Study Guide for Applied Test 3

**Career Stuff**

Holland Codes

Super’s stages of career development

The difference between job and career

The main career questions people have

Theory of Work Adjustment

Satisfaction vs satisfactoriness

Women in the workplace

**Industrial/organizational psychology**

What does I/O encompass

Where do I/O psychologists work?

History of I/O psychology

Gasser, et al study

Bryan

Walter Dill Scott

Hugo Munsterberg

Army Alpha and Army beta

Hawthorne studies

Impact of World Wars

Selection (assumptions)

Job Analysis

Validity

* Predictive, concurrent, face

Restriction of Range

Solomon Asch Experiment

Brainstorming,

Groupthink

 Symptoms, avoiding

Group Polarization

Realistic group Conflict Theory

Thomas’ approaches to Conflict

Robber’s Cave

Reducing Conflict

Contact Hypothesis