGINS, U. of Western
Ontario.

Pragmatics of research on workplace
automation. J. TAYLOR, U. of Montreal.

Discussant: M. BERNIER, Canadian Workplace
Automation Research Centre

Section on I/O Psychology

Annual Business Meeting, 1986

Agenda

1. Adoption of Agenda
2. Announcement of Lorne Kendall Award Recipient
3. Report of the Person Chairing
4. Report of the Treasurer
5. Formation of Workshop Committee
6. Survey of Membership/Directory of I/O Psychologists
7. Section Newsletter
8. CPA Guidelines on Educational and Psychological Testing
9. Guidelines for Graduate I/O Training in Canada
10. Other Business
11. Election of Officers for 1986-87.