

Chelsea

Terms Test 1
PSYC 3800/5800 Summer 2014
Tentative test date: Monday, June 23rd

Frederick Taylor
scientific management
time and motion studies
"best way" to do job
piecework
economic motivation
shoveling
The Gilbreths (Frank & Lillian)
bricklaying
surgical procedures
Hawthorne studies (Elton Mayo)
Hawthorn effect
illumination studies
bank wiring observations
work restrictions
human relations movement
correlation
positive correlation
negative correlation
regression
predictor
criterion
EEOC
unfair discrimination
disparate treatment
adverse impact
selection ratio (hired/applicants)
four-fifths rule
Equal Pay Act of 1963
comparable worth
job evaluation
compensable factor
Civil Rights Act of 1964
Title VII
exemptions to Title VII
Age Discrimination Act of 1967
Americans with Disabilities Act of 1990
Essential & non-essential function
Undue hardship
Reasonable accomodation
Civil Rights Act of 1991
sub-group norming
prima facia
Griggs v Duke Power 1971
Dothard v Rawlinson 1977
International Union v Johnson Controls 1989
Uniform Guidelines 1978
Family Medical Leave act of 1993
EO 11246

Affirmative Action
preferential treatment
job analysis
worker-oriented
job oriented
task analysis
BFOQ
case law
employment-at-will
negligent hiring
KSAOs
SME
critical incidents
recruitment sources
formal sources
informal sources
chilling effect
RJP
selection
application blank
biographical inventories
resumes
letters of reference
interviews
traditional interview
structured interview
semi-structured interview
problems with interviews
stress interview
interview "dos and don'ts"
work sample
assessment center

Molerio v FBI 1984

Quota Hiring

Employee Polygraph Protection Act- EPPA 1988

SELECTION (CH 5)

predictor (test)
criterion (performance)
test standardization
test norms
percentiles
correlation
positive correlation
negative correlation
regression
test reliability
test-retest reliability
alternate forms
split-halves reliability
interitem reliability
coefficient alpha
validity
construct validity
convergent validity
divergent validity
criterion validity
concurrent strategy
predictive strategy
content validity
face validity
individual test
group test
speed test
power test
achievement test
aptitude/ability test
personality test
~~honesty tests~~
~~integrity tests~~
interest inventory
big five
computer adaptive testing
cutoff scores
successful performance
selection decisions
true-positive
true-negative
false-positive
false-negative
actual criterion
theoretical criterion
criterion relevance
criterion contamination

criterion deficiency

PERFORMANCE APPRAISAL (CH 4)

administrative vs development
objective vs subjective
supervisor appraisal
peer appraisal
self appraisal
360-degree feedback
upward feedback
graphic rating scale
anchors
rating errors
halo error (pos. & neg.)
leniency error
severity error
central tendency error
recency error
true halo
rater error training
accuracy training
BARS
BES
BOS
skill-based appraisal
performance-based appraisal
job-based appraisal
equity perspective
equality perspective
need perspective
post appraisal interview
procedural justice
distributive justice
TERMS & TOPICS FROM BOOK
Seven purposes of Job Analysis (p 57)
Four ways to collect JA information (p 63)
Characteristics of tests (p 109)
Electronic Assessment (p 130)

Look at
in book

TRAINING & DEVELOPMENT (CH 7)

- learning
- training v education
- orientation
- skill development
- ISD model
- rational model
- barriers to rational model
 - attitudes
 - training as reward
 - power
 - symbolic
- needs assessment
 - organization needs
 - task analysis
 - person analysis
- transfer of training
- evaluation of training
 - training-level criteria
 - performance-level criteria
 - reaction
 - learning
 - behavior
 - results
- evaluation design
 - posttest only
 - pretest-posttest
 - pretest-posttest with control
 - Solomon four-group design
- stimulus generalization
- feedback
 - positive
 - negative
 - reduced
- KR
- general principles
- identical elements
- fidelity
- overlearning
- massed v spaced learning
- whole v part learning
- variable practice
- training methods
 - apprenticeship
 - OJT
 - ~~autoinstruction (PI)~~
 - lecture
 - modeling
 - role playing
 - simulation
 - simulator
 - computer-based
 - distance learning
 - web-based
- assessment center
- signal detection theory (SDT)
- noise distribution

- signal distribution
- hit
- miss
- false alarm
- correct rejection

Terms/Topics from text

- * Electronic Training (p 179)
- Mentoring (p 180)
- Executive Coaching (p 181)

JOB SATISFACTION (CH 9)

- global satisfaction
- facet satisfaction
- Americans and job satisfaction
- Job Descriptive Index (JDI)
 - work
 - pay
 - promotion
 - supervision
 - coworkers
- job characteristics theory
 - skill variety
 - task identity
 - task significance
 - autonomy
 - job feedback
- Correlates of job satisfaction
 - personality traits
 - negative affectivity
 - locus of control
 - gender
 - age
 - role ambiguity
 - role conflict
- job satisfaction → job performance → *strong correl*
- job performance → job satisfaction
- job and life satisfaction
 - spillover
 - compensation
 - segmentation

TERMS & TOPICS FROM BOOK

- Organizational Commitment (page 235 - 239)
- Emotions at Work (page 239 - 241)

Attec Lansing 35
Dayton Audio B652
smg 35-B1000

- survey
email writer

chebea

Terms for Test 4
PSYC 3800/5800 Summer 2014
Scheduled test date: Thursday, July 31st

Motivation - 3 elements

Maslow's Hierarchy of Needs

- physiological needs
- safety needs
- social needs
- esteem needs
- self-actualization

fulfillment progression

Alderfer's ERG Theory

- Existence
- Relatedness
- Growth

frustration regression

Herzberg's Two-Factor Theory → Factor analysis

- motivators
- hygienes

~~MMcClelland's Need for Achievement~~

- ~~need for achievement (nAch)~~
- ~~need for power (nPow)~~
- ~~need for affiliation (nAff)~~

~~projective technique~~

~~FAT~~

Vroom's Expectancy Theory

- job outcomes
- valence
- instrumentality
- expectancy
- force

Equity Theory

- inputs
- outcomes

ratio of outcomes to inputs

- person
- other

exchange theory

social comparison

cognitive dissonance

underpayment inequity

overpayment inequity

inequity resolution

Goal Setting

- specificity of goals
- difficulty of goals
- goal acceptance
- feedback

Reinforcement Theory

- positive reinforcement
- negative reinforcement
- punishment
- extinction

Signal Detection Theory (SDT)

- noise distribution
- signal distribution
- hit
- miss

2014
work

- false alarm
- correct rejection

bases of power

- reward power
- coercive power
- legitimate power
- expert power
- referent power

reasons for leadership need

Theory X & Theory Y

occupational stress

job stressor

workload

social stressors

control

machine pacing

job strain

psychological reaction

physical reaction

behavioral reaction

~~QUESTION~~

GA'S

- ★ Career strategies Coord.
- ★ Strategic Research Analysis
- ★ Division & IT
- ★ Student Health

