

## Introduction of My Discipline

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My major is Industrial and Organizational Psychology which belongs to Applied Psychology. It emphasize on the human recourse among employees, customers, and leaders. Such as, employees' motivation, working efficiency, and job satisfaction, etc. I/O Psychology also known as occupational psychology, work psychology, WO psychology, IWO psychology and business psychology. It is the scientific study of human behavior in the workplace and applies psychological theories and principles to organizations. Most of the researches in this field are empirical researches which intensely engage in statistics. This is because not like other psychology field which might be more related to laboratory settings, I/O Psychology is more related to pragmatic problems especially in working circumstances. Here are some resources of this field.

1. **American Psychology Association (APA):** APA is the leading scientific and professional organization representing psychology in the United States whose aim is to advance the creation, communication and application of psychological knowledge to benefit society. It was founded in 1892 with 31 members and grew quickly after World War II. Today, APA is the largest scientific and professional organization representing psychology in the United States, with 54 divisions and more than 122,500 researchers, educators, clinicians, consultants and students as its members.
2. **Association for Psychological Science (APS):** APS is an international non-profit organization whose mission is to promote, protect, and advance the interests of scientifically oriented psychology in research, application, teaching, and the improvement of human welfare. APS was founded in 1988 by a group of researchers and scientifically-

oriented practitioners who were interested in advancing scientific psychology and its representation at the national and international level. It differs from American Psychology Association in divisive issues as scientific versus human values, determinism versus indeterminism, objectivism versus intuitionism, laboratory investigations versus field studies, nomothetic versus idiographic explanations, and elementism versus holism.

3. **The Journal of Applied Psychology:** It publishes high quality research focusing on the application of psychology to better understand work and organizational phenomena.

Journal of Applied Psychology has been—and continues to be—one of the leading and most influential journals in the fields of industrial and organizational psychology, organizational behavior, and human resources management. In addition, many authors worldwide chose to submit their best work to the journal. The Journal of Applied Psychology publishes primarily rigorously conducted, original empirical research. Such research can include empirical studies in laboratory or field settings using experimental or observational designs with quantitative or qualitative methods, as well as meta-analyses. The journal is also open to publishing methodological articles that directly advance substantive research in work and organizational settings; otherwise, methodological articles may fit better in journals such as Psychological Methods.

4. **Journal of Occupational and Organizational Psychology:** The Journal of Occupational and Organizational Psychology publishes empirical and conceptual papers which aims to increase understanding of people and organizations at work including: (1) Industrial, organizational, work, vocational and personal psychology; (2) Behavioral and cognitive aspects of industrial relations; (3) Ergonomics and human factors; (4) Industrial sociology. Its domain is broad, covering industrial, organizational, engineering,

vocational, and personnel psychology, as well as behavioral and cognitive aspects of industrial relations, ergonomics, human factors and industrial sociology.

5. **The Journal of Vocational Behavior:** It publishes empirical and theoretical articles that expand knowledge of vocational behavior and career development across the life span. Research presented in the journal encompasses the general categories of career choice, implementation, and vocational adjustment and adaptation. The articles contribute to a theoretical understanding of career choice and vocational adjustment and are also valuable for applications in counseling and career development programs in colleges and universities, business and industry, government, and the military. A particularly useful feature is the annual review of research in vocational behavior published in the October issue.
6. **Journal of Organizational Behavior:** It aims to publish empirical reports and theoretical reviews of research in the field of organizational behavior, wherever in the world that work is conducted. The journal will focus on research and theory in all topics associated with organizational behavior within and across individual, group, and organizational levels of analysis, including: At the individual level: personality, perception, beliefs, attitudes, values, motivation, career behavior, stress, emotions, judgment, and commitment. At the group level: size, composition, structure, leadership, power, group affect, and politics. At the organizational level: structure, change, goal-setting, creativity, and human resource management policies and practices. Across levels: decision-making, performance, job satisfaction, turnover and absenteeism, diversity, careers and career development, equal opportunities, work–life balance, identification,

organizational culture and climate, inter-organizational processes, and multi-national and cross-national issues. Research methodologies in studies of organizational behavior.

7. **Hugo Munsterberg:** As a pioneer in the industrial psychology, Munsterberg's researches and thoughts have a profound influence on the later research works and industrial psychology theories. He pioneered the field of industrial psychology which is the scientific study of individuals in the work to maximize their productivity and psychological adaptation. He believes that psychological tests should be used to select employees, learning theory should be used to evaluate the development of training methods, and researches should be conducted on human behavior in order to find out what methods are most effective for motivating workers. He also pointed out that scientific management and industrial psychology should be analyzed scientifically to improve productivity. His researches also have important influence on the selection of staff training, job design and motivation.
8. **George Elton Mayo:** The founder of early behavioral science. He emphasizes on human factors, study individual behaviors and group behaviors. He conducted a famous experiment related to the light in factories. With the time goes on, the effect of this expedient is getting broader and deeper. Some of the colleges begin to set up courses about it. The theory of interpersonal relationship begin getting into companies. Mayo pointed out the significance of interpersonal relationship theory. He believes that under a formal relationship of a group, there must be plenty of informal relationships among group members. This kind of informal relationships might bring some disadvantages to a company.

9. **Robert Owen:** He is one of the most successful businessman in early nineteenth Century.

He is also an outstanding pioneer of management. Owen conducted several unprecedented experiments in his own textile factory. People have good reason to call him “the father of modern personnel management”. Owen's contribution to management is to abandon the work of workers as a tool to improve worker labor conditions, such as the minimum age for child labor to work; to shorten the labor time of employees; to provide an employee with an in-house diet; to set up a cost to sell the necessities of life to the employees, and to improve the local social situation.