

PAGSIP

newsletter

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Solidarity Forever!

UNCLE JOE'S CORNER

At the PAGSIP Fall Party (held at The Hills), it was a very pleasant surprise to find that two new members are (or recently have been) professional dance band musicians. Lionel Mosing is as good as Harry James on trumpet and Lew Albright plays a mighty mean tenor sax. Lionel had a "black market" book of all the tunes that have been popular since the first world war. I took the old banjo out to the party and had the best time in thirty years playing the "tunes of the twenties" with Lionel and Lew. I made a game out of guessing the copyright date on those old tunes (most of which were introduced in South Dakota by our band of 1924 to 1927) and hit most (Statistically significant? Ed.) of them within a year. All we need now is a piano player who has the beat and doesn't always have to have the "spots" (the music).

Back to business, we had sixteen new graduate students in industrial psychology enter Purdue this fall. This makes a total of 44 graduate students in the field now in residence. Research projects for most of these men have been laid out and progressing on schedule.

CORRECTION

The last issue of the Newsletter should have been Volume 3, No. 2, rather than Volume 4, No. 1 as published.

EXCERPTS FROM A TALK MADE BEFORE
THE NEW YORK PERSONNEL MANAGEMENT
ASSOCIATION ON NOVEMBER 15, 1954.

When one clearly understands the various functions which personnel tests can and do serve in industry, much of the confusion surrounding tests disappears. The functions served by tests are normally accepted as the following:

1. To evaluate competence (skill or knowledge)
2. To predict performance (on the job in the future)
3. To analyze personality (in conjunction with the so called "clinical" approach).

Mr. Whyte's handling of the recent FORTUNE article indicates little insight into these varied functions tests do serve. Over and above this lack of insight, his article can be criticized on three bases:

1. In matters of logic
2. In matters of fact
3. In matters of propriety

With respect to Mr. Whyte's logic, for example he spends many paragraphs telling us that personality tests are no good; he then "blasts" the use of these tests to pick a particular personality type for any executive position in the company. It seems that, either the tests do the job or they don't do the job. If they do the job, he has no criticism; if they do not do the job, he shouldn't worry about staffing an entire organization with one "type." (Cont. on Page 2)

Mr. Whyte's facts are a little mixed up when, by inference, he creates the impression that experts in the field of industrial psychology condone the use of tests for lay-off purposes; this is not true. He further creates the impression that industrial psychologists condone the use of tests by mail. With reference to the last point, all he would need to do would be refer to the recent APA publication on ethics where he would find the comment, "...this principle prohibits the offering of psychological services by mail...."

Mr. Whyte can further be criticized in terms of the propriety of his presentation. It seems that an editorial policy which condones or permits the publication of material entitled "How to cheat on a personality test" might also be expected to publish an article entitled "How to cheat on a medical examination when buying life insurance."

Throughout his whole article, Mr. Whyte failed to list the real limitations of personality (or questionnaire) tests; (a) falsification, (b) unconscious bias and (c) false self-perception. However, when one is aware of these limitations, and operates in the light of them, personality tests will certainly do no harm and they very often will do some good.

NEWS FROM THE ALUMNI

We ain't got some! In fact we aren't even sure our mailing list is correct. We'd like to keep you posted on what your fellow ex-PAGSIPERS are doing but that means you-all will have to funnel us the info. So how's about dropping us a line and letting the gang know how you are doing, what you are doing, and where you are doing it. For instance, Dr. Mac became a proud papa again recently (and if you need details on what, where and how you better drop back to ye olde Purdue for a refresher course, Soc.350). For those of you that don't like to write letters, there's a personal information form on the last page. But please

please, you old PAGSIPPERS, write! (if only a check to help defray the costs of paper and the postal tariff to get this sheet out once in a while).

EDITOR'S COMMENTS

You will note throughout this issue comments and productive evidence to validate the hypothesis that PAGSIP is practically reeking with talent this year. And for the first time in the history of PAGSIP the Chairman of the Steering Committee, Jim ("Hammers-and-nails") Briggs this year, can get up and address the ladies (plural!) and gentlemen! The new arrival, Marcha Johnson, has been immediately pressed into service on the Newsletter staff.

We hope you will help us keep our files up-to-date by letting us know where you are and what you are doing. Any tidbits of news that might be of interest to PAGSIP International will be appreciated also. We might put in a reminder, too, that, after three years of publication, the Newsletter is looking forward to seeing your subscription renewals (only \$1).

Our New Year's resolution:

A Bigger and Better PAGSIP with a Bigger and Better NEWSLETTER coming out regularly on time.

NEWSLETTER STAFF

Robert Bolda,
Duane Johnson,
Marcha Johnson,
Warren Seibert, and
Guest Reporters.

Bill Ward
Jack Sawyer

Art Work: Kay Inaba

NEW ALUMS - MAY AND AUGUST

It is with sincerely mixed emotions that the present PAGSIPpers look back upon the past academic year - the year of the "Great Exodus" from Purdue. Thirteen PAGSIP stalwarts received PhD's and departed for the significantly "greener" pastures of business and industry. The May and August graduations saw the awarding of six MS degrees, resulting in a further depletion of the ranks. Though PAGSIP misses the smiling (?) faces of the recently departed, we would like to extend our best wishes to each one of them - may their validities be .80 and above, their criteria relevant and infallible, and their children wise enough to become pipe fitters (5-30.010) not psychologists (0-36.25).

PhD's

Terry Allen (Tiffin) "Analysis of Morale Survey Write-In Responses." Virginia State Highway Commission., U.of Va., Charlottesville, Va.

"Mickey" Balma (Lawshe) "Development of a Measure of Management Identification using the Error Choice Technique." Training Specialist with General Electric, Cincinnati, O.

Al Chalupsky (Mac) "Comparative Factor Analysis of two Clerical Check Lists." Navy Personnel Research Unit, San Diego, Cal.

Bob Finn (Mac) "A Factor Analysis of Selected Job Characteristics." Union Carbon & Carbide, Oak Ridge, Tenn.

"Rod" Geroux (Lawshe) "Supervisor's Incentives and Job Satisfactions." Consolidated Paper Corp., Limited, Grand Mere, Que., Canada.

Fred Grohsmeyer (Tiffin) "Validation of Personnel Tests for a Paper Mill."

Don Jones (Mac) "Measuring Supervisors' Awareness of Employee Attitudes - A Comparison of Methods."

"Gil" Miller (Tiffin) "Development of a Methodology for Establishing Visual Requirements." Crucible Steel Corp., Pittsburgh, Pa.

George McNelly (Mac) "Development and Laboratory Validation of a Subjective Fatigue Scale." Inland Steel Corp., Gary, Ind.

John Paisios (Remmers) "Social Distance and Housing: An Investigation of the Attitudes of an Industrial Population." Science Research Associates, Chicago, Ill.

Bob Phelan (Kephart) "Some Effects of Task Induced Tension in School Children."

Bill Saunders (Lawshe) "The Empirical Derivation of Weights for an Abbreviated Job Evaluation Plan." U.S. Army (2nd Lt.) Ft. Benjamin Harrison Ind.

"Charlie" Sheips (Mac) "A Pattern Analysis of Job Requirement Factors for a Sample of Jobs." John Martin Associates, New York, N.Y.

MS's

Leon Brigner (Lawshe) "Effect of Group Cohesion on the Locus of Control." U.A. Air Force.

"Don" Gardej (Lawshe) "An Analysis of the Attitudes of the Membership of Six Labor Unions." General Telephone Co. of Indiana, Lafayette, Ind.

Dick Meddaugh (Mac) "The Development of a Tailor Made Scoring Key for the 'How Supervise?' Test." Union Oil Co., Portland, Oregon.

Bob Pratt (Mac) "A Study of Industrial Accidents." Psychological Research Associates, Ft. Benning, Ga.

"Howie" Proctor (Tiffin) "A Validation of Tests for Office Personnel of a Railroad." U.S. Army.

PAGSIP LIBRARY

The last issue of the Newsletter reported the establishment of a Psychological Library in memory of Dr. Bryant Nagle. The library is now almost a year old and a progress report is in order.

We now have approximately 200 books, including a bound volume of all of Bryant's publications, donated by Dr. Lawshe, and 27 more or less complete journals. We find that we have duplicates of some issues of journals and an attempt is being made to trade these for issues to complete the journal series we now have.

In an effort to control and delimit the contents of the library to those publications of primary interest for and importance to industrial psychologists, the Library Committee met and, upon recommendations from students and staff, selected the following books as primarily desired to fill out or expand existing areas of coverage:

Bellows, R.M. Psychology of Personnel in Business and Industry.

Blum, M.F. Industrial Psychology and its Social Foundations.

Chapanis, A., Garner, W.R. & Morgan, C.T. Applied Experimental Psychology.

Guilford, J.P. Psychometric Methods (2nd edition).

Harrell, T.W. Industrial Psychology.

Maier, N.R.F. Principles of Human Relations.

Parten, Mildred. Surveys, Polls, and Samples.

Thurstone, L.L. Multiple Factor Analysis.

Viteles, M.S. Industrial Psychology.

Viteles, M.S. Motivation and Morale in Industry.

The funds available from voluntary (?) donations from active PAGSIPpers and contributions from alums rose and fell but never was so much that more would not be accepted from whatever source. The recent large contribution of publications by Art Eckerman has been of great help, and the tradition of Phd grads donating a book or the price thereof has helped also. But you grads in the cold, cruel, lucrative field can be of help in another way also: by letting us know about books or journals you have found especially helpful or valuable to you. Donations of any of the mentioned books or any other books or materials will be received with open arms. But if you want to avoid duplication, contact Jack Sawyer first. And if you are ever near the mecca of PAGSIP, drop in and see our constantly growing collection of industrial psycholobilia.

FALL FIASCO

The traditional fall party was held on November 6th at the Hills. The objectives of this function are to integrate the new PAGSIPpers with (a) the staff (b) the elder members (c) Michelob, and (d) the current journals. The party was 75% effective in fulfilling these goals.

Sixty-eight participants were directed to the scene with the aid of flip sheets placed in key positions along the South River Road. None was lost.

Considerable musical talent was uncovered in the new group. A combo comprised of Lionel Mosing, sax; Lew Albright, trumpet; J. Tiffin, banjo; and E. Asher, dishpan was the main attraction. Piano stylings were offered by Dick Thackray and Bob Pfefferkorn, while Bill Rambo was hummin' and Strummin' on the guitar.

Many have remarked that this was the most successful party in recent years. The banjo player was overheard saying, "This is the first job I've played in years." He was so engrossed he missed the poker game.

PSYCHOLOGY 672DR. BEN JAMES WINER

A previous issue of the Newsletter reported that, as a result of recommendations of the PAGSIP Curriculum Committee, an Advanced Seminar in Industrial Psychology (Psych. 672) had been inaugurated. This seminar was offered for the second time this fall. It continued to be run by the students, all of whom possessed at least the master's degree.

The purpose of the course is to present topics of interest to the industrial psychologist yet not covered in the typical plan of study. Topics for this year, selected by a planning group during last spring and summer, are: 1) positions and functions of the industrial psychologist, 2) clinical aspects of industrial psychology, 3) market research, 4) human engineering, 5) research designs, 6) communications, 7) collective bargaining, 8) personnel records, and, in addition, 9) a field trip.

The field trip this year consisted of two days spent visiting Swift's Chicago plant, Acme Steel, and Sinclair Research Laboratories, the last visit being led by George Yoxall (MS Purdue '49). Dr. Stuart Henderson Britt of Needham, Louis and Brorby came down to the campus to speak to the seminar on market research.

In addition to what is gained from the discussions and reading, each member of the seminar takes away from the course what amounts to about a 250 page book consisting of up-to-date summaries and bibliographies prepared by panel members.

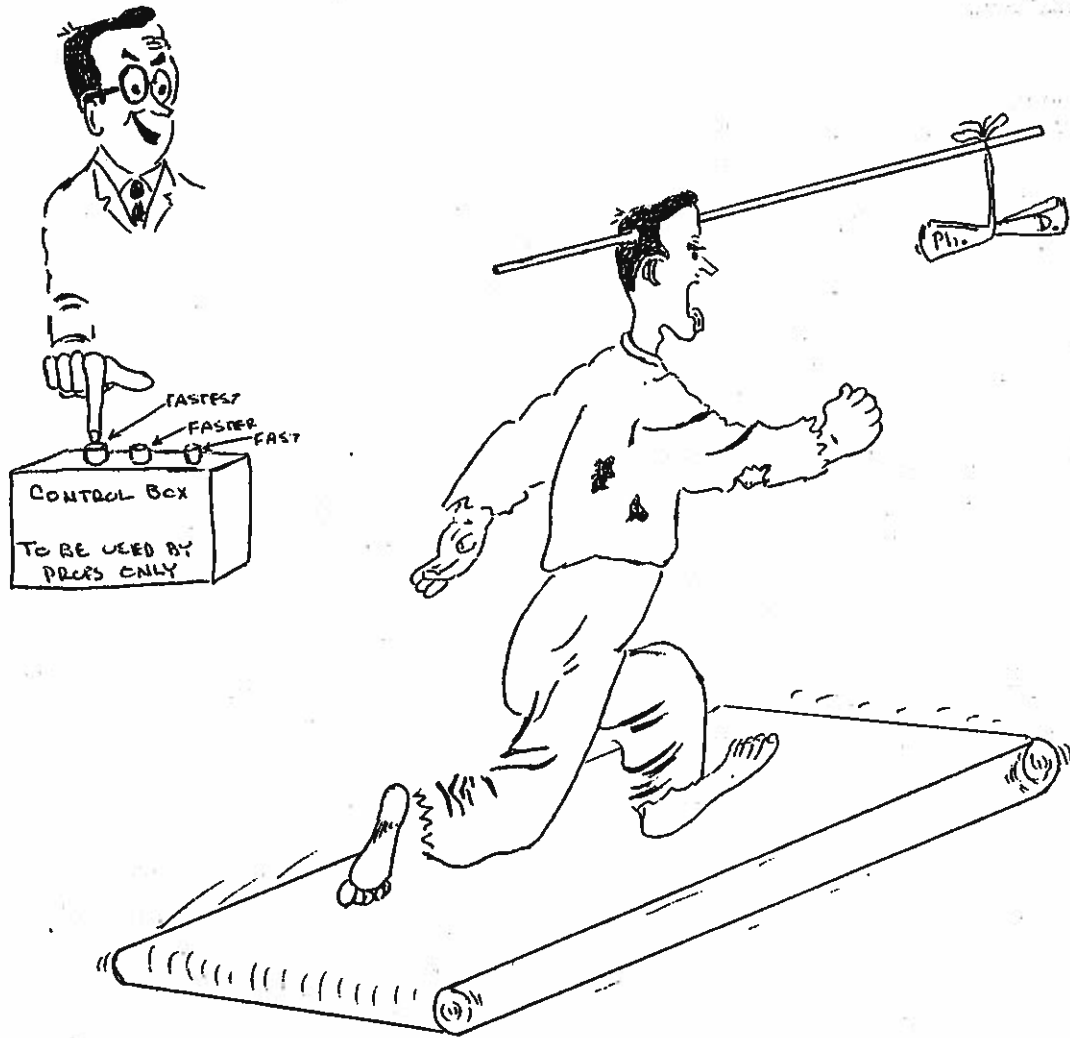
With the beginning of the Fall semester, the "N" of the ORC staff was increased by one with the addition of Dr. Ben James Winer. Dr. Winer divides his time between instructional and research activities, teaching Advanced Stat and Factor Analysis courses and serving as chairman of the University's Social Science consulting committee.

Dr. Winer received BS and MS degrees from the University of Oregon in 1939 and 1941 respectively. His graduate work at Princeton was interrupted in 1942, and resumed in 1950 at Ohio State. Prior to receiving his PhD from OSU, Dr. Winer served as Research Associate on the Personnel Research Board.

During the two years prior to joining the Purdue staff, he continued studies in mathematical statistics as a post-doctoral fellow at the University of North Carolina.

Dr. Winer brings with him a wealth of experience in the area of applied psychology. In addition to his activities at North Carolina and OSU, he has held the positions of Assistant Chief, Statistical Research and Analysis Unit (AGO), Research Psychologist (U.S. Civil Service Commission), and Military Psychologist (Signal Corps, U.S. Army).

Since September, 1953, Dr. Winer has served as assistant managing editor of Psychometrika.



PERSONAL INFORMATION BLANK

Name _____ Position _____

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