



ВЫСШАЯ ШКОЛА ЭКОНОМИКИ
НАЦИОНАЛЬНЫЙ ИССЛЕДОВАТЕЛЬСКИЙ УНИВЕРСИТЕТ

SCIENTIFIC E-JOURNAL

ORGANIZATIONAL PSYCHOLOGY

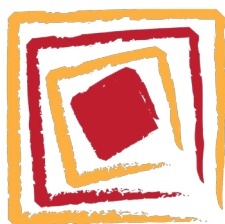
ISSN 2312-5942

www.orgpsyjournal.hse.ru



2015. Vol. 5. No 4.

2015. Том 5. № 4.



Электронный научный журнал

www.orgpsyjournal.hse.ru

E-mail: orgpsyjournal@hse.ru

Учредитель:

Национальный
исследовательский университет
«Высшая школа экономики»



Выходит 4 раза в год

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От редакции

Представляем новый номер нашего журнала. Открывает его статья С. А. Липатова и Х. И. Синчук «Социально-психологические факторы организационной приверженности сотрудников (на примере коммерческих организаций)». Исследование, изложенное в этой статье, посвящено изучению социально-психологических факторов трёх компонентов приверженности сотрудников организаций на российской выборке и сравнение полученных результатов с имеющимися аналогичными данными зарубежных исследователей. Выяснилось, в частности, что демографические переменные работников играют в формировании организационной приверженности незначительную роль, более тесно связан с приверженностью (особенно аффективной) опыт работы, на который влияют, в том числе, социально-психологические условия в организации.

Статья Ю. М. Жукова «Научная теория и наукоёмкая практика» продолжает размышления автора, начатые им в статье «Исследование действием в науке и практике: промышленный период», опубликованной в предыдущем номере нашего журнала. Теперь Юрий Михайлович делится с читателями своими рассуждениями о том, что представляют собой отношения между наукой и практикой в организационной действительности, анализируются общие и специфические черты исследовательских проектов, осуществленных в рамках подхода, известного как «исследование действием».

Несомненно, любопытной для наших читателей будет статья А. Б. Пауковой «Искусство как метод научного исследования: организационный контекст». В статье ставится вопрос о перепределении отношений между художественными практиками и бизнес-организациями. Далее рассматриваются варианты применения художественных практик в контексте организационного исследования.

Статья студенток магистерской программы «Психология в бизнесе» НИУ ВШЭ А. В. Климовой, П. Ю. Костылевой и О. И. Рудаевой «Решение социальной дилеммы в группе: эвристики и групподинамические эффекты» посвящена исследованию различных социально-психологических феноменов, возникающих в процессе принятия решений группой при наличии социальной дилеммы в содержании решаемой задачи. Авторы попытались найти ответы на такие вопросы, как: отражаются ли индивидуальная прагматичность и стратегия рациональности на групповом выборе решения задачи, содержащей социальную дилемму? Как групповые феномены проявляются в решении задачи, содержащей социальную дилемму? Способствуют ли фасилитационные механизмы повышению этичности решения социальной дилеммы группы, в которой мнения участников поляризованы?

Рассказ о событиях публичной научной жизни в организационной психологии и психологии бизнеса читатели найдут в двух коротких информационных сообщениях Н. Л. Ивановой и В. А. Штроо. Речь идет о содержании и основных итогах двух научно-практических конференций, прошедших в конце 2015 года в НИУ ВШЭ: «Бизнес-психология — современный ресурс развития организаций» (12–13 ноября 2015 г.) и «Психология индивидуальности» (9–11 декабря 2015 г.).

Завершает номер традиционная заметка от редакции о двадцати самых цитируемых и самых свежих научных статьях в предметной области «исследования действием организационной действительности».

Editorial

We are glad to introduce our readers to new issue of Organizational Psychology Journal.

The current issue starts from the article by Sergey Lipatov and Khristina Sinchuk "Social psychological factors of commitment of employees of organization". The article is aimed to investigate the relationship between the socio-psychological factors and the three forms of organizational commitment (Meyer and Allen's model) among Russian business organizations' employees, the study results are compared with similar data of foreign researchers.

The article by Yuri Zhukov "Scientific theory and knowledge-based practice", is the second part of the author's reflections on the Action Research Method, (the first part "Action Research in science and practice: industrial period", 2015, vol. 5, #3). This article is raised the question how exactly Action Research differ from other types of scientific research? The purpose of this paper is to discuss the relationship between science and practice in organizational context, analyze the general and specific features of research projects, carried out in the framework of the Action Research Method.

There is no doubt of great interest for our readers will have the article by Anna Paukova "Art as a research method: the organizational context". This article is aimed to describe the ways of artistic interventions implementation into the context of organizational research.

The article by HSE students Anna Klimova, Polina Kostyleva, Oksana Rudaeva ("Business Psychology" master program) is addressed to the problem of social dilemmas in the group: heuristics and group effects. The key research questions are whether individual pragmatism and rational strategy are reflected in a group choice of the solution of the task containing a social dilemma, how are the group phenomena are revealing in course of the task containing a social dilemma solving? Whether facilitations' mechanisms contribute to the increased ethical aspect of the social dilemma solution in the group which participants' opinions are polarized?

The main events of the last months of the year in organizational and business psychology are covered in short reports by Prof. Natalya Ivanova and Prof. Wladimir Stroh. The reports describe the content and the main results of two scientific conferences which were held in the end of 2015: "Business psychology — a modern resource of organizational development" (November 12–15, 2015; HSE, Moscow) and "Psychology of individuality" (December 9–11, 2015; HSE, Moscow)

Our traditional editorial note about the 20 most cited and 20 most recent articles on Action Research approach is covered the issue.

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ORGANIZATIONAL PSYCHOLOGY

Social-psychological factors of commitment of employees of the organization

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Abstract. *Purpose.* This study investigated the relationship between the socio-psychological factors and the three forms of organizational commitment (Meyer and Allen's model) among Russian business organizations' employees. *Methodology.* Socio-psychological factors were used as independent variables in the study while organizational commitment forms were used as the dependent variables. Data was gathered from a random sample of 90 employees (managers and specialists) of the various companies. A questionnaire consisting of two-parts was used for data collection. To gather biographical and occupational data first part was used. Second part of questionnaire included eight techniques: Social Support scale of «Work Design Questionnaire», «Group Cohesiveness Scale», «Trust in Organization Scale», «Survey of Perceived Organizational Support», «Distributive, Procedural, and Interactive Justice Scale», questionnaire for identify the perceived prestige of the organization. To measure organizational commitment, Meyer and Allen's (1993) 18-item 7-point scale was used. Data analysis was done by means of various statistical techniques, including the Pearson Correlation Technique and Multiple Regression Analysis. The *results* indicated that there is positive correlation between affective and normative organizational commitment and social involvement in the organization, the level of group cohesion, and trust in the organization, the degree of positive perception of the external prestige of the organization, perceived organizational support, and organizational justice. *Implications for practice.* The paper therefore recommends that managers must to facilitate socio-psychological factors in their companies, but especially group cohesion and perceived prestige of the organization.

Keywords: organizational commitment; social involvement in the organization, group cohesion, trust in organization, perceived external prestige of the organization, perceived organizational support, organizational justice.

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ORGANIZATIONAL PSYCHOLOGY

Scientific theory and knowledge-based practice

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Abstract. The purpose of this paper is to discuss the relationship between science and practice in organizational context, analyze the general and specific features of research projects, carried out in the framework of the Action Research Method (ARM) (Harwood studies, Glacier Project, Ahmedabad, Haighmoor Project). This article is raised the question how exactly Action Research differ from other types of scientific research? Comparison of theoretical schemes at the beginning and end of the research project reveals significant differences in the type of theoretical constructs. All the theoretical schemes and development at the beginning of studies were descriptive models of some of the realities of the group, however, as a result of these projects there were prescriptive model. The latter, in contrast to the first, is not the conceptual constructions suitable for description of the behavior of objects throughout the observation, but recipes of building effective behavior of social groups and effective structures and processes in the organization. In other words, there are theories of organizational behavior and there are theories of effective organizational behavior. After consideration of the relationship of theory and practice in ARM formulated a conclusion that, the result of research in ARM should be the solution of specific practical problems, and the creation of structured knowledge systems for a whole range of interested parties (stakeholders). Finally, in the context of the dilemma, “the accuracy or validity” the “scientific status” of ARM is discussed in terms of positivism and alternative contemporary approaches.

Keywords: science; practice; theory; positivism; Action Research Method.

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ORGANIZATIONAL PSYCHOLOGY

Art as a research method: the organisational context

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Abstract. This article, based on a literature review, is aimed to describe the ways of artistic interventions implementation into the context of organisational research. Three types of such interventions are defined: 1) *arts based research* (made by organisational researcher in order to gain knowledge about the phenomenon, it's aesthetic value is secondary, but the outcomes have a potential to be considered as art objects under special conditions); 2) *artistic research made by an artist working in the frame of organisational project* (often can be qualified as applied task or advertisement, but in some cases can meet the criteria for scientific "action research", if conceptual reflection is provided and the data is analysed); 3) *artistic research of organization made by an independent artist* (critical reflection on organisational phenomena which can bring insights to organisational researchers and can be developed into a well articulated art-research collaboration). The examples of artistic interventions with respect to every type are given and their scientific and aesthetic values and meanings are discussed.

Keywords: arts-based research, artistic research, art and research collaboration, artistic interventions in organisation.

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ORGANIZATIONAL PSYCHOLOGY

The solution of a social dilemma in group: heuristics and group's effects

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Abstract. The article is devoted to the research of various social and psychological phenomena arising in group decision-making process having a social dilemma inside the challenge. The problem's investigation became the *purpose* of the pilot research described in the paper: Whether individual pragmatism and rational strategy are reflected in a group choice of the solution of the task containing a social dilemma. How are the group phenomena are revealing in course of the task containing a social dilemma solving? Whether facilitations' mechanisms contribute to the increased ethical aspect of the social dilemma solution in the group which participants' opinions are polarized? The students of "Economy" and "Management" academic majors acted as respondents of the research (N=10, 40% of women, 60% of men, age of 19-24 years). At the first stage by means of the associative test the individual ideas of participants about the decision-making were revealed. At the second stage, working in small groups, the participants solved an author's case which conditions were supplemented with the new facts (according to a dynamic paradigm of indeterminacy), proceeding from the decisions developed in the previous rounds. At the third stage two small groups which accepted polar alternatives as the decision were united in one, in the purpose of finding the common agreed decision of the case. *The results* of the research led to a number of the conclusions demanding further studying and discussion, in particular: the pragmatism and rational strategy of decision-making revealed during associative test do not completely reflect in a real situation of the task solving; presence of the strong leaders was aggravated the effects of "social loafing" and "groupthink", sharply reducing the quantity of the initiatives generated for decision-making. The facilitation contributed to the creation of conditions for the development of the joint decision due to the mitigation of the incorrect negative motivational influence and the destructive effects of cognitive distortions. The design approbated in the pilot research could be extrapolated on the target group, for example, on managers of a business organization.

Keywords: Decision-making, group dynamics, heuristics, facilitation, social dilemma.

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ORGANIZATIONAL PSYCHOLOGY

Business Psychology — contemporary resource for organizational development. The outcomes of the conference

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Abstract. The report sets out the main results of the International scientific-practical conference "Business psychology — a modern resource of organizational development" (HSE, Moscow, Russia), which took place from 12 to 15 November 2015. The conference was prepared and conducted on the initiative of the master's program "Psychology in business". It was an significant milestone in the development of business psychology (Business Psychology)— new direction in applied psychology. The conference highlighted trends in the development of business psychology, presented in the presentations of Professor Stephen Benton, the head of the master's program Business Psychology and Director of the Center for business and psychological studies, University of Westminster (London), Professor Natalia Ivanova, academic Director of the master's program "Psychology in business", Professor Takhir Bazarov, President of the Association of business psychologists of Russia, Professor Olga Deineka (St. Petersburg University), famous researcher of economic psychology, etc.

Keywords: conference; business-psychology.



ORGANIZATIONAL PSYCHOLOGY

Individuality in business and organization

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Abstract. The special section "Individuality in business and organizations" was organized during the V International Conference "Psychology of individuality" (December 9-11, 2015; HSE, Moscow). Section was organized on the initiative of the Department of Organizational Psychology and Master's program "Business Psychology" (HSE). The work of the section was attended by representatives of more than twenty different regions of Russia. The work of the Section was managed by prof. Natalia Ivanova, prof. Takhir Bazarov, prof. Wladimir Stroh and associate professor Natalia Antonova. The included reports covered a big scope of organizational and business psychological problems, which have become the subject of scientific analysis or practical work.

Keywords: conference; individuality; business; organization.



20 самых цитируемых и 20 самых свежих научных публикаций про исследование действием

Информация приводится по данным реферативной базы Web of Science компании Thomson Reuters. Поиск производился по запросу «action research» в названиях и ключевых словах публикаций в рамках организационно-психологической и смежных тематик. Учитывались статьи только на английском языке. В столбце «Количество цитирований» указано абсолютное число цитирований данной публикации в Web of Science за все время ее существования. Данные о количестве цитирований собраны 29.12.2015.

Ключевые слова: исследование действием; библиометрия; цитирование.

20 самых цитируемых публикаций про исследование действием

№ п/п	Название и выходные данные	Количество цитирований
1.	Lewin, K. (1946). Action research and minority problems. <i>Journal of social issues</i> , 2(4), 34-46.	796
2.	Susman, G. I., & Evered, R. D. (1978). An assessment of the scientific merits of action research. <i>Administrative science quarterly</i> , 582–603.	554
3.	Coughlan, P., & Coghlan, D. (2002). Action research for operations management. <i>International journal of operations & production management</i> , 22(2), 220–240.	239
4.	Lewin, K. (1947). Frontiers in group dynamics II. Channels of group life; social planning and action research. <i>Human relations</i> , 1(2), 143–153.	233
5.	Checkland, P., & Holwell, S. (1998). Action research: its nature and validity. <i>Systemic Practice and Action Research</i> , 11(1), 9–21.	147
6.	Greenwood, D. J., Whyte, W. F., & Harkavy, I. (1993). Participatory action research as a process and as a goal. <i>Human Relations</i> , 46(2), 175–192.	141
7.	Elden, M., & Chisholm, R. F. (1993). Emerging varieties of action research: Introduction to the special issue. <i>Human relations</i> , 46(2), 121–142.	120
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17.	Kidd, S. A., & Kral, M. J. (2005). Practicing participatory action research. <i>Journal of Counseling Psychology</i> , 52(2), 187–195.	67
18.	Westbrook, R. (1995). Action research: a new paradigm for research in production and operations management. <i>International Journal of Operations & Production Management</i> , 15(12), 6–20.	66
19.	Whyte, W. F. (1989, September). Advancing scientific knowledge through participatory action research. In <i>Sociological Forum</i> (Vol. 4, No. 3, pp. 367–385). Kluwer Academic Publishers-Plenum Publishers.	64
20.	Reason, P. (2006). Choice and quality in action research practice. <i>Journal of management inquiry</i> , 15(2), 187–203.	62

20 наиболее свежих публикаций про исследование действием

№ п/п	Название и выходные данные	Количество цитирований
1.	Dick, B. (2015). Reflections on the SAGE Encyclopedia of Action Research and what it says about action research and its methodologies. <i>Action Research</i> , 13(4), 431–444.	0
2.	Estensoro, M. (2015). How Can Social Innovation be Facilitated? Experiences from an Action Research Process in a Local Network. <i>Systemic Practice and Action Research</i> , 28(6), 527–545.	0
3.	Porter, T. B. (2015). Social Ontology and the Emergent Moment: A Theoretical and Action Research Inquiry into Rural Microenterprise Development. <i>Systemic Practice and Action Research</i> , 28(5), 479–499.	1
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10.	Githens, R. P. (2015). Critical Action Research in Human Resource Development. <i>Human Resource Development Review</i> , 14(2), 185–204.	1

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| 11. | Takey, S. M., & de Carvalho, M. M. (2015). Competency mapping in project management: An action research study in an engineering company. <i>International Journal of Project Management</i> , 33(4), 784–796. | 1 |
| 12. | Dick, B., Sankaran, S., Shaw, K., Kelly, J., Soar, J., Davies, A., & Banbury, A. (2015). Value Co-creation with Stakeholders Using Action Research as a Meta-methodology in a Funded Research Project. <i>Project Management Journal</i> , 46(2), 36–46. | 0 |
| 13. | García-Unanue, J., Felipe, J. L., & Gallardo, L. (2015). Using Action Research to Achieve the Implementation of Cost Accounting: The Case of the Public Sports Organizations at Local Level. <i>Systemic Practice and Action Research</i> , 28(2), 111–123. | 0 |
| 14. | Brits, H. J. (2015). Counteracting Stakeholder Scepticism Towards the Integration of Quality Assurance Activities at a University: A Habermasian and Action Research Approach. <i>Systemic Practice and Action Research</i> , 28(2), 163–177. | 0 |
| 15. | Holgersson, S., & Melin, U. (2015). Pragmatic Dilemmas in Action Research: Doing Action Research With or Without the Approval of Top Management? <i>Systemic Practice and Action Research</i> , 28(1), 1–17. | 0 |
| 16. | Zhang, W., Levenson, A., & Crossley, C. (2015). Move Your Research From The Ivy Tower To The Board Room: A Primer On Action Research For Academics, Consultants, And Business Executives. <i>Human Resource Management</i> , 54(1), 151–174. | 1 |
| 17. | Battaglia, M., Bianchi, L., Frey, M., & Passetti, E. (2015). Sustainability reporting and corporate identity: action research evidence in an Italian retailing cooperative. <i>Business Ethics: A European Review</i> , 24(1), 52–72. | 0 |
| 18. | Gustavsen, B. (2014). Social impact and the justification of action research knowledge. <i>Action Research</i> , 12(4), 339–356. | 0 |
| 19. | Coghlan, D., & Shani, A. B. (2014). Creating action research quality in organization development: Rigorous, reflective and relevant. <i>Systemic Practice and Action Research</i> , 27(6), 523–536. | 3 |
| 20. | Hassanli, N., & Metcalfe, M. (2014). Idea Networking: Constructing a Pragmatic Conceptual Frame for Action Research Interventions. <i>Systemic Practice and Action Research</i> , 27(6), 537–549. | 0 |
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20 most cited and 20 most recent articles on Action Research

Information about the 20 most cited and 20 most recent articles on Action Research approach provides the analysis of English sources from the database Web of Science. Use a set of Core Collection, all data act trivial at the time December 29, 2015.

Keywords: Action Research; bibliometrics; citation.