Handbook of Research Methods in Industrial and Organizational Psychology

Edited by

Steven G. Rogelberg
“This volume provides a comprehensive and cutting-edge examination of research and statistical methods that are used in the field. It will be an invaluable resource for faculty and students. I have no doubt that the book will easily meet its goal of helping to improve research quality.”

James L. Farr, Pennsylvania State University

“Excellent coverage of key issues and packed with useful ideas.”

Peter Warr, University of Sheffield

“The topics are well chosen and the chapters are written in an accessible style. The handbook is an indispensable reference for those interested in this important area.”

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Handbook of Research Methods in Industrial and Organizational Psychology
Edited by Steven G. Rogelberg

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Handbook of Research Methods in Industrial and Organizational Psychology

Edited by

Steven G. Rogelberg

Blackwell Publishing
This book is dedicated with much love to my wife Sandy and our children – Sasha and Gordon.
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Preface

Systematic, thoughtful, and carefully conducted research is the key means to three ends of critical importance: (1) the identification of new knowledge; (2) the effective integration of knowledge; and (3) the meaningful application of knowledge. Poorly conducted, careless, and thoughtless research is the key means to three ends of tremendous concern: (1) the labeling of misinformation as truth; (2) the inability to synthesize knowledge; and (3) misinformed and potentially destructive applications of knowledge.

The Handbook of Research Methods in Industrial and Organizational Psychology is a comprehensive and contemporary treatment of research philosophies, approaches, tools, and techniques indigenous to industrial and organizational psychology. The overall vision of this handbook is to promote research excellence in industrial and organizational psychology and related disciplines interested in studying the world of work (e.g., organizational behavior, human resource management, and organizational development). By promoting research excellence, it is hoped that this book will have an immediate and positive impact upon the pursuit, integration, and application of work-related knowledge. This research excellence, in turn, will hopefully serve to improve the world of work for individuals and teams, employees and management, owners and customers.

The handbook is organized into three main parts. In Part I, “Foundations,” the chapters are designed to provide the reader with a broad understanding of diverse research approaches/paradigms and key overarching research concepts. In Part II, “Data Collection Procedures/Approaches,” traditional, new, and unconventional data-gathering concepts and techniques are discussed. In Part III, “Data Investigation,” the reader is exposed to topics related to the handling and analysis of data. The handbook concludes, in Part IV, with a chapter looking at how to successfully write up research results and a chapter presenting key challenges facing organizational researchers, as a community.
Acknowledgments

Although my name is on the cover of this handbook, I certainly could not have completed this large endeavor without the help of a cadre of wonderful and talented people. First, I would like to thank my Studio B literary agent Neil Salkind. Neil’s vision, hard work, and mentorship made this book possible. Second, I want to recognize the dedicated, timely, and knowledgeable efforts of the editorial board: Herman Aguinis, Jim Conway, Rick DeShon, Jeff Stanton, and Mike Zickar. Third, I offer thanks to all of the chapter authors. The chapter authors are indeed first-rate scholars and professionals. Fourth, I would like to thank the talented staff at Blackwell Publishers.

I also appreciate the advice and counsel of my colleagues in the industrial and organizational psychology program at Bowling Green State University: Bill Balzer, Milt Hakel, Scott Highhouse, Carlla Smith, Jeff Stanton, and Mike Zickar. Furthermore, I thank the graduate students who helped me in this handbook effort: Gwen Fisher, Maggie Brooks-Laber, and Lilly Lin. Finally, I would like to thank the Department of Psychology at Bowling Green State University and the Department of Psychology at University of North Carolina at Charlotte for supporting this endeavor.

On a personal level, I would be remiss if I did not acknowledge some key people in my life who provide unyielding and overwhelming love and support: my wife (Sandy Rogelberg), Mom (Jane Rogelberg), Dad (Joel Rogelberg), brother (David Rogelberg), and best friend (Pete Kahn).

Steven G. Rogelberg