

## *Name Index*

- Abbé, Ernst, 82–83  
 Abelshausen, Werner, 32  
 Ach, Narziss, 222–223  
 Achilles, Paul S., 60, 158, 159  
 Adams, J. Stacey, 294–295  
 Adkins, D. C., 66, 73, 197  
 AERA. *See* American Educational Research Association  
 Aiken, L. S., 8  
 Aitken, H. G. J., 41  
 Alford, L. P., 119–120  
 Allport, Floyd H., 262  
 Allport, G. W., 2, 61, 62  
 American Educational Research Association (AERA), 290  
 American Psychological Association (APA), 12, 290, 294  
 Anastasi, Anne, 152–153  
 Anderson, L. D., 231  
 Anderson, N. R., ix, 50–51, 91–92, 107, 283, 286, 287, 289, 298  
 Angell, James Rowland, 47, 50, 86, 99, 114, 189, 192, 197  
 Ansbacher, H. L., 133, 138, 286  
 APA. *See* American Psychological Association  
 Apatow, John J., 86  
 Arai, Tsuruko. *See* Haraguchi, Tsuruko  
 Argyris, Chris, 247, 291  
 Arthur, W., Jr., 2, 85–86, 151  
 Ash, P., 297–298  
 Atzler, M., 134–135  
 Austin, J. T., 29–30, 47–48, 115, 153, 155, 168, 175, 200, 201–202, 286, 287, 290, 300  
 Awaji, 130  
 Babbage, Charles, 38  
 Bacon, Francis, 58, 59  
 Bagley, William C., 122–124  
 Bain, Alexander, 46  
 Baird, John Wallace, 222, 225–226, 270  
 Baker, D. B., 10–11, 12–13, 99, 100, 220–221, 224–225, 292  
 Baker, Thomas, 194  
 Baldo, Camillo, 228  
 Baldwin, James Mark, 47, 59, 67, 91  
 Bally, Ivan, 81, 149  
 Balmer, Thomas L., 81, 88–89  
 Balzer, W. K., 295–296  
 Bamforth, K. W., 267, 288  
 Bandura, Albert, 299  
 Baritz, Loren, 4–5, 6, 18, 19–20, 21, 22–23, 27, 34–35, 44–45, 79–80, 102, 237, 243, 276, 294  
 Barnard, Chester, 285  
 Barrick, M. R., 301  
 Bartholomew, D. J., 65  
 Bartle, P. M., 40  
 Bartlett, C. J., 290  
 Bartlett, Frederic C., 129, 141, 142, 263, 264, 275  
 Bass, Bernard, 289  
 Bauer, A. M., 153  
 Baumgarten, Franziska. *See* Baumgarten-Tramer, Franziska  
 Baumgarten-Tramer, Franziska, 137, 138–139, 150–151, 166, 224–225, 233–234, 279  
 Bäumler, G., 81  
 Bavelas, Alex, 284–285  
 Beaufort, F., 72  
 Bedeian, A. G., 32–33, 34–35, 38, 250  
 Beeby, Clarence E., 164–165  
 Bellows, R. M., 289  
 Benge, Eugene J., 156  
 Benjamin, L. T., Jr., 2, 10–11, 12–13, 81, 84–86, 87, 89, 92–95, 96, 151, 219, 220–221, 224–225, 227–228, 275  
 Benne, Kenneth, 288  
 Bernard, L. L., 262–263  
 Bernreuter, Robert, 182, 242  
 Bronisław Biegeleisen-Zelazowski, 145–146  
 Bills, Marion A., 153, 156, 167, 179, 193, 194, 215, 279

## Name Index

345

- Binet, Alfred, 46, 55–56, 63–65, 68, 77, 107, 111, 112, 178–179  
 Bingham, Walter Van Dyke, 20, 25–26, 42–43, 47–48, 51, 60, 69, 75, 81, 110–111, 112, 114–115, 151, 153, 156, 157–158, 159, 162, 168, 169–170, 179, 184, 189–191, 193–194, 195, 196, 197–198, 200, 201, 203, 215, 225, 227, 235, 240–241, 244–245, 261, 264, 269, 276, 277, 279–280, 284  
 Bissky, Zachar, 233–234  
 Bjork, D. W., 96, 198  
 Blackburn, K., 162–164  
 Blackford, Katherine, 228, 230, 232–233, 234, 243, 280  
 Blanchard, Kenneth, 295  
 Blanz, F., 298  
 Blau, Peter, 246, 296  
 Blin, 63–64  
 Blowers, G. H., 128–129  
 Blumenfeld, Walter Georg, 131–132, 135, 138  
 Blumenthal, A. L., 23  
 Boas, Franz, 125  
 Bogen, Hellmuth, 135, 139  
 Book, William F., 226  
 Boring, Edwin G., 4–5, 18, 22–26, 27, 29, 46–47, 50, 54, 55, 57, 59, 63, 65–66, 72, 97, 117–118, 122, 152, 219, 222, 276  
 Borman, W. C., 300, 301  
 Bouguer, Pierre, 54  
 Bourdon, Benjamin B., 181  
 Bovet, Pierre, 51–52, 150, 224  
 Bowman, M. L., 91  
 Bradford, Leland, 288  
 Brahn, Max, 108, 177  
 Brandeis, Louis, 37, 39  
 Brandenburg, G. C., 233  
 Bravais, Auguste, 68  
 Bray, Douglas, 289, 297  
 Brayfield, A. H., 292  
 Bregman, Elsie Oschrin, 60, 153–154, 158, 200–201, 279  
 Brentano, Franz, 63  
 Brewer, C. L., 187  
 Bridges, James Winfred, 111  
 Brigham, Carl C., 112, 120, 121, 122–123, 124, 125–126, 274–275  
 Bringmann, W. G., 14–15  
 Brock, A. C., 14, 15–16, 17  
 Brodbeck, F. C., 302  
 Brogden, Hubert E., 170–171, 287, 290, 297–298  
 Brown, C. R., 112  
 Brown, Clarence W., 287, 290  
 Brown, JoAnne, 95–96, 217, 218, 237  
 Brown, Percy S., 39, 119, 227  
 Brundage, Charles H., 191–192  
 Bryan, W. L., 68–69  
 Bryant, W. H. M., 227–228  
 Buchanan, R. D., 164  
 Budworth, M-H., 288, 291–292, 299, 300, 302  
 Bunn, G., 141, 142, 275  
 Bureau of the Census, US, 30–31  
 Burke, C. S., 288, 296, 300–301, 302  
 Burns, J. M., 298  
 Burns, T., 296  
 Burt, Cyril, 51, 63, 81, 141, 189, 224–225  
 Burt, R. E., 240  
 Burt, Silas, 73–74  
 Burton, Robert, 8  
 Burt, Harold E., 42, 67, 96, 102, 116, 155, 168, 170, 175, 184–185, 200, 201–202, 206–207, 209, 215, 228, 261  
 Butler, Nicholas Murray, 59  
 Butterfield, H., 15  
 Campbell, J. P., 45, 293, 298, 300, 301  
 Campbell, Richard, 289  
 Canziani, W., 150–151, 233–234  
 Capshew, J. H., 23, 50, 162  
 Cardijn, Joseph, 131  
 Carey, Ernestine Gilbreth, 40  
 Carlyle, Thomas, 261  
 Carnegie, Andrew, 188  
 Carpintero, H., 46, 148–149  
 Carr, Harvey A., 47, 50  
 Carter, I., 164–165  
 Cartwright, Dorwin, 291  
 Cashman, S. D., 152  
 Cattell, James McKeen, 22, 45, 46, 47, 51, 55–56, 57–60, 61, 64, 67, 77, 79, 83–84, 87, 91, 110–111, 151–152, 153, 157–158, 188, 196, 198–199, 200, 202–203, 215, 221, 222, 236, 240–241, 277, 279  
 Caulkins, Mary Whiton, 152–153  
 Cerullo, J. J., 22–23  
 Chandler, A. D., Jr., 32–33  
 Chapman, J. C., 75, 176–177  
 Charcot, Jean-Martin, 63–64  
 Charters, Werrett W., 192, 261–262  
 Chave, E. J., 73  
 Chelpanov, Georgii Ivanovich, 146, 148  
 Chen, G., 225–226  
 Chen Li, 128–129, 165  
 R. W. Chestnut, 133  
 Chhokar, J. S., 302  
 Childs, H. G., 64–65  
 Chiwa, Hiroshi, 83, 129  
 Christiaens, Arthur Guillaume, 100  
 Christidis, P., 8  
 Cimino, G., 144  
 Civil Service Commission, 297  
 Claparède, Édouard, 51–52, 135, 148–150, 224–225  
 Clark, Wallace, 119–120

- Clary, 156  
 Cleeton, Glen U., 194, 220, 233  
 Clothier, Robert C., 114, 155–157  
 Cobb, Margaret V., 112, 200  
 Coe, George Albert, 87–89  
 Colella, A., 121–122  
 Combe, George, 229–230  
 Commons, John R., 39  
 Conte, S. M., 4  
 Cook, H. E., 154  
 Coon, D. J., 59, 202  
 Corrin, Julia, 193  
 Corkindale, K., 104  
 Cowdery, Karl, 179, 183  
 Cowles, M., 68  
 Craig, D. R., 261–262  
 Crockett, A. C., 179  
 Crockett, W. H., 292  
 Cronbach, Lee, 63, 290, 297–298  
 Cronshaw, S. F., 185, 300  
 Cross, M. J., 163  
 Crunden, R. M., 35–36  
 Cumming, G., 104  
 Cunningham, J. L., 64–65  
 Cyert, Richard, 291
- Danziger, K., 9–10, 23, 276  
 DAP. *See* Division of Applied Psychology:  
   Carnegie Institute of Technology  
 Darley, J. G., 197  
 Darwin, Charles, 47, 56–57  
 Davidson, E., 83–84, 294  
 Davis, D. R., 286  
 Davis, W. T., 179  
 Dawis, R. V., 296  
 Day, D., 261–262, 264, 295  
 Dazzi, N., 230  
 Deary, I. J., 65  
 Debs, Eugene V., 238  
 Della Valle, Guido, 143–144  
 DeNisi, A. S., 238, 241–242  
 Department of Justice, 297  
 Department of Labor, 297  
 Deuchler, Gustaf, 222–223  
 Dewey, John, 47, 50, 128  
 deWolff, C. J., 143–144  
 Dewsbury, D. A., 17  
 Dickson, William, 253, 255, 257, 259, 260,  
   269, 285  
 Digman, J. M., 300  
 Division for Industrial-Organizational  
   Psychology, APA, 296–297  
 Division of Applied Psychology: Carnegie  
   Institute of Technology (DAP), 191, 192,  
   193, 194
- Dobrzyński, M., 145–146  
 Dockeray, Floyd C., 106, 107, 108, 109–110,  
   116, 118  
 Dodge, Raymond S., 110–111, 114, 115, 198  
 Donahue, P., 58  
 Dorcus, R. M., 169, 172  
 Drever, J., 66  
 Drucker, Peter, 292  
 DuBois, P. H., 67, 91, 182–183  
 Dudek, E. E., 293  
 Dunlap, Knight, 96, 117, 222, 232, 233, 276  
 Dunnette, Marvin, 50, 202, 265, 293–294, 299, 302  
 Dunster, Henry, 187  
 Dyer, Elizabeth, 192
- Early, C. E., 14–15  
 Ebbinghaus, Herman, 62, 64, 137  
 Eder, R. W., 184  
 Edgeworth, Francis Y., 68  
 Edison, Thomas, 197  
 Edwards, Frank Lincoln, 163–164  
 EEOC. *See* Equal Employment Opportunity  
   Commission  
 Elliott, Margaret, 154  
 Elliott, Richard M., 95  
 Ellwood, C. A., 262  
 Elwood, R. H., 181  
 Emerson, Harrington, 156  
 Emery, F., 288  
 Employment Service, US, 284  
 Engel, Leo, 3  
 Engels, Friedrich, 8  
 Equal Employment Opportunity Commission  
   (EEOC), 296–297  
 Ermanskii, O. A., 148  
 Evans, R. J., 32, 91, 229–230
- Falbo, B., 58  
 Fancher, R. E., 57  
 Farmer, Eric, 72, 139, 141, 224–225, 252  
 Farr, J. L., 118, 160–161, 195, 287, 290, 294, 300  
 Fay, J. W., 187  
 Fayol, Henri, 245, 247, 248, 249–250, 268–269  
 Fechner, Gustav, 54–55, 62, 64, 77, 81  
 Ferguson, Leonard W., 20, 22, 75, 79–80, 81,  
   88–89, 91, 97–98, 101, 110–111, 112, 113–114, 118,  
   121–122, 153, 156–157, 158, 159, 183, 185, 189–192,  
   193, 194, 196, 197, 198–199, 200, 201, 241, 277  
 Fernberger, S. W., 9  
 Ferrari, Guilio Cesare, 224–225  
 Ferree, C. E., 279–280  
 Ferris, G. R., 184  
 Festinger, Leon, 294–295  
 Fiedler, Fred, 295  
 Filer, H. A., 178

*Name Index*

347

- Finch, F. H., 285  
 Fine, S. A., 73–74, 297–298  
 Fisher, Ronald A., 71  
 Fitts, P. M., 132–133  
 Flanagan, John C., 286, 290  
 Fleishman, Edwin, 294  
 Flinn, A. D., 158–159, 240  
 Flugel, John C., 129  
 Follett, Mary Parker, 245, 247, 248–250, 263, 268–269  
 Foner, E., 47, 251  
 Fontègne, Julien, 100  
 Ford, J. K., 5, 101, 102, 118–119, 161, 294, 301–302  
 Forster, Vilém, 131–132  
 Foschi, R., 144  
 Foster, William S., 97, 112, 115  
 Fowler, Orson, 229, 234–235  
 Fowler, R. D., 150, 223–224  
 Franzen, R. H., 161  
 Free, Margaret Louise, 191  
 Freeman, J. B., 237, 238, 239  
 French, John R. P., Jr., 264, 284–285, 291, 294  
 French, W. L., 284–285  
 Freud, Sigmund, 43, 50, 62, 87, 225, 266, 292  
 Freyd, Max, 47–48, 156–157, 159, 169–170, 171–172, 181, 183, 193, 195–196, 215, 227, 274, 280  
 Friedlaender, Kurt T., 191–192  
 Friedländer, Hans, 133  
 Friedrich, Adolph M., 135  
 Frost, Elliott, 220, 231  
 Fryer, Douglas H., 47, 51, 81, 91–92, 132, 143, 155, 202, 221, 292  
 Furumoto, L., 14, 153  
  
 Gael, S., 300  
 Gale, Harlow, 83–84, 87  
 Galeotti, 107  
 Gall, Franz Joseph, 229  
 Galton, Francis, 46, 47, 55–57, 59–60, 63, 64–65, 68, 72, 77, 91  
 Gantt, Henry, 37, 39, 119–120, 252  
 Gardner, Horace L., 114  
 Gardner, S., 40, 150  
 Gardner, W. L., 302  
 Garraty, J. A., 47, 251  
 Gastev, Aleksei K., 146, 148  
 Gauss, Karl Friedrich, 57, 63  
 Geberth, K. L., 8  
 Geissler, Ludwig Reinhold, 225–226, 270  
 Gelb, Adhemar, 138  
 Gellershtein, S. G., 146  
 Gemelli, Agostino, 106, 144, 187–188  
 Georgopoulos, Basil, 294–295  
 Geuter, U., 2, 133, 134, 135, 136–137, 138, 206–207, 222–223, 227, 236  
 Ghiselli, Edwin, 287, 290, 293, 298  
 Giannone, A., 144  
 Gibby, R. E., 181–182, 259, 272  
 Gibson, W. M., 300  
 Giese, Fritz, 103, 135, 136–137, 139, 204, 206–207, 222–223  
 Gilbreth, Frank B., 37, 39, 40, 42–43, 74, 101, 119, 131–132, 139, 143, 146, 193, 224–225  
 Gilbreth, Frank B., Jr., 40  
 Gilbreth, Lillian M., 39, 40, 42, 74, 119, 139, 146, 193, 197, 224–225, 278  
 Gillespie, R., 34, 35, 239, 253, 254, 258  
 Gilmer, B. von Haller, 194  
 Giuliani, A., 144  
 Gleser, G. C., 290, 297–298  
 Goddard, Henry H., 63–65, 112  
 Goldsmith, D. B., 185  
 Goldstein, I. L., 298  
 Gompers, Samuel, 22, 159, 238, 240–241  
 Goodwin, C. J., 23, 54–55, 189, 229  
 Gordon, Kate, 191  
 Gordon, M. E., 240  
 Gosset, William S., 71  
 Gottier, R. F., 293–294  
 Gould, Russell L., 191–192  
 Gould, Stephen Jay, 120, 125  
 Gouldner, Alvin, 246  
 Gradenigo, Gieseppe, 106  
 Graen, G., 298  
 Grant, Donald, 289  
 Greenberg, J., 300  
 Grether, W. F., 103  
 Griffin, M. A., 164  
 Griffin, R. W., 238, 241–242  
 Griffitts, Charles, 99, 206–208, 261, 266  
 Gross, M. L., 293–294  
 Guilford, J. P., 9, 53–54, 60, 67, 68–69, 84, 161  
 Guion, Robert, 63, 293–294, 298, 300  
 Gundlach, H. U. K., 2–3, 51–52, 100, 108, 132, 133–134, 150, 177, 224  
 Guo, B., 128–129  
 Guthrie, R. V., 121–122  
 Guttman, Louis, 289  
  
 Hackman, J. R., 298–299  
 Hailstorks, R., 8  
 Haines, Thomas H., 112  
 Hale, M., 35, 61, 92–95, 96, 160, 162, 240  
 Hall, G. Stanley, 47, 58–59, 110–111, 221–222, 225, 226, 270  
 Hamersschlag, Arthur A., 189  
 Hansen, J. C., 84, 196  
 Hanson, C. F., 193

- Hanson, M. A., 301  
 Haraguchi, Tsuruko, 83, 129, 278  
 Harari, Y. N., 32–33  
 Hardwick, Rose S., 111  
 Harrell, T. W., 284, 285–286  
 Hartmann, George W., 51, 147–148, 151, 206–207, 210–211, 212, 214–215, 228, 233, 261, 265  
 Hausmann, M. F., 72, 137–138, 252  
 Hayes, Joseph W., 155–156  
 Hayes, Mary Holmes Stevens, 156, 279  
 Head, Henry, 109–110  
 Hearnshaw, L. S., 68, 83, 108–109, 139, 140, 142–143  
 Hebl, M., 121–122  
 Hedge, J. W., 301  
 Heidbreder, Edna, 50  
 Heller, W. J., 51, 81, 149  
 Hellpach, Willy, 135, 187–188  
 Henmon, V. A. C., 115, 116  
 Henry, E. R., 81, 91–92, 292  
 Hepner, Harry, 155, 161, 206–207  
 Heron, A., 289, 290–291  
 Hersey, Paul, 295  
 Herzberg, Frederick, 292  
 Highhouse, S., 254, 258, 284–285, 288, 289  
 Hilgard, E. R., 14, 79–80, 193–194, 200, 254, 255, 257, 284–285, 296  
 Hippocrates, 230  
 Hitler, Adolf, 139  
 Hoitsma, R. K., 181  
 Holcombe, J. M., Jr., 185  
 Hollenbeck, J. R., 5  
 Hollingworth, Harry Levi, 25–26, 42–43, 47, 60, 70–71, 80, 81, 82–87, 94–95, 97, 100, 104, 117–118, 157–158, 184, 196, 199–200, 203, 205–206, 222, 225, 234–235, 252, 261, 275–276  
 Hollingworth, Leta Stetter, 84–85  
 Holman, P., 51, 150, 224–225  
 Homan, George, 291  
 Hoopingarner, Dwight L., 191–192, 241  
 Hopkins, L. B., 155–156  
 Hoppock, Robert, 267–268, 269  
 Hoshino, Y., 36–38, 129  
 Hoskovec, J., 131–132  
 Hough, L. M., 50, 302  
 House, R. J., 298, 302  
 Houser, J. D., 72, 73  
 Howard, A., 289  
 Hsueh, Y., 128–129  
 Huey, Edmund B., 63–64  
 Hulin, C. L., 7–8, 295–296  
 Hull, Clark, 170–171, 233  
 Hülshager, U. R., ix, 50–51, 91–92, 107, 283, 286, 287, 289, 298  
 Humke, H. L., 161  
 Humm, Doncaster G., 182  
 Humphreys, L., 120  
 Hunter, John, 185, 287, 297–298, 299–300, 301  
 Hunter, R. F., 299–300  
 Hussler, Edmund, 63  
 Hutchison, Alexander, 190  
 Ilgen, D. R., 300  
 Irvine, Robert F., 162–163  
 Ishikawa, Kaoru, 296  
 Issacs, S., 106, 107, 108, 109–110, 116, 118  
 Jackson, A. W., 234  
 Jackson, G. B., 299–300  
 Jacobson, J. Z., 90, 195  
 Jaeger, S., 133  
 James, William, 9, 47, 50, 93, 189, 221–222, 225  
 Jamieson, B., 164–165  
 Janis, Irving, 299  
 Jarausch, K. H., 29–30, 50–51, 110  
 Jastrow, Joseph, 24–25, 67, 71, 91  
 Jastrzebowski, W. B., 103  
 Jeanneret, P. R., 297–298  
 Jelínek, M., 48  
 Johnson, D., 13  
 Jones, Edward S., 97, 112  
 Jones, L. V., 66, 73, 197  
 Jones, M. H., 169, 172  
 Jones, Nyle, 294–295  
 Joravsky, D., 148, 278  
 Joseph, T. A., 8  
 Joteyko, Józefa, 145  
 Jung, Carl, 43, 62  
 Kacmar, K. M., 184  
 Kahn, Robert, 296  
 Kaiser, A. E., 80  
 Kamin, L. J., 125  
 Kanigel, R., 41  
 Kant, Immanuel, 53–54  
 Kantor, J., 201, 202  
 Katz, Daniel, 296  
 Katz, David, 138  
 Katzell, R. A., 29–30, 115, 155, 199, 286, 290  
 Kaufmann, Edgar J., 192  
 Kay, E., 294  
 Kelley, Truman Lee, 64, 182–183  
 Kelly, B. N., 15  
 Kelly, R. M., 39, 40  
 Kelly, V. P., 39, 40  
 Kenagy, Herbert G., 155, 184, 193, 198  
 Kendall, Lorne, 161, 290, 294, 295–296, 298  
 Kerlinger, F. N., 65  
 Kevles, D. J., 112–113, 115, 121, 152

## Name Index

349

- King, E., 121–122  
 Kingsbury, Forrest, 19, 70, 155, 160, 169, 172–174,  
 175, 176, 178, 179, 180, 228, 232, 241, 280  
 Kirchner, W. K., 265  
 Kirihara, Shigemi H., 28, 36–38, 41, 83, 129–130  
 Kirkpatrick, Donald, 292  
 Kitson, Harry D., 2–3, 51, 75–76, 132, 149, 180,  
 199, 224–225  
 Klemm, Gustav Otto, 25–26, 108, 134, 135–136,  
 139, 188, 276  
 Klimoski, R. J., 300  
 Knapp, D. J., 300  
 Knight, F. B., 161, 233  
 Koffka, Kurt, 51, 189  
 Koga, Yukiyoshi, 130  
 Köhler, Wolfgang, 51, 129, 138, 189  
 König, Theodor, 135–136  
 Koonce, J. M., 107  
 Koppes, L. L., 40, 60, 81, 82, 153, 155, 156, 167, 197,  
 200, 302  
 Koppes Bryan, L. L. *See* Koppes, L. L.  
 Kornhauser, Arthur W., 19, 20–21, 22, 51, 70, 73,  
 90, 139, 142–143, 151, 155, 160, 169, 172–174, 175,  
 176, 178, 179, 180, 194–195, 197, 232, 234, 241,  
 267, 277, 280  
 Kornilov, Konstantin N., 146  
 Kozlowski, S. W. J., 225–226  
 Kraepelin, Emil, 64, 82, 135–136  
 Kraiger, K., 101, 102, 118–119, 161, 294, 301–302  
 Kretschmer, Ernst, 230  
 Kroeker, L. P., 297–298  
 Krueger, Felix, 67  
 Kuder, G. F., 283–284  
 Kuhn, Thomas, 16  
 Külpe, Oswald, 63  
 Kuna, D. P., 83–84, 86, 87  
 Květon, P., 48
- La Dame, Mary, 191–192  
 Lachman, S. J., 241  
 Ladd-Franklin, Christine, 152–153  
 Lahy, Jean Marie, 91–92, 107, 132, 148–149, 204,  
 224–225  
 Laird, Donald A., 181–182, 206–207, 227, 242, 261  
 Lamiell, J. T., 61, 62, 138–139  
 Landauer, A. A., 163  
 Landy, Frank, 4, 72, 92–93, 94, 164, 197, 201,  
 245–246, 268, 300  
 Lane, S. C., 39, 103–104  
 Langfeld, Herbert Sidney, 201  
 Laplace, Pierre Simon de, 57  
 Latham, Gary, 288, 291–292, 295, 298, 299,  
 300, 302  
 Lawn, M., 65  
 Lawrence, P. R., 285, 291
- Leahey, T. H., 14–15, 23  
 Leary, D. E., 14  
 Lee, H. B., 65  
 Lenin, Vladimir, 147–148  
 Leonard, T. C., 36, 38, 39  
 Lersch, Philipp, 133, 139  
 Leslie, M., 178  
 Levy, P. E., 4, 118, 160–161, 287, 290, 294, 300  
 Lewin, Kurt, 138, 246, 247, 284–285, 288, 289,  
 294–295  
 Lewis, John L., 238  
 Likert, Rensis, 73, 247, 288, 296  
 Link, Henry C., 3, 21, 34–35, 41, 51, 75–76, 96–97,  
 102, 123–124, 155, 160, 161, 170, 179, 200, 203,  
 205, 206, 207, 220, 226–227, 252, 261, 274  
 Lipmann, Otto, 2, 25–26, 41, 61, 62, 74, 77–78,  
 133, 134–135, 136–139, 143, 165, 188, 204,  
 222–223, 224–225, 252, 266–267  
 Lippitt, Ronald, 284, 288  
 Lippmann, Walter, 39, 125  
 Locke, Edwin, 41, 43, 295–296  
 Lofquist, I. H., 296  
 Lohman, D. F., 79  
 Lombroso, Cesare, 230  
 Longstaff, H. P., 234  
 Lord, Frederic, 290  
 Lotze, Rudolf, 58–59  
 Lovell, Henry Tasman, 163–164  
 Lovett, B. J., 14–15, 17, 22–23  
 Lowe, K. B., 302  
 Lowell, Francis, 251  
 Lowman, R. L., 201, 202  
 Ludgate, K. E., 233
- Magnusson, M., 36–38, 56–57, 247,  
 250–251, 261  
 Mahlman, R. A., 290  
 Mahoney, Gerald, 294–295  
 Malan, 107  
 Manson, Grace, 153, 154, 175, 183, 185, 193, 194,  
 198, 215, 279  
 Mao Zedong, 299  
 Marbe, Karl, 25–26, 92–93, 135–136, 222–223, 276  
 March, Francis, 58, 59  
 March, James, 291  
 Marey, Étienne-Jules, 81  
 Marrow, Alfred J., 284–285  
 Martin, Alfred Horatio, 163–164  
 Marx, Karl, 8, 147  
 Masaryk, Tomáš Garrigue, 131–132  
 Maslow, Abraham, 247, 288, 292  
 Mathewson, Stanley W., 155–156  
 Matsumoto, Matataro, 25–26, 129–130, 165  
 Mausner, B., 292  
 Maynard, D. C., 8

- Mayo, Elton, 42–43, 73, 164, 181, 236, 253, 254, 255, 256–257, 259, 260, 269, 285  
 Mayocchi, L., 164  
 McCallum, Daniel C., 34–35  
 McCloy, R. A., 301  
 McCollom, I. N., 108, 128, 133, 144, 236, 287, 292  
 McComas, Henry C., 97  
 McCormick, E. J., 297–298  
 McDougall, William, 9, 87  
 McGehee, W., 294  
 McGovern, T. V., 187  
 McGregor, Douglas, 247, 291  
 McGuire, G. R., 14  
 McKenzie, R. C., 287, 297–298  
 McLeish, J., 148  
 McReynolds, P., 171  
 Mecacci, L., 230  
 Mecham, R. C., 297–298  
 Meehl, Paul, 63, 171–172, 290  
 Meine, F., 76–77  
 Meriam, J. L., 92  
 Merrill, Harwood, 37, 251, 252  
 Merton, Robert K., 246  
 Meskill, D., 49–50  
 Metcalf, Henry, 264  
 Meyer, Herbert, 288, 294  
 Michon (Abbé), 228  
 Miles, George H., 141, 224–225  
 Miles, Walter R., 116  
 Mill, John Stuart, 63  
 Miller, R., 138  
 Miner, James B., 60, 183, 191, 192, 197, 198–200  
 Miner, John B., 246, 247, 248, 254, 255, 257, 258, 259, 260–261, 289, 294–295  
 Minton, H. L., 122, 125  
 Mira Y López, Emilio, 148–149, 187–188, 224–225  
 Mitchell, B. R., 32  
 Moede, Walther, 2, 108, 133–134, 136, 148–149, 165, 177, 204, 206–207, 222–223, 224–225, 226–227, 236  
 Montgomery, R. B., 233  
 Moore, Bruce V., 151, 159, 183, 184, 193, 195, 202, 206–207, 210–211, 212–213, 214–215, 219–220, 228, 232, 233, 261, 265  
 Moore, Herbert, 161  
 Moore, Kate Gordon. *See* Gordon, Kate  
 Morse, Samuel F. B., 32–33  
 Moses, J. L., 297  
 Moss, F. A., 184  
 Mosso, Angelo, 81  
 Mount, M. K., 301  
 Muchinsky, P. M., 4  
 Muchow, Martha, 62, 138  
 Muhs, W. F., 166  
 Muldrow, T. W., 287, 297–298  
 Munipov, V., 103, 104  
 Münsterberg, Hugo, 2, 3, 20, 26, 42–43, 45, 48–49, 51, 55–56, 60, 61, 70, 79–80, 81, 82–83, 86, 88–89, 90, 92–96, 99, 100, 102, 103–105, 106, 129, 135, 141, 149, 150, 187–188, 189, 201–202, 203, 205, 215, 219, 222, 231, 236, 240–241, 254, 261, 266, 275  
 Murchison, C., 24, 149–150, 152, 195–196  
 Murdoch, Katherine, 191  
 Murphy, G., 23, 45, 50  
 Murray, Hugh, 288  
 Murray, Henry, 286, 292  
 Muscio, Bernard, 3, 41–43, 44–45, 82–83, 129, 130, 140, 141, 163–164, 205, 261  
 Myers, Charles S., 2, 25–26, 41, 51–52, 72, 81, 108, 109, 129, 140–143, 145, 163, 165, 187–188, 189, 203, 204, 206–207, 208–209, 227, 236, 252, 261, 275, 276  
 Naman, J. L., 40  
 Nance, R. D., 22–23  
 Napoli, D. S., 79, 218, 221, 223, 285–286  
 National Council on Measurement Used in Education (NCMUE), 290  
 Nelson, D., 34  
 Nevis, E. C., 290, 293–294  
 New York Times, 155, 196  
 Newcomb, Arthur, 232–233  
 News and Comment, 159, 227  
 News Notes, 131, 227  
 Nightingale, Florence, 8  
 Noll, Matthew, 227  
 Norcross, J. C., 8  
 Northcott, Clarence H., 162–163  
 Notes and News, 158, 227  
 O'Donnell, J. M., 23–25  
 Odoroff, M. E., 285  
 Oeltjen, P. D., 298  
 Ogden, Robert M., 110–111  
 Ohara, Magosaburó, 130  
 Oldman, G. R., 298–299  
 O'Neil, W. M., 163  
 Ones, D. S., 300  
 Oppler, S. H., 301  
 O'Rourke, L. J., 178, 200  
 Oschrin, E. *See* Bregman, Elsie Oschrin  
 Osterhammel, J., 32–33  
 Otis, Arthur S., 112, 179  
 Ott, J. S., 291  
 Outhwaite, Leonard, 158–159, 227  
 Owen, Robert, 47, 250–251  
 Owens, W. A., 298

## Name Index

351

- Papinchak, John, 193  
 Pariyothorn, M. M., 8  
 Parker, C. H., 266  
 Parot, F., 132  
 Parsons, Frank, 99  
 Pasteur, Louis, 9–10  
 Paterson, Donald Gildersleeve, 155, 178, 179, 202,  
 228, 232, 233, 234  
 Paterson, J., 164–165  
 Patrizi, Mariano Luigi, 143–144  
 Patterson, D. G. *See* Paterson, Donald  
 Gildersleeve  
 Paulík, K., 131–132  
 Pavlov, Ivan, 202  
 Payne, S. C., 8  
 Pear, Tom Hatherley, 2, 25–26, 41, 109, 140, 141, 143  
 Pearson, Karl, 63, 68–69, 77  
 Peirce, Charles S., 71  
 Peiró, J., 302  
 Perkins, Frances, 192  
 Perkins, K. N., 197  
 Perloff, R., 40, 201, 202  
 Perrow, C., 250, 285, 288  
 Person, Harlow S., 36–38, 39, 42–43, 45, 119  
 Peters, Thomas, 91, 185  
 Peters, Wilhelm, 136, 138, 188  
 Pfund, R. A., 8  
 Piaget, Jean, 150  
 Pickren, W. E., 53–54, 55, 81, 82, 150, 167,  
 223–224  
 Piéron, Henri, 46, 132  
 Pillsbury, W. B., 23, 50, 149–150, 197–198  
 Pintner, R., 64–65, 107, 111, 120–121, 181  
 Piorkowski, Curt, 2, 95, 108, 134, 151, 177, 204,  
 224–225, 226–227  
 Pizzoli, Ugo, 91, 143  
 Poffenberger, Albert T., 25–26, 42–43, 47, 60,  
 70–71, 82–83, 86, 117–118, 162, 199–200,  
 205–207, 215, 222, 252, 261  
 Pond, Millicent, 153, 154, 279  
 Poor, Henry V., 34–35  
 Poppelreuter, Walther, 25–26, 136, 139, 187–188,  
 222–223  
 Porter, James P., 226  
 Porter, L. W., 293  
 Pressey, L. W., 181, 242  
 Pressey, S. L., 181, 242  
 Prien, E. P., 194, 289, 297–298  
 Prien, K. O., 289  
 Priest, H. A., 288, 296, 300–301, 302  
 Primoff, E. S., 73–74  
 Putnam, M. L., 267  
 Quételet, Adolphe, 57, 63  
 Quinn, R. P., 296  
 Radwan, 233–234  
 Raven, Bertram, 264, 291  
 Ream, Merrill, 182, 183, 193, 195–196  
 Reilly, P. J., 74  
 Renwick, W., 165  
 Ribot, Théodule, 46, 63–64  
 Rice, S. A., 231  
 Richardson, M. W., 283–284  
 Rieffert, Johann Baptist, 132–133, 222–223  
 Rivers, W. H. R., 109–110  
 Roback, Abraham, 20  
 Robinson, Edward S., 97–98, 191–192, 193  
 Rodger, A., 140  
 Rodgers, D. T., 32  
 Roels, Franciscus M., 224–225  
 Roethlisberger, Fritz Jules, 253, 255, 257, 259, 260,  
 269, 285  
 Rogers, A., 84–85  
 Rogers, Herbert W., 60, 97, 200  
 Rogers, Tim, 64, 65–66, 67, 68, 69, 71, 72, 91,  
 162, 168  
 Roloff, Hans Paul, 236  
 Ronan, W. W., 297–298  
 Roosevelt, Theodore, 35–36, 39  
 Rosenbaum, A., 84–85  
 Rosenthal, R. A., 296  
 Ross, D., 29, 225  
 Rowntree, Seebohm, 142–143  
 Rozin, P., 8, 9–10  
 Rudert, Johannes, 133  
 Ruml, Beardsley, 155–156, 157, 158–159  
 Rupp, Hans, 25–26, 51, 133, 134, 189, 227  
 Ruse, M., 47  
 Russell, C. J., 204  
 Russell, J. T., 170–171, 284  
 Russell, Winslow, 81, 193  
 Rutherford, A., 13, 53–54, 55  
 Ryan, A. M., 5  
 Ryan, T. A., 291  
 Sachsenberg, Ewald, 131–132, 136  
 Sager, C. E., 301  
 Salas, E., 225–226, 288, 296, 300–301, 302  
 Salgado, J. F., ix, 2, 3, 50–51, 91–92, 95, 106, 107,  
 137, 143, 283, 286, 287, 289, 290, 294, 298  
 Samelson, F., 25, 112, 120, 125  
 Sarton, G., 16  
 Sarup, G., 14–15  
 Savickas, M. L., 99, 100, 292  
 Schein, Edgar, 300  
 Scherbaum, C. A., 290  
 Schippmann, J. S., 289  
 Schlesinger, Georg, 134, 136, 236  
 Schlueter, J., 58  
 Schlueter, P., 58

- Schmidt, Frank, 185, 287, 297–298, 299–300, 301  
 Schmidt, W., 61  
 Schultz, D. P., 85, 189  
 Schultz, S. E., 85, 189  
 Schumann, D. W., 83–84, 294  
 Scott, E., 121–122  
 Scott, W. R., 296  
 Scott, Walter Dill, 25–26, 42–43, 45, 51, 55–56, 60, 66, 70–71, 72, 75, 79–80, 81, 83–84, 87, 88–90, 94–95, 97–98, 101, 104–105, 110–111, 113–114, 115, 118, 119–120, 126–127, 155–158, 161, 184, 188, 189, 191, 193, 195, 197, 198, 203, 205, 214–215, 219, 220, 222, 225, 232, 235, 236, 240–241, 254, 261, 265–266, 275–276, 277  
 Scott Company, 156  
 Scripture, Edward W., 47, 83–84, 130  
 Scudder, K. J., 179  
 Sells, S. B., 293  
 Selz, Otto, 138  
 Selznick, Philip, 246, 288  
 Séquin, Edouard, 63–64  
 Šeracky, František, 224–225  
 Shafritz, J. M., 291  
 Sharp, Agnes, 241, 267  
 Sheldon, William H., 230–231  
 Shelley, James, 164–165  
 Shellow, Sadie Myers, 60, 153, 154–155, 200–201, 279  
 Shepard, J. F., 114  
 Shimmin, S., 143–144  
 Shore, R. P., 20  
 Shpil'rein, Isaak N., 146, 148, 224–225  
 Simon, Herbert, 291  
 Simon, Théodore, 64, 107  
 Sims, D. E., 288, 296, 300–301, 302  
 Sirotkina, I., 146, 147–148  
 Smith, Adam, 8, 32, 47  
 Smith, Edwin H., 191  
 Smith, May, 141, 278  
 Smith, Patricia Cain, 161, 291, 294, 295–296, 298  
 Smith, Roger, 10–11, 13, 146, 147–148  
 Snoek, J. D., 296  
 Snow, A. J., 179  
 Snow, C. E., 254, 260  
 Snyderman, B. S., 292  
 Sokal, Michael, 22, 57, 58, 59, 60, 121, 125, 152–154, 158, 160  
 Spearman, Charles E., 51, 63, 65–66, 67, 91, 109–110, 128–129, 164, 188, 189  
 Spector, P. E., 4  
 Spencer, Herbert, 46, 47  
 Spielman, Winifred, 141, 278  
 Spielrein, Isaak N. *See* Shpil'rein, Isaak N.  
 Spillmann, J., 92–93, 95  
 Spillmann, L., 92–93, 95  
 Sporer, S. L., 135  
 Sprenger, H. A., 59  
 Sprung, H., 108, 134, 138–139  
 Sprung, L., 108, 134, 138–139  
 Spurzheim, Johann K., 229–230  
 Stagl, K. C., 288, 296, 300–301, 302  
 Stagner, Ross, 20, 241  
 Stalin, Joseph, 147–148, 278  
 Stalker, G. M., 296  
 Stamm, K. E., 8  
 Starch, Daniel, 69, 83–84, 104, 225  
 Stavěl, Josef, 131–132  
 Stern, Clara, 62  
 Stern, William, 2, 25–26, 55–56, 61–62, 64, 77, 120–121, 133, 134, 135, 136, 137, 138–139, 188, 204, 222–223, 225  
 Stevens, G., 40, 150  
 Stevens, S. S., 24  
 Stevenson, John A., 193  
 Stigler, S. M., 55, 71, 91  
 Stocking, G., 14, 15–16  
 Stokes, 9–10  
 Stone, Calvin P., 97  
 Straeuble, I., 133  
 Stratton, George M., 116, 222, 276  
 Strelau, J., 231  
 Strong, Edward K., Jr., 25–26, 47, 60, 74–75, 83–84, 87, 100, 113–115, 183, 196–197, 198–200, 215, 225  
 Stumpf, Carl, 46, 51, 133, 134  
 Sturdevant, C. R., 102  
 Summerscales, W., 59  
 Sumner, Francis Cecil, 122  
 Suter, Jules, 81, 149  
 Suzuki, K., 129  
 Sward, K., 152  
 Taft, William Howard, 35–36  
 Tagg, Max, 134, 146–147, 224–225  
 Takasuna, M., 83, 129–130  
 Tarbell, Ida, 39  
 Taylor, E. K., 287, 290, 293–294  
 Taylor, Frederick, 6, 28, 29–30, 36, 37–38, 39, 41–42, 43, 44, 45, 90, 119, 129, 132, 139, 143, 146–147, 156, 258, 265  
 Taylor, H. C., 170–171, 284  
 Tead, O., 263  
 Tenopyr, Mary, 153, 298  
 Terman, Lewis M., 24–25, 63–65, 112, 114, 120, 123, 125, 222  
 Teruoka, Gito, 130  
 Tesluk, P. E., 195  
 Thayer, P. W., 201, 294  
 Thomas, K., 7–8

## Name Index

353

- Thomas, Sanford, 90  
 Thompson, A. S., 199, 203, 204, 213  
 Thomson, Godfrey H., 63, 66  
 Thorndike, Edward L., 9–10, 47, 60, 64, 66, 71, 75, 83, 85, 87, 88–89, 97–98, 110–111, 113, 114, 115, 116, 124, 126, 154, 161, 171–172, 182–183, 189–190, 195, 199–200, 215, 222, 276  
 Thorndike, Robert L., 200, 287  
 Thurstone, Louis Leon, 25–26, 47, 65, 66, 73, 77–78, 128–129, 152, 159, 162, 181, 191, 197, 212, 215, 222, 227, 242, 252  
 Thurstone, Thelma Gwinn, 152, 181, 242  
 Tinker, M. A., 188  
 Titchener, Edward, 9, 22–24, 46–47, 50, 60, 72, 198, 225–226  
 Tokiguchi, Riichi, 129  
 Tolman, Edward, 294–295  
 Tonn, J. C., 248–250  
 Toops, Herbert Anderson, 47, 60, 200, 201, 215  
 Toulouse, Edouard, 224–225  
 Trabue, Marion, 97–98  
 Trahair, R. S. C., 255  
 Tramm, K. A., 98, 147, 236  
 Treves, Zaccaria, 143–144  
 Triandis, H. C., 50, 302  
 Trist, Beulah, 288  
 Trist, Erich, 267, 288–289  
 Troland, Leonard T., 116  
 Turner, Clair, 257  
 Tuttle, Charles Booth, 191–192  
 Twitmyer, Edwin B., 202–203  
  
 Ueno, Yōichi, 129, 131  
 Uhrbrock, Richard S., 74–75, 193–194  
 Uyeno, Yōichi. *See* Ueno, Yōichi  
  
 Van De Water, T. J., 41, 45, 86, 119–120, 156  
 van Drunen, P., 107–108, 134, 175, 274  
 van Ginneken, Jacques, 144–145  
 van Strien, P. J., 2, 48–50, 144–145  
 Vaughn-Blount, K., 13  
 Veblen, Thorstein, 39  
 Vecchio, R. P., 258  
 Vernon, H. M., 108  
 Vernon, P. E., 287  
 Villanova, P., 47–48, 168, 175, 287, 300  
 Vinchur, A. J., ix, 47, 51, 60, 155, 172–174, 200, 302  
 Viteles, Morris Simon, 2–3, 21, 25–26, 28, 40, 44–45, 51, 61, 70, 72, 73, 74, 75–76, 77–78, 79–80, 91–92, 95, 97, 98, 124–125, 131–132, 133, 134, 137, 138–139, 141–142, 143, 146, 147, 148, 151, 152–153, 154, 155, 160, 162, 167, 168, 171, 175, 181–182, 184, 185, 201, 202–203, 204–205, 206–207, 212–215, 216, 227, 240–241, 243, 257, 260, 261, 263–264, 265, 266, 274, 276, 277, 285, 292  
 Vobořil, D., 48  
 von Mayrhauser, R., 59–60, 66, 67, 71, 89, 111, 114, 155  
 Vroom, Victor, 294–295  
  
 Wadsworth, Guy W., Jr., 182  
 Wagner, R., 287  
 Wallace, Alfred Russel, 47  
 Wallace, S. R., 290  
 Wang, Z.-M., 284  
 Warner, W. Lloyd, 257  
 Warr, P., 2, 3, 131, 132, 139, 164, 284, 287, 289, 292, 299, 302  
 Washburn, Margaret, 152–153  
 Watson, John B., 43, 50, 110–111, 114, 117, 189, 196, 222  
 Watson, Robert I., 10–11, 13  
 Watt, James, 32  
 Waugh, Karl T., 112  
 Waung, M. P., 153  
 Weber, C. O., 178  
 Weber, Ernst, 54–55, 64, 77, 94–95  
 Weber, Max, 245, 247–248, 250, 268–269, 289  
 Weber, W., 147  
 Weidman, N., 17–18  
 Weiss, H. M., 6  
 Weitz, J., 290  
 Welch, H. J., 81, 141, 252  
 Weldon, Walter, 68  
 Wells, Frank L., 60, 161, 198  
 Wells, Frederic L., 112  
 Wells, Samuel, 229  
 Wembridge, H. A., 160  
 Wenzel, B. M., 199–200  
 Wernimont, P. F., 293  
 Wertheimer, Max, 138  
 Wexley, K. N., 298  
 Wheeler, Raymond H., 112  
 Wherry, R. J., 290  
 Whipple, Guy Montrose, 110–111, 112, 191, 193, 197, 198  
 White, M. M., 199  
 White, R. K., 284  
 Whyte, W. H., 290  
 Wiener, N., 287  
 Wiesner, W. H., 185, 300  
 Wiley, W. W., 297–298  
 Williams, Whiting, 72, 73, 192, 193  
 Wilson, M. A., 297–298, 300, 301

354

*Name Index*

- Wilson, Woodrow, 35–36, 110–111  
 Winston, A. S., 152  
 Wissler, Clark, 59–60  
 Witmer, Lightner, 84, 171, 202–203  
 Wolfe, D. M., 296  
 Woods, Edward A., 81, 185, 191  
 Woodward, Joan, 291  
 Woodworth, Robert Sessions, 9, 47, 50, 58–59,  
 87, 117–118, 181–182, 222  
 Woolley, Helen Bradford Thompson, 99  
 Wren, D. A., 32–33, 34–35, 38, 250  
 Wright, T. A., 265  
 Wundt, Wilhelm, 9, 22–23, 45, 46–47, 51, 54, 55,  
 58–59, 64, 65–66, 83–84, 87–88, 93, 130,  
 135–136, 146, 188, 202–203, 215  
 Yates, D. H., 228, 229, 230  
 Yellowitz, I., 30–31, 283  
 Yerkes, Robert M., 96, 110–111, 112–113, 114, 115,  
 120, 121–122, 124, 125, 126–127, 152, 159, 198,  
 222, 236, 276  
 Yoakum, Clarence Stone, 42–43, 47, 53–54,  
 56–57, 112, 120, 183, 184, 193–194, 197–198,  
 215, 227  
 Young, Kimball, 63–64  
 Yule, George Udny, 68  
 Zaccaro, S., 261–262, 264, 295  
 Zedeck, S., 295–296  
 Zerbe, Jonathan, 191  
 Zickar, M. J., 13, 16–17, 181–182, 238, 240, 241,  
 242, 259, 272  
 Zionchenko, V., 103, 104  
 Zusne, Leonard, 56–57, 61, 62, 64, 68, 111,  
 135–136, 148–149, 150, 187–188, 189, 192, 195,  
 200, 206–207, 230–231

## Subject Index

- AAAP. *See* American Association of Applied Psychology
- academic psychology, 9–10, 54, 219–220
- accidents, and fatigue, 82–83
- advertising  
   behavioral approach to, 87  
   dynamic approach to, 87  
   mentalist approach to, 87  
   psychology and, 83–84, 87
- AFL. *See* American Federation of Labor
- African American recruits, in WWI, 121–122
- agriculture, 32, 33
- Aids in the Selection of Salesmen* (Scott), 97–98
- American Association of Applied Psychology (AAAP), 221
- American Federation of Labor (AFL), 158, 238–239
- American Journal of Psychology*, 10, 225
- American Psychological Association (APA), 2, 24, 220–222
- American Society for Mechanical Engineering, 252
- American System of Manufactures, 32–33
- American Telephone and Telegraph (AT&T), 253, 254, 289
- analogous tests, 145
- analytic tests, 145
- anti-Semitism, 152–153
- APA. *See* American Psychological Association
- applicants-experts* method, 70
- application forms, 185
- applied psychology, 9–10, 104–105, 171–172  
   APA on, 24  
   branches of, 218  
   in Great Britain, during WWI, 108–110  
   in industry, 20–21  
   institutes, in Germany, 134–136  
   science and, 23–24
- Applied Psychology* (Hollingworth and Poffenberger), 205–206
- apprenticeship programs, 101–102
- aptitude tests. *See* general aptitude tests; special aptitude tests
- Arbeitswissenschaft*, 137–138
- Army Alpha, Beta tests, 112–113, 120–126
- Asia. *See* China; Japan
- assessment center, 286, 289–290
- associationism, 63
- AT&T. *See* American Telephone and Telegraph
- attitudes  
   measurement of, 72–73
- Australia  
   industrial psychology in, 162–164  
   Muscio in, 163–164
- aviation  
   psychology, 106–108, 115–117, 130, 286  
   tests for, 106–110, 116–117
- bank wiring room study, Hawthorne Studies, 257–258, 260
- Barany chair, 107
- behavioral approach, to advertising, 87
- behaviorism, 189, 266
- Belgium, 52, 131
- Bernreuter Personality Inventory (BPI), 182
- the Blackford system, 232–233
- body types, in physiognomy, 230–231
- BPI. *See* Bernreuter Personality Inventory
- British and German influence period, of psychology education, 187
- British Journal of Psychology*, 227, 172
- Bureau of Personnel Administration, 158, 159, 193
- Bureau of Personnel Research, 158, 193
- Bureau of Retail Training, 192, 194
- Bureau of Salesmanship Research, 97, 113, 191, 192, 193
- bureaucracy, 247–248
- bureaucratization, 33

- business partners of DAP, 191
- cancellation tests, 181
- capitalism  
 Smith on, 8  
 work ethic and, 29, 247
- Carnegie Institute of Technology (CIT), 113–114, 188–189
- DAP, 190–194  
 Baker and, 194  
 Bingham and, 189–191, 193–194, 195  
 Bureau of Retail Training of, 192, 194  
 Bureau of Salesmanship Research of, 97, 113, 191, 192, 193  
 business partners of, 191  
 cooperative ventures of, 192–193  
 doctorate program, 193  
 in development, of industrial psychology, 194–199  
 Freyd and, 196  
 Moore and, 195  
 staff, students of, 191–192, 194–199  
 Strong and, 196–197  
 Thurstone and, 197  
 Whipple and, 198  
 Yoakum and, 197–198
- CCPA. *See* Committee for Classification of Personnel in the US Army
- Central Institute of Work, 146–147
- character analysis, 232–233, 234
- child labor, 30–31
- China, 91, 99, 128–129, 299
- CIO. *See* Congress of Industrial Organizations
- CIT. *See* Carnegie Institute of Technology
- classical conditioning, 202
- Coca-Cola Company, 84–86
- cognitive ability. *See* intelligence
- Colgate Mental Hygiene Test, 181
- Columbia University, 47, 60, 199–201
- Committee on Classification of Personnel in the US Army (CCPA), 74–75, 113–115
- comparison method, for validity, 69–70, 168–169
- compensation, 6
- concurrent validity, 69, 168
- Congress of Industrial Organizations (CIO), 238
- constructs, psychological, 53, 62
- consulting firms, organizations. *See* industrial psychology
- consumer behavior, 83–87
- cooperative ventures, of DAP, 192–193
- corporations, development of, 33
- correction for attenuation, 67
- correlation  
 coefficient, 68–69  
 in validity, 70
- criterion, 71, 168–169, 174–175, 287, 290, 292. *See also* predictor-criterion validation procedure
- criterion problem, 97, 168, 271
- criterion-related validity*, 63, 69, 169
- critical personalism, 61
- cross validation, 71, 97
- curricular validity, 71
- customer preferences, 83–84, 87
- Czechoslovakia, 131–132
- determinism, 123
- diagnostic value of tests, 69, 168
- differential psychology, 61
- Division of Applied Psychology (DAP). *See* Carnegie Institute of Technology
- doctorate program, in psychology, 103, 188, 193, 199, 201
- dynamic approach, to advertising, 87
- Ebbinghaus Completion Test, 62, 64
- economic revolution, 32
- education. *See* Carnegie Institute of Technology; industrial psychology; psychology
- educational tests, 176
- efficiency, of workers, 38, 39, 89–90
- electro-diagnostic method, 233–234
- emotional stability, 107, 116, 117
- emotive stimulus, 106–107
- empirical strategies, for test validation (Scott), 70–71
- employee  
 attitude of, 72  
 motivation of, 72  
 performance, 100–101  
 welfare, industrial psychology and, 239, 251–252
- employee selection, 11, 274–275, 280–281, 293–294  
 acceptance of, 274  
 early research, practice of, 96–98  
 in Germany, 108, 133–134  
 in 1920s, 167–186  
 psychology in, 90–92  
 selection ratio, 283–284, 170–171  
 statistical approach to, 171–172  
 tests in, 91–92, 98  
 utility, 170–171, 186, 281
- Employment Psychology* (Link), 206, 207
- employment testing, rise of, 35
- engineering  
 metaphors of, 237  
 psychology and, 133, 235–236, 245–246  
 psychotechnics and, 236

## Subject Index

357

- engineering psychology. *See* ergonomics; human factors
- ergonomics, 103. *See also* human factors
- ergonomy, 103
- errors, in interviews, 184
- essentialism, psychological, 48
- Europe, 106–110, 131–151. *See also* Belgium; Czechoslovakia; France; Germany; Great Britain; Italy; the Netherlands; Poland; Russia; Spain; Switzerland; World War I
- evolutionary theory, 47
- experimental psychology, 24–25
- face validity, 63
- factor analysis, 65–66
- factories, 250–251
- false negatives, 170
- false positives, 170
- Fascism, 144
- fatigue, worker, 81–83, 108–109
- fatigue-toxins, 82
- Fechner's Law, 55
- female psychologists  
   discrimination against, 152  
   opportunities for, 152–155
- Firm Rank method, 70
- First World War. *See* World War I
- France, 46, 132
- functionalism, 23, 29, 46–47
- Functions of an Executive* (Barnard), 285
- Fundamentals of Vocational Psychology* (Griffitts), 207–208
- The Gantt Chart: A Working Tool of Management* (Clark), 119–120
- General and Industrial Management* (Fayol), 248, 249–250
- general aptitude tests, 178  
   for intelligence, 178–179  
   mechanical, 179
- general intelligence, 123–125
- Germany  
   applied psychology development, 132–133  
   applied psychology institutes in, 134–136  
   employee selection in, 133–134  
   Lipmann and, 59, 137–138  
   National Socialism in, 138–139  
   post-World War I, 132–139  
   psychotechnics in post-World War I, 133
- graphology, 228, 233, 300
- Great Britain  
   applied psychology in, during WWI, 108–110  
   industrial psychology in, 139–143  
   Myers in, 140–143
- NIIP in, 140–143  
   scientific management in, 143
- Great Depression, 162, 268, 288
- Great Man perspective, of leadership, 261–62
- Griggs v. Duke Power*, 296–297
- Halo effect, 161
- Hawthorne effect, 143, 254, 257–258
- the Hawthorne Studies  
   bank wiring room study and, 257–258, 260  
   criticism of, 260  
   effect on I-O psychology, 253, 258–261, 269  
   influence of, 258–259  
   initial studies, 254  
   interpretation of, 259–261  
   later studies, 257–258  
   Mayo in, 255–257, 259  
   on motivation, 267  
   revery in, 256–257
- heredity and intelligence, 64–65
- historiography, 14–18
- history. *See also* industrial-organizational psychology  
   new versus old, 14–17  
   perspective from, 13  
   progress in science, 16  
   of psychology, 10–13, 23  
   of questionnaires, 72  
   Whig, 15  
   of work, 7–8
- History of Experimental Psychology* (Boring), 18, 22–27, 152
- hours, of work, 30–31, 82, 108
- HRM. *See* Human Resource Management
- human engineering (Yerkes), 111
- human factors, 102–104. *See also* engineering psychology; ergonomics
- Human Resource Management (HRM), 4
- Humm-Wadsworth Temperament Scale (HWTS), 182
- identity  
   professional, 217–220  
   work, 6–7
- Immigration Restriction Act of 1924, 125
- incentives, for workers, 265
- Increasing Human Efficiency in Business* (Scott), 89–90, 265–266
- individual assessment, 289–290
- individual differences, 55–62  
   Cattell on, 58–60  
   Galton on, 56–57

- individual differences (cont.)  
 in I-O psychology, 273–274  
 psychology of, 55–56  
 Stern on, 61–62
- individual performance, predicting, 170
- industrial democracy, 252
- Industrial Fatigue Research Board, 83, 109, 139
- industrial psychology. *See also* textbooks;  
 industrial psychology; United States;  
 vocational psychology; World War I
- in Australia, 162–164
- in Belgium, 131
- Cattell in, 60
- in China, 128–129, 299
- consulting firms, organizations, 155–159
- Bureau of Personnel Administration, 159
- Economic Psychology Association, 86
- PRF, 158–159, 227
- Psychological Corporation, 157–158
- Scott Company, 155–157, 240–241
- in Czechoslovakia, 131–132, 165, 225
- DAP, in development of, 194
- education in, 199–205, 215–216
- Bingham on, 201
- at Columbia University, 199–201
- internationalization of, 204–205
- at Ohio State University, 200–202
- at Pennsylvania State College, 202
- at University of Pennsylvania, 202–203
- Viteles and, 204–205
- employee welfare and, 251–252
- in France, 132
- in Germany, 132–139
- in Great Britain, 139–143
- historical events in, 30
- Hollingsworth on, 86–87
- industrial revolution, influence of, 34
- international conferences for, 223–225
- international nature of, 50–52
- in Italy, 143–144
- in Japan, 83, 129–131
- journals of, 225–228
- leadership in, 261–264, 269
- Lipmann on, 137–138
- measurement in, 53–54, 77–78
- Münsterberg in, 92–96
- National Socialism and, 138–139
- in the Netherlands, 144–145
- in New Zealand, 164–165
- in 1920s, 186
- organized labor and, 22, 237, 239–242, 157–159
- in Poland, 145–146
- postwar expansion of, 128
- as profession, 218–219, 235–237, 242–243
- pseudopsychology versus, 232–235
- regulation, practice of, 223
- in Russia, 146–148, 284
- Scott on, 87–90
- in Spain, 148–149
- state licensing of, 223
- in Switzerland, 149–151
- Industrial Psychology* (journal), 227–228
- Industrial Psychology* (Myers), 208–209
- Industrial Psychology* (Viteles), 28, 204, 212–215
- industrial revolution, 8, 32–33. *See also* economic  
 revolution
- agriculture in, 33
- factories in, 250
- industrial psychology and, 34
- industrialization, 32–35
- industrial-organizational (I-O) psychology, 128.  
*See also* organizational psychology,  
 industrial psychology
- context in, 271–272
- definition of, 3
- employee selection in, 274–275, 280–281
- expansion of, 278–279
- general themes, trends in, 272–273
- Hawthorne Studies in, 253, 258–261, 269
- history of, 1, 25–26, 27, 246–247, 279–282, 283
- in 1930s, 283–285
- in 1940s, 285–289
- in 1950s, 289–292
- in 1960s, 293–296
- in 1970s, 296–299
- in 1980s, 299–301
- in 1990s, 301–303
- human factors and, 103–104
- individual differences in, 273–274
- manager versus worker in, 276–278
- in psychology textbooks, 8–9
- science versus practice in, 275–276
- terminology of, 2
- psychotechniks as, 2–3
- work psychology as, 3
- today, 3–5
- on work, 8
- Industrielle Psychotechnik*, 172, 227, 236, 243
- instinct, in motivation, 89, 214, 266
- intellectual philosophy period, of psychology  
 education, 187
- intelligence
- education and, 122–123
- factor analysis for, 65–66
- as innate, 57, 122–123
- tests for, 64–65, 120–121,  
 178–179
- two-factor theory of, 65–66
- intelligence quotient (IQ), 61, 64

## Subject Index

359

- interest inventories, 182–183  
 International Association of Psychotechnics, 223–225  
 international conferences, for industrial psychology, 223–225  
 International Congress of Arts and Sciences, 95–96  
 internationalization, 50–52, 204–205, 281, 302  
 interviewer scale, 101  
 interviews, 184–185, 287, 300  
 I-O psychology. *See* industrial-organizational psychology  
 IQ. *See* intelligence quotient  
 Italy, 143–144  
 Japan, 83, 129–131  
 jnd. *See* just-noticeable difference  
 job  
   defining, 73  
   line, 34  
   satisfaction, work motivation and, 265–268  
   staff, 34  
 job analysis, 73–77  
   psychograph method, 76, 204  
   specification, 77  
 job evaluation, point system of, 156–157  
 job satisfaction, 265–268, 295–296  
*Journal of Applied Psychology*, 172, 225, 226, 270–271  
*Journal of Personnel Research*, 159, 167, 172, 227  
*Journal of the National Institute of Industrial Psychology*, 227  
 journals  
   of industrial psychology, 225–228  
 just-noticeable difference (jnd), 54, 55  
 Knights of Labor, 237–238  
 labor. *See also* American Federation of Labor; child labor; Knights of Labor; organized labor  
   industrial psychologists and, 20  
   management and, 21–22  
   in scientific management, 41, 44  
 Labor Administration. *See* Reich Agency for Job Placement and Unemployment Insurance  
 leaderless group discussion, 133, 289–290  
 leadership  
   Bernard on, 262–263  
   Bingham on, 264  
   contingency approaches to, 295, 298  
   Great Man perspective of, 261–262  
   in industrial psychology, 261–264, 269  
   personal qualities of, 262  
   in social psychology, 262–263  
   types of (Bartlett), 264  
   Viteles on, 263–264  
 Likert Scale, 73  
 line jobs, 34  
 management. *See also* *General and Industrial Management* (Fayol)  
   industrial psychologists on, 19–20, 21–22  
   industrial psychology and, 19–22, 252  
   labor and, 21–22  
   in organizations, 34  
   as profession, 34  
   workers in relation to, 244  
 manager, worker versus, 276–278  
 Man-to-Man Rating Scale, 72, 101, 113, 118  
 meaning, of work, 5, 6–8  
 measurement  
   of attitudes, 72–73  
   in industrial psychology, 53–54, 77–78  
   of jobs (job analysis), 73–77  
   psychological, 53–55  
 mechanical aptitude tests, 179  
 medicine, 236–237  
 memory (Ebbinghaus), 62  
 mental functions, special, 180  
 mental hygiene, 181, 259  
 mental quotient. *See* intelligence quotient  
 mental test, 59–60  
 mentalist approach, to advertising, 87  
 meta-analysis, 299–300  
 metaphors, of engineering, medicine, 237  
 minimum wage, 36  
 moderator variable, 281, 293, 299  
 modernity, 29  
 monotony, 82  
 morale, 263  
 motion study, 40  
 motivation, 6, 265–267, 288, 291–292, 294–295  
   Hawthorne Studies on, 267  
   instinct in, 266  
   motives-in-work, 265, 266  
 motor, sensory tests, 180  
 multicollinearity, 170  
 munitions workers, 108–109  
 National Institute of Industrial Psychology (NIIP), 140–143, 227, 252, 299  
   Myers and, 141–143  
 National Labor Relations Act (NLRA), 239, 241–242  
 National Labor Relations Board (NLRB), 241–42  
 National Socialism, 138–139  
 nature-nurture debate, 57, 122–123

- Nazism. *See* National Socialism  
 the Netherlands, 144–145  
 new history, 14–17  
 New Zealand, 164–165  
 NIIP. *See* National Institute of Industrial Psychology  
 NLR. *See* National Labor Relations Act  
 NLRB. *See* National Labor Relations Board  
 null hypothesis testing model, 71
- OB. *See* Organizational Behavior  
 object psychotechnics, 136–137  
 occupation analysis, 73  
 occupational psychology, 2  
 Ohio State University, 200–202  
 old history, 14–17  
 One Best Way, 40, 90  
 oral trade tests, 176–177  
 Organizational Behavior (OB), 4, 245, 246–247, 291  
 organizational psychology. *See also* the Hawthorne Studies; leadership; motivation; job satisfaction  
 beginnings of, 244–247  
 intellectual roots of, 245–246  
 theoretical foundations, 247–250  
 organizations. *See also* Congress of Industrial Organizations; professional organizations  
 Follett on, 248–250  
 management in, 34  
 organized labor  
 AFL as, 238  
 CIO as, 238  
 industrial psychology and, 22, 157–159, 237, 239–242  
 Knights of Labor as, 237–238  
 radical elements in, 238  
 in United States, 237–239, 240–241  
 output, restriction of, 258
- paradigm, in science (Kuhn), 16  
 Pennsylvania State College, 200–202  
 percentage comparison method, 70  
 performance  
 individual, 170  
 trade tests, 177  
 performance appraisal, 100–101, 118–119, 160–161, 294, 298, 300  
 Personal Data Sheet. *See* Woodworth Personal Data Sheet  
 personal history data, 185  
 personalistic psychology, 61  
 personality tests, 117–118, 181–182, 242, 281, 293–294, 300  
 personnel departments, 34–35  
 Personnel Research Federation (PRF), 158–159, 227  
 perspective, from history, 13  
 pessimistic reflection, 256–257. *See also* revery  
 phrenology, 229–230, 233–235  
 physical aptitude tests, 180  
 physiognomy, 230–231, 234  
 picture trade tests, 177  
 pilot selection. *See* aviation  
 point-system, of job salary, 156–157  
 Poland, 145–146  
 practice, science versus, 275–276  
 pragmatism, scientific, 47–48, 49  
*Praktische Psychologie*, 226–227  
 predictive validity, 69, 168  
 predictor-criterion validation procedure, 69, 169–170  
 predictors, 167–186. *See also* individual performance  
 application forms, personal history data as, 185  
 interviews as, 184–185  
 presentism, 11, 15–16  
 PRF. *See* Personnel Research Federation  
*Principles of Employment Psychology* (Burt), 209–212  
 probable error, 60  
 productivity, emphasis on, 21–22, 38, 39  
 profession  
 defining, 217–218  
 industrial psychology as, 218–219, 235–237, 242–243  
 management as, 34  
 services of, 218  
 status in, 218  
 professional identity, establishing, 217–220  
 professional organizations  
 APA, 2, 24, 220–222  
 early, 220–223  
*Verband der praktischen Psychologen*, 222–223  
 proficiencies, tests of  
 educational, 176  
 trade, 176–178  
 profit, 19  
 prognostic value, 69, 168  
 progress in science, 16  
 Progressive Era, 35–36  
 Project A: Army Selection and Classification Project, 300–301  
 Protestant work ethic. *See* work ethic  
 pseudopsychology, 160, 228–235. *See also* the Blackford system; character analysis; graphology; phrenology  
 psychograph method, in job analysis, 76  
 psychological constructs, 53, 62

## Subject Index

361

- Psychological Corporation, 157–158  
 psychological essentialism, 48  
 psychological measurement, 53–55  
 psychological testing, 62–63. *See also* reliability; validity  
   comparison method for, 69–70, 168–169  
   early, 63–66  
   effectiveness of in 1920s, 160  
   empirical validation strategies for (Scott), 70–71  
   progress, decline in, 159–160  
   questionnaires, rating scales in, 72–73  
   trustworthiness of, 67, 69, 91  
 psychologist-historians, 17–18  
 psychologists  
   female, in United States  
     bias against, 152  
     opportunities for, 152–155  
     under National Socialism, 138–139  
 psychology. *See also* applied psychology; industrial psychology; industrial-organizational psychology; scientific psychology; vocational psychology  
 academic, 9–10, 46, 54, 219–220  
 advertising and, 83–84, 87  
 differential, 61  
 education in  
   British and German influence of, 187  
   doctorate programs for, 188, 199, 201  
   intellectual philosophy period of, 187  
   prior to 1900, 187–188  
   theology, moral philosophy period of, 187  
 engineering and, 113, 235–236  
 experimental, 24–25  
 functionalist approach to, 23, 29, 46–47  
 in Germany, 132–133  
 historiography and, 14–18  
 history of, 10–13, 23  
 of individual differences, 55–62  
 Kant on, 53  
 medicine and, 236–237  
 occupational, 2  
 personalistic, 61  
 philosophy and, 25  
 race and, 231  
 schools of, 50  
 specialization in, 12–13  
 statistics in, 55  
 structuralist approach to, 23, 46–47  
 tension between academic, applied, 22–26, 219–220  
 textbooks, introductory, 8  
 work, 3
- Psychology and Industrial Efficiency* (Münsterberg), 94–95, 231, 266  
 psychophysics, 54–55  
 psychotechnics, 2, 48–49, 103, 204, 136–137  
   engineering and, 236  
   in Germany, 133  
   in Italy, 143–144  
   in Netherlands, 144–145  
   object, subject, 136–137  
   in Russia, 148  
   in Spain, 148–149  
 psychotechnics, 2–3  
*Psychotechnische Zeitschrift*, 227
- quantitative determinations, for employee selection (Scott), 97  
 questionnaires  
   for attitudes, 72–73  
   history of, 72  
   in psychological testing, 72–73  
   standardization of (Lipmann), 74
- race psychology, 231  
 racism, 121–122  
 radical elements, in organized labor, 238  
 railroads, 33, 133–134, 177  
 rating scales  
   Man-to-Man, 72, 101, 113, 118  
   in performance appraisal, 161  
   in psychological testing, 72–73  
*Readings in Industrial Psychology* (Moore and Hartmann), 210–211, 212, 214–215  
 regulation, of practice, of industrial psychology, 223  
 Reich Agency for Job Placement and Unemployment Insurance (Labor Administration), 49–50  
*Reichsbahn*, 133–134  
 reliability, 67–69, 168, 184  
 reliability coefficient, 67  
 restriction, of output, 257–258  
 revery, 256–257  
 rights, of workers (Scott Company), 157  
 Ringers method, 70  
 Russia  
   Central Institute of Work in, 146–147  
   industrial psychology in, 146–148  
   psychotechnics in, 148  
   scientific management in, 146
- science, 9, 25  
   applied psychology and, 23–24  
   applied versus basic research, 9–10  
   paradigm in (Kuhn), 16

- science (cont.)  
 practice versus, 275–276  
 in Progressive Era, 36  
 scientific management, 30, 36–39, 252. *See also*  
 One Best Way  
 Baritz on, 44  
 criticism, influence of, 41–45  
 in Great Britain, 143  
 incentives in, 265  
 industrial psychologists on, 41–44, 137, 143,  
 145–146  
 Joteyko on, 145–146  
 labor in, 41, 44  
 Muscio on, 41–42, 44, 163  
 Poland and, 145–146  
 in Russia, 146  
 Viteles on, 44  
 WWI and, 119–120  
 scientific method, 45, 232  
 scientific pragmatism, 47–48, 49  
 scientific psychology, development of, 45–50  
 scientist-practitioner model, 204, 276  
 Scott Company, 155–157, 240–241  
 selection. *See* employee selection  
 selection ratio, 170–171, 283–284  
 sensory tests, 180  
*Servants of Power: A History of the Use of Social  
 Science in American Industry* (Baritz),  
 18–20, 27  
 shell-shock, 108, 117–118, 141  
 shock absorbers for testing (Link), 170  
 skill study, 40  
 social psychology, 262–263  
 sociology and Weber, 247  
 Soviet Union. *See* Russia  
 Spain, 148–149  
 special aptitude tests, 180  
 for mental functions, 180  
 motor, sensory, 180  
 physical, 180  
 specialization, in psychology, 12–13  
 standardization, of questionnaires (Lipmann), 74  
 Stanford-Binet test, 64  
 state licensing, 223  
 statistical approach, to employee selection,  
 171–172  
 statistics  
 correlation, 68–69, 70  
 factor analysis, 65–66  
 Galton on, 68  
 meta-analysis, 299–300  
 multicollinearity, 170  
 probable error, 60  
 in psychology, 55  
 status, in profession, 218  
 strikes, 238–239  
 structuralism, 23, 46–47  
 structured interview, 185, 300–301  
 subject, object psychotechnics, 136–137  
 subjective experience, of work, 5–8  
 Switzerland, 149–151  
 tachistoscope, 48  
 Tavistock Institute, 288–289  
 Taylor Society, 39  
 Taylorism. *See* scientific management  
 test-criterion method. *See* predictor-criterion  
 validation procedure  
 testing. *See* psychological testing  
 tests. *See also* Army Alpha, Beta tests; general  
 aptitude tests; interest inventories;  
 proficiencies, tests of; special aptitude  
 tests; trade tests; validation; employee  
 selection  
 analogous, analytic, 145  
 for aviation, 106–108, 116–117  
 cancellation, 181  
 categorization of, 174, 175  
 educational, 176  
 general aptitude, 178–179  
 for intelligence, 120–121, 178–179  
 mechanical aptitude, 179  
 of Münsterberg, 95  
 personality, 117–118, 181–182, 242, 281,  
 293–294, 300  
 physical aptitude, 180  
 textbooks, industrial psychology. *See also*  
*Industrial Psychology* (Viteles)  
 early, 205, 206–207  
*Applied Psychology* (Hollingworth and  
 Poffenberger), 205–206  
*Employment Psychology* (Link), 206, 207  
*Fundamentals of Vocational Psychology*  
 (Griffitts), 207–208  
*Industrial Psychology* (Myers), 208–209  
*Principles of Employment Psychology* (Burtt),  
 209–212  
*Readings in Industrial Psychology* (Moore  
 and Hartmann), 210–211, 212,  
 214–215  
 theology, moral philosophy period, in  
 psychology education, 187  
 time study, 40  
 trade tests, 176–178  
 oral, 176–177  
 performance, 177  
 picture, 177  
 validation studies, 178  
 training, 101–102, 118–119, 160–161  
 transparency, of industrial psychologists, 22

## Subject Index

363

- trustworthiness, of psychological testing, 67, 69,  
 91. *See also* validity
- two-factor theory, of intelligence, 65–66
- two-point threshold, 54
- unions. *See* organized labor
- United States  
 female psychologists in  
 bias against, 152  
 opportunities for, 152–155  
 Great Depression in, 162  
 organized labor in, 237–239, 240–241  
 after WWI  
 industrial psychology consulting firms,  
 organizations in, 155–159  
 industrial psychology in, 151–155, 162  
 performance appraisal, training and,  
 160–161  
 psychological testing in, 159–160  
 during WWI  
 aviation psychology in, 115–117  
 industrial psychology in, 110–119
- University of Pennsylvania, 202–203
- utility, 170–171, 186, 281
- validation  
 cross, 71, 97  
 empirical strategies for (Scott), 70–71  
 process, in 1920s, 168–172  
 studies, 169, 172–176, 178, 179–180, 181, 185
- validity  
 coefficient, 169  
 comparison method for, 69–70, 168–169  
 concurrent, 69, 168  
 correlation in, 69  
 criterion-related, 63, 69, 169  
 curricular, 71  
 predictive, 69, 168  
 of predictors  
 general intelligence tests, 179  
 interviews, 184–185  
 mechanical aptitude tests, 179  
 personal history data, 185  
 personality tests, 181–182  
 physical tests, 180  
 trade tests, 178  
 reliability and, 67–72, 168  
 utility and, 281
- Verband der praktischen Psychologen*, 222–223
- vestibule schools, 102
- vocational accomplishments method, 70
- vocational guidance, 99–100
- vocational psychology, 4, 98–100
- Weber's Law, 54, 55
- welfare. *See* employee; worker welfare
- Whig history, 15
- Woodworth Personal Data Sheet (WPDS),  
 117–118, 181
- work  
 central role of, in life, 5–10  
 definition of, 5–6  
 in history, 7–8  
 hours of, 30–31, 82, 108  
 in identity, 6–7  
 I-O psychology on, 8  
 meaning of, 5, 6–8  
 psychology, 3  
 subjective experience of, 5–8
- work ethic, 7–8, 29, 247
- work motivation. *See* motivation
- worker welfare, 239, 250–251, 276–278. *See also*  
 employee
- worker-in-his-work (Scott Company), 157
- workers. *See also* labor  
 in agriculture, 32  
 distribution of, in 1900, 1930, 30–32  
 fatigue of, 81–83, 108–109  
 incentives for, 265  
 industrial, shift from agrarian to, 32  
 managers versus, 276–278  
 munitions, 108–109  
 pay for performance, 38  
 rights of (Scott Company), 157
- World War I (WWI), 75, 106–127, 236. *See also*  
 United States  
 African-American recruits in, 121–122  
 aviation psychology in, 106–108, 115–117  
 employee selection, in Germany during, 108  
 industrial psychology and, 106, 115–127  
 in Europe, 106–110  
 in United States, 110–119  
 performance appraisal, training  
 in, 118–119  
 personality testing in, 117–118  
 scientific management and, 119–120
- World War II  
 Germany, 286–287  
 Great Britain, 287  
 United States, 285–286
- WPDS. *See* Woodworth Personal Data Sheet
- WWI. *See* World War I
- yellow dog contracts, 238
- Young Men's Christian Association  
 (YMCA), 99
- zeitgeist, 14, 23, 29
- Zeitschrift für angewandte Psychologie*, 61, 137,  
 172, 225