Contents and Abstracts

Research in organizational psychology

Dysfunctional Relationships in Mentorship and Teaching-Learning (P. 4–13)

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Abstract

Studies of dysfunctional mentoring relationships are discussed. A classification of these relationships and lists of mentors' and protégés' problems with one another are described. A study of counteraction to competitors' learning and «Trojan horse» teaching is presented, based on Russian and American samples. An issue of relations between constructive and destructive difficulties in mentoring and teaching-learning is raised applying to organizations of different types and levels and, as a whole, to the social institute of experience translation.

Keywords: mentoring; teaching-learning; dysfunctional relationships; counteraction to competitors' learning; «Trojan horse» teaching.

Ethnic Stereotypes in Recruitment (P. 14–25)

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Abstract

This article is devoted to ethnic stereotypes of female recruiters towards candidates of four ethnic groups: Russian, Armenians, Uzbeks and Jews. The study is based on measurement technique developed by the authors. It reflects the main stages of recruitment. According to the study the number of dropouts or promotions at various stages of selection process is not connected with the nationality of the candidate. Nevertheless, ethnic stereotypes are found in personal characteristics and occupation attribution, which were ascribed to candidates of different nationalities by recruiters. The most stereotyped groups from those which had been studied are Uzbek and Jewish – their representatives had been characterized by opposing personal qualities. Thus, Jewish candidates were associated with managerial positions, while applicants of the Uzbek national group were suggested to pretend on the positions on the manager or assistant level.

Keywords: ethnic stereotypes; recruitment.

Organizational psychology in practice

Guidelines and Ethical Considerations for Assessment Center Operations (translated by M. Maltseva) (P. 26–44)

International Task Force on Assessment Center Guidelines

Abstract

This document is an update of several prior editions of guidelines and ethical considerations for assessment center operations dating back to 1975. Each set of guidelines was developed and endorsed by specialists in the research, development, and implementation of assessment centers. The guidelines are a statement of the considerations believed to be most important for all users of the assessment center method. For instance, the use of job-related simulations is a core concept when using the method. Job simulation exercises allow

individuals to demonstrate their abilities in situations that are important on the job. As stressed in these guidelines, a procedure should not be represented as an assessment center unless it includes at least one, and usually several, job-related simulations that require the assessee to demonstrate a constructed behavioral response. Other important areas include assessor selection and training, using 'competencies' as dimensions to be assessed, validation, participants' rights, and the incorporation of technology into assessment center programs. The current guidelines discuss a number of considerations in developing and using assessment centers in diverse cultural settings.

Reviews

Facilitation as Organization Development & Change Technology (P. 53–91)

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Abstract

The article is concerned with some theoretical and practical issues of facilitation. The methods of large group facilitation refer to dialogic forms of organization development and focus on improving the group effectiveness. In the article the definition of facilitation from the point of view of process, and also levels of facilitation are dealt with. The article also considers 6 criteria for the description the different models of facilitation: process design, scale of the problem, type of interventions used by facilitators, types of products, types of audiences, the focus impact. The description of the facilitation models, the brief review the facilitation process, the examples of successful projects for the 9 methods of facilitation such as «World Café», «Future Search», «Search Conference», «Open Space Technology», «Dynamic facilitation», «Appreciative Inquiry Summit», «Real Time Strategic Change», «Work Out», «Basic Facilitation» are described in the article.

Keywords: organization development; facilitation models; large groups facilitation methods.

First Steps

Comparing the effectiveness of verbal and numerical tests for predicting results of employees' productivity (P. 92–99)

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Abstract

This paper is devoted to the analysis of criterial validity for numerical and verbal tests widely used for the assessment, evaluation and selection purposes in human resoures. The research databse was compiled from two sourses, that is, testing data of employees from a broad range of companies, and criterial data from assessment centers. Criterial validity is a correlation coefficient between the resulting score and the indicator of work efficiency. The results show that tests on numerical and verbal skills are instructive and valid tools among other methods of human resourse assessment and selection. The link between the verbal test results and competences aimed at organising, learning and development has been found. The numerical test results were assossiated with such competences as goal orientation, learning abilities and development orientation. The results of both tests correlated to the results of competences related to problem solving and decision making.

Keywords: verbal test; numerical test; assessment center; criterial validity.

Conferences

Second World Congress on Positive Psychology (P. 100–102)

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International Conference on Behavioral Decision Making (P. 103–104)

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11th European Conference on Psychological Assessment (P. 105–107)

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Literary guide

Rating journals in organizational psychology (P. 108–114)

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Abstract

The paper presents the rating of scientific journals that publish articles in the field of organizational psychology. The rating is based on the level of citation of journals that is expressed in the value of journal's impact factor. Rating is based on data about the values of impact factor of journals represented in the database Journal Citation Reports of Thomson Reuters. The final rating contains 71 journals.

Keywords: organizational psychology; academic journals; Web of Science; journal impact factor.