

Contents and Abstracts

Research in organizational psychology

Social Identity Theory and the Organization (translated by A. Dyatlova) (P. 4–27)

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Abstract

It is argued that (a) social identification is a perception of oneness with a group of persons; (b) social identification stems from the categorization of individuals, the distinctiveness and prestige of the group, the salience of outgroups, and the factors that traditionally are associated with group formation; and (c) social identification leads to activities that are congruent with the identity, support for institutions that embody the identity, stereotypical perceptions of self and others, and outcomes that traditionally are associated with group formation, and it reinforces the antecedents of identification. This perspective is applied to organizational socialization, role conflict, and intergroup relations.

Organizational psychology in practice

Remote assessment of managerial potential: research into criterion and incremental validity (P. 28–41)

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Abstract

The article addresses the problems of criterion validity of assessment tools and their relation to the forecasting managerial competencies and business outcomes. The case that is used to outline these issues is a large-scale remote assessment project implemented by one of the largest banks in Russia together with ECOPSY Consulting with the aim of creating low-level manager's talent pool. Remote assessment was one of the stages of multi-stage selection process and preceded assessment centers. Four diagnostic tools used in remote assessment are considered as predictors of overall assessment rating (OAR) in assessment centers and further as predictors of business outcomes on the level of individuals and regional units of the Bank. Empirical results are accompanied by raising a number of issues linked with the necessity of post-project monitoring in this type of assessment projects.

Keywords: remote assessment; testing, inbasket; prediction of performance and business outcomes; validity.

Organizational psychology: from service for managers to partnership with entrepreneurs. The experience of empirical research and analysis of own practice (P. 42–57)

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Abstract

A 2 surveys were organized in November-December 2011. Practicing organizational psychologists – 108 specialists (54 from Russia and 54 from Ukraine) were polled as well as top-managers and owners of companies (totally 343 respondents: 93 from Russia and 250 from Ukraine). The surveys results allow to define the problem field, zone of actual and future necessities of organizations and to designate the topics of long-range organizationally-psychological researches and projects, corresponding to the queries of clients.

Keywords: organizational psychology; partnership between consultants and businessmen; necessities of organizations.

Reviews

Organizational justice: antecedents and consequences (P. 58–70)

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Abstract

Organizational justice is one of the key factors ensuring performance of an organization. An organizational justice evaluation influences on organizational attitudes, emotions and behaviors. It is based on social norms pertaining to both the process and the results of communication. Which norms are employees guided? Why do they comply with ones? How can we increase the organizational justice evaluation? In the article these questions are discussed.

Keywords: distributive justice; interpersonal justice; informational justice; procedural justice; organizational attitudes and behavior.

First Steps

Interrelation between intellectual abilities and the motives of occupational choice (P. 71–86)

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Abstract

The present study aims to identify the relationship between intellectual abilities and the motives of occupational choice. Results of the study suggest what motives of occupational choice related to the level of certain intellectual abilities. So, for example, the negative connection between the level of mathematical abilities and the “career”, “confidence” and “authority” motives were found. The level of the “formallogic” ability is negatively related to the “joining”, “confidence” and “public benefit” motives. Most of the identified interrelations are negative. In particular, it was shown that respondents with the lower levels of intellectual abilities assessed the importance of majority motives much higher than respondents with the higher levels of various abilities in our sample. A new method intended to identify different motives of occupational choice was developed during this work. According to its results the factor structure of occupational choice motives has been obtained.

Keywords: intelligence; intellectual abilities; motivation; motives of occupational choice.

Conferences

Fifth Congress of Russian Psychological Society (P. 87–89)

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Literary guide

The literature on positive organizational psychology (P. 90–92)

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