

Chapter 1 Introduction to I/O Psychology _____

1. I/O Psychology is a branch of psychology that _____ in the workplace. a. treats psychological disorders b. applies the principles of psychology c. provides therapy to employees d. all of these equally define I/O psychology

W2. The use of _____ best distinguishes I/O psychology from related fields taught in business colleges. a. statistics b. consultants c. psychological principles d. intuition

3. I/O psychology examines factors that affect the _____ in an organization, whereas business fields examine the broader aspects of running an organization. a. people b. machines c. stock performance d. I/O psychology examines all three factors

4. I/O psychologists who are involved in _____ study and practice in such areas as employee selection, job analysis, and job evaluation. a. personnel psychology b. organizational psychology c. training and development d. human factors

5. The study of leadership is part of: a. personnel psychology b. training and development c. human factors d. organizational psychology

6. Psychologists involved in _____ study leadership, job satisfaction, and employee motivation. a. personnel psychology b. organizational psychology c. training and development d. human factors

W7. Psychologists in the area of _____ concentrate on workplace design, man-machine interaction, and physical fatigue. a. personnel psychology b. organizational psychology c. training and development d. human factors

8. Regardless of the official start date, I/O psychology was born in the: a. mid 1800s b. late 1800s c. early 1900s d. mid 1900s

9. I/O Psychology first started about: a. 1840 b. 1938 c. 1903 d. 1957

W10. I/O psychology made its first major impact in: a. World War I b. World War II c. the Hawthorne Studies d. the Antebellum Period

11. The _____ were a husband and wife team who were among the first scientists to improve productivity and reduce fatigue by studying the motions used by workers. a. Watsons b. Scotts c. Bingham's d. Gilbreths

237

12. In which decade were the Hawthorne studies published. a. 1920s b. 1930s c. 1960s d. 1980s

13. Changes in employee behavior that result from an employee being studied or receiving increased attention from managers is called the: a. Hawthorne effect b. Premack principle c. Pygmalion effect d. Peter principle

14. The _____ were characterized by passage of several major pieces of civil rights legislation. a. 1930s b. 1960s c. 1970s d. 1980s

15. The use of more sophisticated statistical techniques, a more aggressive approach in developing methods to select employees, and an increased interest in the application of cognitive psychology to industry took place in the: a. 1920s and 30s b. 1940s and 50s c. 1960s and 70s d. 1980s and 90s

W16. Which of the following is NOT a factor that will affect I/O psychology in the next decade? a. Increases in technology b. Global economy c. Global warming d. All 3 will affect I/O psychology

17. The greatest number of Ph.D. I/O psychologists work in: a. universities b. consulting firms c. private industry d. the public sector

18. Compared to Ph.D.'s, master's level graduates are less often employed by: a. universities b. consulting firms c. the private industry d. the public sector

19. To get accepted into a Ph.D. program in I/O psychology, you need a GRE score of about _____ and a GPA of about _____. a. 3,000 / 4.00 b. 1,000 / 3.00 c. 1,000 / 3.50 d. 1,200 / 3.50

20. Which of the following is NOT part of the GRE? a. analytic b. scientific c. quantitative d. verbal

21. According to your text, the most important reason for the reliance on research is that it ultimately: a. reduces accidents b. saves an organization money c. increases employee satisfaction d. reduces turnover

22. Which of the following was NOT a reason why you should understand research and statistics? a. answering questions b. research is part of everyday life c. common sense is often wrong d. all of these are reasons

W23. A(n) _____ is an educated prediction about the answer to our research question. a. assumption b. belief c. hypothesis d. guess

238

24. Hypotheses are based on: a. previous research b. logic c. theories d. all three of these

25. Which of the following is the reason for WHY a study obtains certain results? a. Hypothesis b. Idea
c. Postulation d. Theory

26. If researchers have trouble forming a hypothesis, they: a. can't conduct their study b. wait until
more research is available c. conduct an exploratory study d. guess about the outcome of a study

27. Conducting a literature review means: a. reading the classics b. seeing if similar research has been
conducted c. assessing a study's reading level d. calling other researchers for their opinion

28. Which of the following is a leading journal in I/O psychology? a. Journal of Applied Psychology b.
Applied H.R.M. Research c. I/O Psychology review d. None of these is the leading journal

29. The Harvard Business Review is an example of a: a. journal b. trade magazine c.
magazine d. bridge publication

30. Which of the following contain articles usually written by professional writers who have little
expertise in a given field? a. Journals b. Magazines and journals c. Magazines d. None of these is
correct

W31. Asking "will the results of laboratory research generalize to organizations in the "real world" is
related to: a. internal validity b. external validity c. face validity d. construct validity

32. What field research gains in _____ it loses in _____. a. control / external validity b. power /
control c. internal validity / power d. external validity / control

33. To ensure that subjects are participating in a study of their own free will, researchers must obtain :
a. permission from the APA b. a writ of mandamus from the participant c. informed consent from the
participant d. a valid control group

34. To ensure ethical treatment of subjects, universities have: a. institutional review boards b. the APA closely monitor every study c. witnesses during experiments d. All of these are true

35. The most powerful research method is the: a. correlational method b. quasi-experimental method c. archival method d. experimental method

36. Which of the following research methods can determine a cause and effect relationship? a. Correlational method b. Quasi-experimental method c. Archival method d. Experimental method

239

37. The variable that is manipulated in an experiment is the _____ variable. a. independent b. dependent c. intervening d. control

38. The variable that we expect to change as a result of our manipulation is called the: a. independent variable b. dependent variable c. intervening variable d. control variable

W39. Manipulating the _____ best distinguishes experimental research methods from other research methods. a. dependent variable b. intervening variable c. statistical results d. independent variable

40. In an experiment designed to test the effect of noise on employee performance, noise is the _____ and employee performance is the _____. a. dependent variable/independent variable b. dependent variable / control variable c. independent variable/dependent variable d. control variable / dependent variable

41. Researchers at IBM think that employees who get to chose their own working hours will be more satisfied than those who do not. To test this idea, IBM employees at the Dallas facility are told that they can chose their own hours. Six months later, the satisfaction level of employees in the Dallas facility is

compared to employees in the Knoxville facility. The employees in the Knoxville facility are considered the: a. dependent variable b. control group c. experimental group d. independent variable

42. The main difference between a quasi-experiment and an experiment is that the independent variable: a. is manipulated in an experiment b. is manipulated in a quasi-experiment c. has 3 levels in an experiment d. cannot be measured in a quasi-experiment

43. Even though they lack control, ____ are used due to ____ reasons. a. experiments / ethical b. correlational designs / historical c. archival methods / statistical d. quasi-experiments/ethical & practical

44. ____ research sacrifices external validity for control of extraneous variables whereas ____ research sacrifices the control of extraneous variables for external validity. a. Laboratory / field b. Field / laboratory c. Archival / quasi-experimental d. Quasi-experimental /archival

45. Which of the following research methods uses previously collected company records? a. Experimental b. Survey c. Archival d. Meta-analysis

46. If I went through my employee files to determine what type of person makes the best employee, I would probably be conducting: a. archival research b. a meta-analysis c. a field study d. an experiment

W47. Which of the following survey methods has the lowest response rate? a. Interview b. Email c. Mail d. The three have equal response rates

48. If you used an email survey, your results would be representative of the population in terms of: a. sex b. race c. both sex and race d. neither sex nor race

49. Which of the following will increase the response rates to mailed surveys? a. Include a monetary incentive b. Keep the survey under 4 pages c. Have a university sponsor the survey d. All will increase response rates

50. A researcher sent a survey containing 5 questions to a sample of 500 employees. The wording was easy to understand and the researcher offered a financial incentive yet few employees returned the survey. What might be the reason for this low response? a. The number of questions b. The use of a financial incentive c. The easy-to-understand wording d. None of the three is a reasonable explanation

51. _____ is a method of reaching conclusions based on the statistical combination of several previous research studies. a. The experimental method b. Quasi-experimental analysis c. Archival research d. Meta-analysis

52. In a meta-analysis conducted to see if a particular training method is better than another, the proper effect size to use would be: a. d b. r c. Z d. t

53. Meta-analyses looking at the difference between two groups would use ____ as the effect size whereas meta-analyses looking at the relationship between two variables would use ____ as the effect size. a. d/r b. r/d c. t/d d. t/F

54. An effect size (d) of .20 is considered: a. small b. large c. moderate d. significant

55. The statistical "averaging" of effect sizes across previous empirical studies defines: a. experimental research b. meta-analysis c. correlational research d. archival research

56. A large research sample is nice to have, however, it may not be necessary if the experimenter can choose a _____ sample and control for many of the _____ variables. a. random / extraneous b. extraneous / random c. representative / nuisance d. homogeneous / confounding

57. The majority of research in the field of I/O psychology is conducted at universities using students as subjects rather than employees. In fact, college students serve as subjects in approximately _____ percent of all published I/O research. a. 5% b. 50% c. 85% d. 99%

241

W58. In general, the majority of the research comparing college student samples with actual employee samples conclude that college students behave _____ real world samples. a. similar to b. different than c. No research is available d. The research results are inconsistent

59. A _____ implies that each person in the population has an equal chance of being selected. a. random sample b. convenience sample b. random assignment c. convenience assignment

60. Most research in industry uses a _____ sample. a. random b. convenience sample c. free sample d. stratified sample

61. A teacher wants to see if there are any differences in the test scores of students who take her exam on the computer and those who take her exam the traditional paper and pencil way. Students with an odd digit at the end of their student ID number are required to take her midterm exam on the computer and those with an even digit are required to take a paper and pencil exam. Her study has a _____ sample with _____. a. random / random assignment b. convenience / random assignment c. convenience / nonrandom assignment d. random / nonrandom

62. After all the data have been collected, the results are then: a. filed for future use b. shared between colleagues c. statistically analyzed d. data collection never ends

63. The level of statistical significance that we use in psychology is: a. .01 b. .05 c. .10 d. .50

64. The statistical significance of research results tell us the probability that: a. our results were due to chance b. our results are useful c. our results are biased d. all of these are true

65. Significance levels tell us the _____ significance of a study and effect size tells us the _____ of a study. a. statistical / alpha level b. practical / beta level c. practical / statistical significance d. statistical / practical significance

66. Which of the following represents the strongest correlation? a. -.05 b. +.45 c. +.10 d. -.47

W67. If a researcher calculated a correlation coefficient of $r = 1.27$ between two variables, you would conclude that there is a(n): a. high correlation b. very low correlation c. error in the calculation d. moderately low positive correlation

68. The use of correlational analysis does not allow you to infer a cause and effect relationship. This is because a third variable, a(n) _____ variable, often accounts for the relationship between the two variables. a. intervening b. nuisance c. confounding d. dependent

69. A researcher finds a strong correlation between job satisfaction and performance. What can he conclude from this correlation? a. Satisfaction causes good performance b. Good performance causes job satisfaction c. Satisfaction and performance are related d. He can conclude all three

70. In a _____ ethical dilemma, there is a high level of uncertainty as to what is right or wrong. a. rationalizing b. Type A c. type B d. deconstructive

Listing/Short Answer Questions

71. What are the three major fields of I/O psychology? • personnel psychology • organizational psychology • human factors/ergonomics

72. What are the three reasons your book listed for why you should be interested in research? • answer questions and make decisions • we encounter research everyday • common sense is often wrong

73. What are the three sampling methods listed in the text? • random selection • convenience • random assignment

74. What are the differences between ideas, hypotheses, and theories?

75. What are important considerations when choosing a research sample? • Sample size • The type of participant (e.g. student v. professional) • Sampling method (random, convenience, convenience with random assignment) • Inducements to participate • The use of informed consent

Answer Key - Chapter 1

answer page answer page _____

1. B 2. 36. D 21. 2. C 2. 37. A 21. 3. A 2. 38. B 21. 4. A 4. 39. D 21. 5. D 4. 40. C 21. 6. B 4. 41. B 21. 7. D 5. 42. A 22. 8. C 5. 43. D 22. 9. C 5. 44. A 20. 10. A 5. 45. C 22. 11. D 5. 46. A 22. 12. B 8. 47. B 24. 13. A 8. 48. A 24. 14. B 8. 49. D 25. 15. D 8. 50. D 25. 16. C 9. 51. D 26. 17. A 10. 52. A 26. 18. A 10. 53. A 26. 19. D 12. 54. A 26. 20. B 12. 55. B 26. 21. B 13. 56. A 28. 22. D 13. 57. B 27. 23. C 15. 58. B 27. 24. D 15. 59. A 28. 25. D 15. 60. B 28. 26. C 16. 61. B 28. 27. B 17. 62. C 29. 28. A 17. 63. B 29. 29. D 18. 64. A 29. 30. C 18. 65. D 29. 31. B 19. 66. D 30. 32. D 20. 67. C 30. 33. C 20. 68. A 29. 34. A 20. 69. C 30. 35. D 21. 70. B 30.

244