

Contents

<i>List of Figures</i>	vii
<i>List of Tables</i>	viii
<i>Notes on the Editors and Contributors</i>	x
<i>Preface</i>	xix
<i>Acknowledgments</i>	xxi
<i>Introduction</i>	xxii
PART I PROFESSIONAL CONTEXT: THEORY AND PRACTICE	1
1 The Functioning of Theory in Industrial, Work and Organizational Psychology (IWOP) <i>John P. Campbell and Michael P. Wilmot</i>	3
2 Ethical Issues and Standards in Research and Applications of Industrial, Work and Organizational Psychology <i>Rodney L. Lowman</i>	39
PART II INDIVIDUAL BEHAVIOR AT WORK	53
3 Individual Job Performance <i>Michael B. Harari and Chockalingam Viswesvaran</i>	55
4 Conceptualization and Measurement of Typical and Maximum Performance <i>Ute-Christine Klehe and Jessica Grazi</i>	73
5 Organizational Citizenship Behaviors – A New Look at an Old Phenomenon at Different Levels <i>Matthias Spitzmuller, Remus Ilies and Dongwon Choi</i>	89
6 Counterproductive Work Behaviors <i>Brittany K. Mercado, Stephan Dilchert, Casey Giordano and Deniz S. Ones</i>	109
7 Adaptive Performance <i>Jason L. Huang, Mindy K. Shoss and Dustin K. Jundt</i>	212
8 Political Effectiveness at Work <i>Jo Silvester and Madeleine Wyatt</i>	228
9 Cognitive Ability <i>Stephan Dilchert</i>	248

PART III	INDIVIDUAL DIFFERENCES AND CAPABILITIES	277
10	Job Knowledge: Its Definition, Development and Measurement <i>Margaret E. Beier, Carmen K. Young and Anton J. Villado</i>	279
11	Political Skill <i>Gerhard Blickle, Rachel E. Frieder and Gerald R. Ferris</i>	299
12	Personality in Industrial, Work and Organizational Psychology: Theory, Measurement and Application <i>Brian S. Connelly, Deniz S. Ones and Ute R. Hülshesger</i>	320
13	Taxonomies and Compendia of Cognitive Ability and Personality Constructs and Measures Relevant to Industrial, Work and Organizational Psychology <i>Kevin C. Stanek and Deniz S. Ones</i>	366
14	Work Preferences: Vocational Interests and Values <i>Jo-Ida C. Hansen and Brenton M. Wiernik</i>	408
PART IV	STAFFING, DECISION MAKING AND TRAINING	449
15	Non-Test Methods and Techniques Used in Employee Selection <i>Chockalingam Viswesvaran and Deniz S. Ones</i>	451
16	Judgment and Decision Making in Staffing Research and Practice <i>Nathan R. Kuncel</i>	474
17	Recruitment, Job Search and Job Choice: An Integrated Literature Review <i>Xian Li and Zhaoli Song</i>	489
18	Applicant Perspectives on Employee Selection Systems <i>Donald M. Truxillo, Talya N. Bauer, Julie M. McCarthy, Neil Anderson and Sara M. Ahmed</i>	508
19	Training and Learning in Work Roles <i>John P. Campbell, Nathan R. Kuncel and Jack W. Kostal</i>	533
20	Judgment and Decision Making in the Workplace <i>Don C. Zhang and Scott Highhouse</i>	611
	<i>Subject Index</i>	634