



**Colegio de San Juan de Letran**  
Dominican Avenue, Abucay, Bataan  
Library and Media Services

## **RESEARCH GUIDE: INDUSTRIAL / ORGANIZATIONAL PSYCHOLOGY**

### **TABLE OF CONTENTS**

#### **I. Scope Note**

#### **II. Search Aids**

#### **III. Information Resources**

##### **A. Library Resources**

###### **a. E-Journals**

###### **b. E-Theses**

##### **B. Open Access**

###### **a. Free E-Books**

###### **b. Free E-Journals**

###### **c. Free E-Theses**

##### **C. Professional Organizations**

##### **D. Other Related Web Portals**

##### **E. Related Research Guides**

#### **IV. Tutorials**

## RESEARCH GUIDES

### INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

#### I. SCOPE NOTE

*A course providing an overview of psychological concepts, theories and research findings for effective human interactions and performance in the workplace. Topics include organizational structures and systems, organizational communication processes, leadership, motivation, conflict resolution, problem solving and decision making, team dynamics, efforts in human resource development and management, and organizational change and development.*

#### II. SEARCH AIDS (BT: Broader Term, RT: Related Term, NT: Narrow Term)

##### BT:

- Psychology

##### RT:

- Talent acquisition
- Employee selection
- Performance management
- Employee engagement
- Psychological assessment
- Organizational development
- Legal issues
- Training and development
- Recruitment
- Work environment
- Psychometrics

##### NT:

- Job analysis
- Resume analysis
- Interview
- Testing
- Post interview
- Coaching
- Management training
- Personality tests
- Motivation tests
- Moral tests
- Aptitude tests
- Work motivation
- Behavior at work
- Employee well-being
- Leadership

- Group and teams
- Employee satisfaction
- Employee appraisal
- Hiring and firing employees
- Stress
- Commitment

### III. INFORMATION RESOURCES

#### A. LIBRARY RESOURCES

*Note: For the appropriate access credentials, please contact the Letran Bataan Library*

#### ➤ E-JOURNALS

- Equality, Diversity, and Inclusion: An International Journal.  
[https://www.proquest.com/central/publication/publications\\_36568](https://www.proquest.com/central/publication/publications_36568)
- British Journal of Industrial Medicine.  
[https://www.proquest.com/central/publication/publications\\_2041055](https://www.proquest.com/central/publication/publications_2041055)
- British Medical Journal.  
[https://www.proquest.com/central/publication/publications\\_2041196](https://www.proquest.com/central/publication/publications_2041196)
- Journal of the Royal Society of New Zealand.  
[https://www.proquest.com/central/publication/publications\\_196214](https://www.proquest.com/central/publication/publications_196214)
- Industrial and Organizational Psychology.  
[https://search.proquest.com/central/publication/publications\\_996338](https://search.proquest.com/central/publication/publications_996338)
- Journal of Applied Psychology.  
[https://search.proquest.com/central/publication/publications\\_41284](https://search.proquest.com/central/publication/publications_41284)
- SA Journal of Industrial Psychology.  
[https://search.proquest.com/central/publication/publications\\_646364](https://search.proquest.com/central/publication/publications_646364)
- Personnel Psychology.  
[https://search.proquest.com/central/publication/publications\\_36693](https://search.proquest.com/central/publication/publications_36693)
- Canadian Psychology.  
[https://search.proquest.com/central/publication/publications\\_41992](https://search.proquest.com/central/publication/publications_41992)

#### ➤ E-THESES

- Jones, S. J. (1999). The effects of work and workplace control on employee satisfaction and performance (Order No. MQ43309). Available from ProQuest Central. (304498725). Retrieved from <https://www.proquest.com/dissertations-theses/effects-work-workplace-control-on-employee/docview/304498725/se-2?accountid=190548>
- Yedreshiteyn, S. (2008). A qualitative investigation of the implementation of an internal executive coaching program in a global corporation, grounded in organizational psychology theory (Order No. 3321877). Available from ProQuest Central. (304387953). Retrieved from <https://www.proquest.com/dissertations-theses/qualitative-investigation-implementation-internal/docview/304387953/se-2?accountid=190548>

- Flosason, T. O. (2010). Evaluating the impact of small-group discussion on learning in an organizational psychology class utilizing a classroom response system (Order No. 3470403). Available from ProQuest Central. (743814900). Retrieved from <https://www.proquest.com/dissertations-theses/evaluating-impact-small-group-discussion-on/docview/743814900/se-2?accountid=190548>
- Daniels, V. V. (2013). A generic qualitative study of organizational passion in psychology professionals dedicated to their jobs (Order No. 3568625). Available from ProQuest Central. (1418268423). Retrieved from <https://www.proquest.com/dissertations-theses/generic-qualitative-study-organizational-passion/docview/1418268423/se-2?accountid=190548>
- Junak, J. A. (2007). Effects of perceived organizational support on turnover intention through job satisfaction and organizational commitment (Order No. 1446338). Available from ProQuest Central. (304713821). Retrieved from <https://www.proquest.com/dissertations-theses/effects-perceived-organizational-support-on/docview/304713821/se-2?accountid=190548>
- Charles, K. I. (2017). Taking an industrial organizational psychology approach to the examination of turnover among child welfare workers (Order No. 10263427). Available from ProQuest Central. (1940675710). Retrieved from <https://search.proquest.com/docview/1940675710?accountid=190548>
- Sass, M. E. (2016). Ethical situations in executive coaching as experienced and evaluated by psychology and non-psychology-trained coaches (Order No. 10128789). Available from ProQuest Central. (1814761243). Retrieved from <https://search.proquest.com/docview/1814761243?accountid=190548>
- Miller, C. E. (2000). The susceptibility of personality selection tests to coaching and faking (Order No. 9980371). Available from ProQuest Central. (304591364). Retrieved from <https://search.proquest.com/docview/304591364?accountid=190548>
- Criswell, C. R. (2013). Profiling personality: A non-compensatory, optimality-based measurement approach (Order No. 3591032). Available from ProQuest Central. (1433303965). Retrieved from <https://search.proquest.com/docview/1433303965?accountid=190548>
- Shen, W. (2011). The application of a person-oriented criterion-related configure approach to the relationship between personality traits and work behaviors (Order No. 3464618). Available from ProQuest Central. (886453406). Retrieved from <https://search.proquest.com/docview/886453406?accountid=190548>

## B. OPEN ACCESS

### ➤ FREE E-BOOKS

- Ajmal, Dr. Muhammad. (2012). PROCEEDINGS 4th International Conference on Industrial and Organizational Psychology: Trends, Challenges and Applications. Quaid-iAzam University Islamabad: National Institute of Psychology. <https://www.pdfdrive.com/industrial-and-organizational-psychology-d34854873.html>
- Landy, Frank J. & Conte, Jeffrey M. (2013). Work in the 21<sup>st</sup> Century: An Introduction to Industrial and Organizational Psychology, 4<sup>th</sup> ed. New Jersey: John Wiley & Sons, Inc. <https://www.pdfdrive.com/an-introduction-to-industrial-and-organizationalpsychology-4th-edition-d54118688.html>

- Anderson, Neil. (2005). Handbook of industrial, work and organizational psychology Volume 1 Personnel Psychology. London: Sage Publications.  
<https://www.pdfdrive.com/handbook-of-industrial-work-and-organizationalpsychology-d5978677.html>
- Schmitt, Neal W. and Highhouse, Scott. (2013). Handbook of Psychology Volume 12: Industrial and Organizational Psychology, 2<sup>nd</sup> ed. New Jersey: John Wiley & Sons.  
<https://www.pdfdrive.com/handbook-of-psychology-volume-12-industrial-andorganizational-psychology-d157847320.html>

#### ➤ FREE E-JOURNALS

- Journal of Occupational and Organizational Psychology.  
<https://bpspsychub.onlinelibrary.wiley.com/journal/20448325>
- SA Journal of Industrial Psychology. <https://sajip.co.za/index.php/sajip>
- Journal of Occupational and Industrial Psychology.  
<https://onlinelibrary.wiley.com/journal/20448325>
- Journal of Business & Psychology. <https://www.springer.com/journal/10869>
- Organizational Psychology Review. <https://journals.sagepub.com/home/opr>

#### ➤ FREE E-THESES

- Chamda, N. (2013). Towards constructing the identity of industrial and organisational psychology. (Thesis). University of Johannesburg. Retrieved from <http://hdl.handle.net/10210/8715>
- Brown, S. (2019). Determining the exposure to and skills needed by Industrial – Organisational Psychologists in the Western Cape Province to counsel employees towards flourishing in the workplace. (Thesis). University of the Western Cape. Retrieved from <http://hdl.handle.net/11394/7420>
- Van Lill, X. (2013). The psychologist-lawyer dynamic in industrial psychologists' psycho-legal activities. (Thesis). University of Johannesburg. Retrieved from <http://hdl.handle.net/10210/8524>
- Patricio, A. B. (2014). Academic dishonesty among industrial psychology students. (Thesis). University of Johannesburg. Retrieved from <http://hdl.handle.net/10210/11263>
- Adinolfi, E. (2013). First encounters in the workplace as experienced by industrial psychologists. (Thesis). University of Johannesburg. Retrieved from <http://hdl.handle.net/10210/8464>
- Semmel, S. (2018). Multiple Regression in Industrial Organizational Psychology: Relative Importance and Model Sensitivity. (Doctoral Dissertation). University of Minnesota. Retrieved from <http://hdl.handle.net/11299/213096>
- Collier, E. S. (2011). Clarifying leader-member exchange theory: Examining the role of leader active listening and justice perceptions. (Thesis). California State University – San Bernardino. Retrieved from <https://scholarworks.lib.csusb.edu/etd-project/3319>
- Van Straaten, A. (2015). Personal growth initiative among Industrial Psychology students in a higher education institution in South Africa / Angelique de Jager. (Thesis). North-West University. Retrieved from <http://hdl.handle.net/10394/14918>

- Frey, T. (2020). The Effects of positive and negative humor at work [Master's thesis, Minnesota State University, Mankato]. Cornerstone: A Collection of Scholarly and Creative Works for Minnesota State University, Mankato. <https://cornerstone.lib.mnsu.edu/etds/1041>
- Tilstra, H. (2020). Diverse teams, team effectiveness, & the moderating effect of organizational support [Master's thesis, Minnesota State University, Mankato]. Cornerstone: A Collection of Scholarly and Creative Works for Minnesota State University, Mankato. <https://cornerstone.lib.mnsu.edu/etds/1040>
- Kawasaki, S. (2019). Effects of psychological need satisfaction on proactive work behaviors [Master's thesis, Minnesota State University, Mankato]. Cornerstone: A Collection of Scholarly and Creative Works for Minnesota State University, Mankato. <https://cornerstone.lib.mnsu.edu/etds/903/>
- Lawson, Samuel, "Gender Differences in Development Center Performance in a Healthcare Organization" (2018). All Theses, Dissertations, and Other Capstone Projects. 778. <https://cornerstone.lib.mnsu.edu/etds/778>
- Haffield, Nicole, "Individual Differences as Predictors of Success for Learning Community Students" (2017). All Theses, Dissertations, and Other Capstone Projects. 713. <https://cornerstone.lib.mnsu.edu/etds/713>

### C. PROFESSIONAL ORGANIZATIONS

- Society for Industrial and Organizational Psychology. <https://www.siop.org/>
- Human Factors and Ergonomics Society. <https://www.hfes.org/publications/freepublications>
- Society of Psychologist in Management. <https://www.spim.org/>
- Social Psychology Network. <https://www.socialpsychology.org/>

### D. OTHER RELATED WEB PORTALS


- The Society for Organizational Learning North America. <https://www.solonline.org/>
- Institute of Organization Development. <https://instituteod.com/>
- I/O at Work. <http://www.ioatwork.com/>
- Association for Psychological Science. <https://www.psychologicalscience.org/tag/io-psychology>
- Society for Human Resource Management. <https://www.shrm.org/pages/default.aspx>

### E. RELATED RESEARCH GUIDES

- North Central University Library. [https://ncu.libguides.com/IOP\\_Business](https://ncu.libguides.com/IOP_Business)
- Austin Peay State University. <https://libguides.apsu.edu/iopsychology>
- Columbia Southern University. <https://libguides.columbiasouthern.edu/psychology>
- Eastern Kentucky University. <https://libguides.eku.edu/c.php?g=684172&p=6046642>
- Ryan Library. <https://libguides.pointloma.edu/bus374>

## IV. TUTORIALS

- Talent Lyf. <https://www.talentlyft.com/en/resources/what-is-industrial-psychology>
- Study. <https://study.com/academy/lesson/employee-training-development-in-industrialorganizational-psychology.html>

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- TED Ideas worth Spreading. (Video). <https://www.ted.com/topics/psychology>

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