THE ROLE OF THE INDUSTRIAL PSYCHOLOGIST**

1. CURRENT TRENDS


The United Kingdom appears to be held other industrialized nations in identifying and dealing with sources of organizational/occupational stress. The new role of the industrial/organizational psychologist in reversing this trend is discussed.


Although a small number of psychologists have worked for unions since the 1920's, organized labor has generally not been very receptive to them. Efforts to bridge the gap between unionists and psychologists revealed that each group knew little about the other. This article discusses how the services of psychologists, including industrial/organizational psychologists, may be particularly beneficial to unions and their members.


Increasing environmental instability, demographic shifts, changes in technology, and heightened international competition are changing the need for and the nature of human resource planning and the role of the industrial/organizational psychologist in leading organizations. The potential role of

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** Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
counseling psychologists in the business world is discussed in a special issue of The Counseling Psychologist on the theme "Counseling psychology in business and industry" (Vol. 10, no. 3, 1982). The role of social workers in the changing industrial setting is considered in a special issue of Social Work (Jan.-Feb. 1988).


This article details the steps industrial/organizational psychologists might take to quell the decline in America's productivity growth. It suggests that professionals shift their emphasis from traditional industrial psychology to organizational psychology and a more eclectic approach to problem solving. Of related interest is the article "Probing for people problems" by Joanne Levine (Incentive, Feb. 1989, pp. 52-55).

2. THE USE OF TESTS AND TESTING


Industrial and organizational psychologists are involved in a number of areas in which testing may be used: applicant screening, training and development, and counseling. The compilation of articles, guidelines, speeches, court cases, Congressional testimony, and scholarly papers in this guidebook provides an overview of the major issues surrounding employee testing. A brief overview of psychologists' use of employment tests is Psychological testing in personnel selection by Rosemary Amelia Venne (Industrial Relations Centre, Queen's University, 1987. 65 pp. $28.50).


Includes up-to-date names, addresses, and telephone and fax numbers of twenty of the largest test publishers in the U.S., including those offering tests of interest to industrial and organizational psychologists.


An employment test is at once a measuring instrument, a management device for controlling applicant flow, a prediction tool for making hiring decisions, and a potential cause of action for plaintiffs alleging discrimination. Intended as a practical guide to the use of employment tests, this volume examines the contexts in which employment testing should be understood: business, psychometric, and legal. "Fairness in employment testing" is also
the subject of a special issue of the Journal of Vocational Behavior (Dec. 1988). Of related interest: "EEOC rules on the Americans with Disabilities Act: will we still be testing?" by Dianne C. Brown (The Industrial-Organizational Psychologist, Jan. 1992, pp. 50-51) and, in the same issue, "After more than twenty-five years of adversarial litigation, is it time for the collaborative expert model?" by Lawrence R. O'Leary and Richard S. Barrett (pp. 31-38).


A number of computer-based products for assessing or modifying human behavior are identified and described. Applications of interest to industrial psychologists include personnel selection/evaluation, training/development, and vocational guidance/counseling.

3. TRAINING AND ACCREDITATION


A thirty-page chapter on "Industrial and organizational psychology" provides a historical overview and a discussion of the current issues practitioners face. A useful addendum is a list of "Services provided by industrial/organizational consultants." Of related interest is the article "I/O work roles: PhD. vs. Masters level practitioners," by Jeffrey S. Schippman, et al. (The Industrial-Organizational Psychologist, April 1992, pp. 35-39.) The article "25 hottest careers" by Anne M. Russell et al. describes the growing demand for industrial/organizational psychologists. (Working Woman, July 1989, pp. 67-79).


The Examination for Professional Practice in Psychology (EPPP) is used in credentialing psychologists. Because they tend to fall into four areas of specialization (clinical, counseling, industrial/organizational, and school), an effort was made to identify the major responsibilities of licensed psychologists and the knowledge and techniques considered important and used by practitioners in all four areas, in order to provide a clearer rationale for the content of the EPPP. Two cases against licensure of I/O psychologists are argued in the articles "Should industrial/organizational psychologists be licensed?" by Ann Howard and Rodney L. Lowman (American Psychologist, Jan. 1985, pp. 40-47) and "Industrial/organizational psychology issues on credentialing: licensure and state board relations," by William C. Howell (Professional Practice of Psychology, Jan. 1986, pp. 37-48).

These guidelines provide an overview of each of the twenty-one areas of competence that doctoral level programs in I/O psychology are expected to cover.

4. DIRECTORIES


In addition to a roster and geographical index of the American Psychological Association's (APA) 68,321 members, this volume is a rich source of information on APA statistics, ethics, guidelines, certification and licensing laws in the United States and Canada, and the taxonomy of psychology specialties and other fields. The Society for Industrial and Organizational Psychology, Inc. (SIOP), a division of APA, includes some 2,566 members.


This volume, compiled by the International Union of Psychological Science, lists the names of professional psychologists around the world according to country. Entries include the same kinds of information as the APA directory (see above), but the absence of separate lists of specialists makes it more difficult to identify industrial psychologists.