

## Industrial Psychology

- Galatea effect- self fulfilling prophecy (mantra)
  - individual's expectations
  - "I can do it"
- Pygmalion effect- other's expectations towards you.
  - is a psychological phenomenon in which high expectations lead to improved performance in a given area.
  - "belief from family/loved ones"
- Golem effect- negative expectation or lower expectations placed upon individuals either by supervisors or the individual themselves lead negative performance
- Grandma's rule- or the Premack principle is sometimes known as "grandma's rule", which states that making the opportunity to engage in high-frequency behavior contingent upon the occurrence of low-frequency behavior will function as a reinforcer for the low-frequency behavior.  
Ex: a person who successfully loses weight may then be allowed to shop for new clothes.

- Quid Pro Quo- (QPO)
  - reciprocity
  - trading this for that
  - barter for sexual favor
- Hostile work environment (HWE)
  - difficult or uncomfortable workplace
  - intimidating
  - hostile
  - offensive
- Bona fide Occupation Qualification (BFOQ)
  - written when you're supposed to hire/fire
  - employment qualities/ attributes
  - decisions about hiring and retention
  - characteristics to successfully perform the job
- Equal Employment Opportunity Commission (EEOC)
  - respect civil rights
  - investigates
  - discrimination of civil rights (sex, sexual orientation, color, age, nationality, disability, retaliation for reporting, gender identity, genetic information.)

- Vroom's expectancy theory
  - motivational force-  
 $\text{Instrumentality} \times \text{valence} \times \text{expectancy}$
  - 1. Instrumentality- performance
  - 2. Valence- value/ reward system
  - 3. Expectancy- effort that they expect

- David McClelland
  - Need theory of motivation
  - 1. Need for achievement- drive to excel or succeed
  - 2. Need for power- need to control and influence others
  - 3. Need for affiliation- need for interpersonal relationship

- Frederick Herzberg
  - 2 factor theory/ Dual theory of motivation
  - 1. Hygienic- dissatisfaction (extrinsic motivators)
    - status, job security, salary, and fringe benefits.
  - 2. Motivation- satisfaction (intrinsic motivators)
    - challenging work, recognition, relationships, and growth potential.
  - Herzberg, intrinsic motivators and extrinsic motivators have an inverse relationship. That is, intrinsic motivators tend to increase motivation when they are present, while extrinsic motivators tend to reduce motivation when they are absent. This is due to employees' expectations. Extrinsic motivators (e.g., salary, benefits) are expected, so they won't increase motivation when they are in place, but they will cause dissatisfaction when they are missing. Intrinsic motivators (e.g., challenging work, growth potential), on the other hand, can be a source of additional motivation when they are available.

- Clayton Alderfer's ERG theor
  - Existence x Relatedness x Growth
  - this is similar to Maslow's hierarchy of needs
  - 1. Self actualization
  - 2. Esteem needs
  - 3. Social needs
  - 4. Safety and security
  - 5. Physiological needs
  - progression/ regression

- Mc Gregor's theory of X and Y (Douglas MC Gregor)
  - Theory X- external
    - dislike work
    - dislike responsibility
    - coerced
    - controlled
  - Theory Y- internal
    - like work
    - seek responsibility
    - exercise self direction
    - creative in solving problems

- Bill of rights 465- right to call for their own treatment.

# Advanced Industrial Psychology Notes In Mba

**Subhas Chandra Parida**



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requiring the application of chapter content to specific problems designed to develop personal competencies

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International Marketing collates the most recent ideas trends and original research in the theory and practice of global marketing strategy and tactics Straightforward language and illustrative case studies feature throughout this text from the leading thinkers in the international marketing field **Implicit Meanings** Professor Mary Douglas, Mary

Douglas, 2010-10-14 Implicit Meanings was first published to great acclaim in 1975 It includes writings on the key themes which are associated with Mary Douglas work and which have had a major influence on anthropological thought such as food pollution risk animals and myth The papers in this text demonstrate the importance of seeking to understand beliefs and practices that are implicit and a priori within what might seem to be alien cultures **Handbook of International Human**

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foundations for understanding gerontology Chapter by chapter it addresses different aspects of ageing such as personality changes and adjustments cognitive loss in old age and abnormal ageing It is aimed at A level and BSc students lecturers nurses social workers and therapists *Guide to Distance Learning Programs* University Continuing Education Association,2001 *The SAGE Handbook of Human Resource Management* Adrian Wilkinson,Nicolas Bacon,Tom Redman,Scott Snell,2012-07-10 The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives An indispensable resource for advanced students and researchers in the field the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The interdisciplinary and wide ranging potential of the practising field is reflected through contributions from a diverse range of disciplines including psychology politics and sociology **College Admissions Data Sourcebook Northeast Edition Looseleaf 2010-11** ,2010-09 *Resources in Education* ,1994 *Handbook of Managerial Behavior and Occupational Health* Alexander-Stamatios G. Antoniou,2009-01-01 The reader will find the articles themselves very well written and well researched this book would best be utilized as a reference tool for a researcher or as a reader for a masters or doctoral level course in organizational studies industrial or organizational psychology this text will be extremely valuable Jeffrey D Yergler Leadership Organization Development Journal This exciting Handbook provides an authoritative and comprehensive overview of managerial behavior and occupational health Containing both theoretical and empirical contributions written by eminent academics the Handbook covers a range of factors that influence behavior including migration and health job insecurity the impact of age diversity work stress and health in the context of social inequality as well as occupational health from a psychological perspective It is an essential reference tool to further research on psychology stress and understanding the behaviors of health within working environments The book will be invaluable to academics and students in the fields of occupational health

*ECKM2015-16th European Conference on Knowledge Management* Maurizzio Massaro and Andrea Garlatti,2015-09-02 These proceedings represent the work of researchers presenting at the 16th European Conference on Knowledge Management ECKM 2015 We are delighted to be hosting ECKM at the University of Udine Italy on the 3 4 September 2015 The conference will be opened with a keynote from Dr Madelyn Blair from Pelerei Inc USA on the topic The Role of KM in Building Resilience On the afternoon of the first day Dr Daniela Santarelli from Lundbeck Italy will deliver a second keynote speech The second day will be opened by Dr John Dumay from Macquarie University Sydney Australia ECKM is an established platform for academics concerned with current research and for those from the wider community involved in Knowledge Management to present their findings and ideas to peers from the KM and associated fields ECKM is also a

valuable opportunity for face to face interaction with colleagues from similar areas of interests The conference has a well established history of helping attendees advance their understanding of how people organisations regions and even countries generate and exploit knowledge to achieve a competitive advantage and drive their innovations forward The range of issues and mix of approaches followed will ensure an interesting two days 260 abstracts were initially received for this conference However the academic rigor of ECKM means that after the double blind peer review process there are 102 academic papers 15 PhD research papers 1 Masters research papers and 7 Work in Progress papers published in these Conference Proceedings These papers reflect the continuing interest and diversity in the field of Knowledge Management and they represent truly global research from many different countries including Algeria Austria Bosnia and Herzegovina Brazil Canada Chile Colombia Cuba Cyprus Czech Republic Estonia Finland France France Germany Hungary India Indonesia Iran Ireland Italy Japan Jordan Kenya Lithuania Mexico Nigeria Norway Pakistan Poland Portugal Romania Russia Slovakia Slovenia South Africa Spain Sri Lanka Sultanate of Oman Sweden Switzerland Thailand The Netherlands UK United Arab Emirates USA and Venezuela

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