

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
 - d. Gilbreths

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

37. The variable that is manipulated in an experiment is the _____ variable.
- independent
 - dependent
 - intervening
 - control
38. The variable that we expect to change as a result of our manipulation is called the:
- independent variable
 - dependent variable
 - intervening variable
 - control variable
- W39.** Manipulating the _____ best distinguishes experimental research methods from other research methods.
- dependent variable
 - intervening variable
 - statistical results
 - independent variable
40. In an experiment designed to test the effect of noise on employee performance, noise is the _____ and employee performance is the _____.
- dependent variable/independent variable
 - dependent variable / control variable
 - independent variable/dependent variable
 - 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:
- dependent variable
 - control group
 - experimental group
 - independent variable
42. The main difference between a quasi-experiment and an experiment is that the independent variable:
- is manipulated in an experiment
 - is manipulated in a quasi-experiment
 - has 3 levels in an experiment
 - cannot be measured in a quasi-experiment
43. Even though they lack control, _____ are used due to _____ reasons.
- experiments / ethical
 - correlational designs / historical
 - archival methods / statistical
 - 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.
- Laboratory / field
 - Field / laboratory
 - Archival / quasi-experimental
 - Quasi-experimental /archival
45. Which of the following research methods uses previously collected company records?
- Experimental
 - Survey
 - Archival
 - 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:
- archival research
 - a meta-analysis
 - a field study
 - an experiment
- W47.** Which of the following survey methods has the lowest response rate?
- Interview
 - Email
 - Mail
 - 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%

- W58. In general, the majority of the research comparing college student samples with actual employee samples conclude that college students behave _____ real world samples.
- similar to
 - different than
 - No research is available
 - The research results are inconsistent
59. A _____ implies that each person in the population has an equal chance of being selected.
- random sample
 - convenience sample
 - random assignment
 - convenience assignment
60. Most research in industry uses a _____ sample.
- random
 - convenience sample
 - free sample
 - 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 _____.
- random / random assignment
 - convenience / random assignment
 - convenience / nonrandom assignment
 - random / nonrandom
62. After all the data have been collected, the results are then:
- filed for future use
 - shared between colleagues
 - statistically analyzed
 - data collection never ends
63. The level of statistical significance that we use in psychology is:
- .01
 - .05
 - .10
 - .50
64. The statistical significance of research results tell us the probability that:
- our results were due to chance
 - our results are useful
 - our results are biased
 - all of these are true
65. Significance levels tell us the _____ significance of a study and effect size tells us the _____ of a study.
- statistical / alpha level
 - practical / beta level
 - practical / statistical significance
 - statistical / practical significance
66. Which of the following represents the strongest correlation?
- .05
 - +.45
 - +.10
 - .47
- W67. If a researcher calculated a correlation coefficient of $r = 1.27$ between two variables, you would conclude that there is a(n):
- high correlation
 - very low correlation
 - error in the calculation
 - 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.
- intervening
 - nuisance
 - confounding
 - 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