

Contents

Handbook of Psychology Preface xi
Irving B. Weiner

Volume Preface xiii
Neal W. Schmitt and Scott Highhouse

Contributors xv

I CONDUCTING AND COMMUNICATING RESEARCH IN INDUSTRIAL–ORGANIZATIONAL PSYCHOLOGY 1

1 | **A SNAPSHOT IN TIME: INDUSTRIAL–ORGANIZATIONAL
PSYCHOLOGY TODAY 3**
Scott Highhouse and Neal W. Schmitt

2 | **INFERENCEAL META-THEMES IN ORGANIZATIONAL SCIENCE RESEARCH:
CAUSAL INFERENCE, SYSTEM DYNAMICS, AND COMPUTATIONAL MODELS 14**
Richard P. DeShon

3 | **COMMUNICATING RESEARCH FINDINGS 43**
Nathan R. Kuncel and Jana Rigdon

II PERSONNEL PSYCHOLOGY 59

4 | **JOB AND WORK ANALYSIS 61**
Paul R. Sackett, Philip T. Walmsley, and Roxanne M. Laczko

5 | **JOB PERFORMANCE 82**
Stephan J. Motowidlo and Harrison J. Kell

6 | **RECRUITMENT AND JOB CHOICE RESEARCH: SAME AS IT EVER WAS? 104**
Todd C. Darnold and Sara L. Rynes

7	PERSONNEL SELECTION AND EMPLOYEE PERFORMANCE	143
	Jose M. Cortina and Joseph N. Luchman	
8	INTELLIGENCE AND THE WORKPLACE	184
	Fritz Drasgow	
9	USE AND IMPORTANCE OF PERSONALITY VARIABLES IN WORK SETTINGS	211
	Leaetta M. Hough and Jeff W. Johnson	
10	UNDERSTANDING AND FACILITATING LEARNING: ADVANCEMENTS IN TRAINING AND DEVELOPMENT	244
	Kurt Kraiger and Satoris S. Culbertson	
11	ABSENCE, LATENESS, TURNOVER, AND RETIREMENT: NARROW AND BROAD UNDERSTANDINGS OF WITHDRAWAL AND BEHAVIORAL ENGAGEMENT	262
	David A. Harrison and Daniel A. Newman	
12	THEORETICAL APPROACHES TO THE STUDY OF JOB TRANSITIONS	292
	Daniel C. Feldman and Thomas W. H. Ng	
III	ORGANIZATIONAL PSYCHOLOGY	309
13	MOTIVATION	311
	Aaron M. Schmidt, James W. Beck, and Jennifer Z. Gillespie	
14	JOB ATTITUDES: COGNITION AND AFFECT	341
	Reeshad S. Dalal	
15	LEADERSHIP MODELS, METHODS, AND APPLICATIONS: PROGRESS AND REMAINING BLIND SPOTS	367
	Bruce J. Avolio, John J. Sosik, and Yair Berson	
16	ORGANIZATION CHANGE AND DEVELOPMENT: IN PRACTICE AND IN THEORY	390
	John R. Austin and Jean M. Bartunek	
17	WORK GROUPS AND TEAMS IN ORGANIZATIONS	412
	Steve W. J. Kozlowski and Bradford S. Bell	
18	CUSTOMER SERVICE BEHAVIOR	470
	Ann Marie Ryan and Robert E. Ployhart	
19	JUDGMENT AND DECISION MAKING	493
	Terry Connolly, Lisa Ordóñez, and Steven Barker	

IV	THE WORK ENVIRONMENT	523
20	WORK DESIGN	525
	Frederick P. Morgeson, Adela S. Garza, and Michael A. Campion	
21	STRESS IN ORGANIZATIONS	560
	Sabine Sonnentag and Michael Frese	
22	CAREER DYNAMICS	593
	Jeffrey H. Greenhaus and Gerard A. Callanan	
23	HEALTHY WORKPLACES	615
	Steve M. Jex, Naomi Swanson, and Paula Grubb	
24	ORGANIZATIONAL CULTURE AND CLIMATE	643
	Cheri Ostroff, Angelo J. Kinicki, and Rabiah S. Muhammad	
25	DIVERSITY IN ORGANIZATIONS	677
	Michelle R. Hebl and Derek R. Avery	
26	THE WORK–FAMILY ROLE INTERFACE: A SYNTHESIS OF THE RESEARCH FROM INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY	698
	Tammy D. Allen	
Author Index		719
Subject Index		763