Useful Web Links

The major professional groups in Work and Organizational Psychology all have web resources:

http://www.iaapsy.org The International Association of Applied Psychology

http://www.eawop.org The European Association of Work and Organizational Psychology

http://www.bps.org.uk The British Psychological Society

http://www.bps.org.uk/dop Division of Occupational Psychology

http://www.bps.org.uk/the-society/code-of-conduct/ The BPS Code of Ethics and Conduct: The

Ethics code is available online in full.

Chapter 2

http://www.ucl.ac.uk/whitehallII/ Whitehall II Study: The Whitehall II Study has an excellent website that gives you a feel for the kinds of things that can be achieved in longitudinal cohort research.

http://faculty.chass.ncsu.edu/garson/pa765/statnote.htm Statnotes: An excellent resource on research methods has been compiled by G. David Garson.

http://bps-research-digest.blogspot.com/ British Psychological Society Research Digest: If this chapter has sparked your interest in research more generally, then you'll enjoy the BPS research digest. Findings of research are presented clearly and frequently.

Chapter 3

http://www.psychtesting.org.uk The BPS Psychological Testing Centre (PTC): The PTC has some useful guidelines and resources on the use of psychometric tests for selection.

http://michna.com/intelligence.htm APA Report on Intelligence: This report, commissioned by the APA, gives a good review of research and theory on Intelligence.

http://www.personal.psu.edu/faculty/j/5/j5j/IPIP/ IPIP-NEO: If you liked the personality test earlier in this chapter and would like to complete a more detailed one that provides feedback, then try this one from the International Personality Item Pool.

Chapter 4

http://www.socialpsychology.org/ Social Psychology Network: An excellent resource with plenty of articles on social psychology topics.

http://www.mindtools.com/pages/article/newCDV_41.htm Mind Tools: Get some tips on managing your emotions at work.

http://www.optillusions.com/ Optical Illusions: See some evidence of how your visual perception can mislead you.

http://www.hrmguide.co.uk/ HRM Guide. Some useful ideas on this site on commitment at work, but you have to search for them quite hard. Read it critically and sceptically.

Chapter 5

The web is mostly awful as a source of information on motivation theory. Don't bother with the countless (and mostly pointless) self-motivation/self-help sites. You're better off spending your time reading one of the recommended books. However, these three sources are worth a look:

http://www.themanager.org/Knowledgebase/HR/Motivation.htm Management Ideas: A big collection of material and advice on motivation at work – read lightly, be critical, but do absorb some practical ideas.

http://news.bbc.co.uk/sport1/hi/health_and_fitness/4272136.stm Lessons from Sport: Find out about goal setting in sport, and manage yourself to fitness!

http://www.guardian.co.uk/money/2006/feb/04/work.healthandwellbeing Motivation and Money: Adrian Furnham writes about money and motivation in this article. Most of the ideas are stimulating, although one might question the 'keeping pay confidential' recommendation, when you consider that this often allows companies to keep gross gender and other inequities in pay hidden.

Chapter 6

http://online.onetcenter.org/ O*NET: Huge database of job analysis information for pretty much any job you can think of.

http://www.acas.org.uk/index.aspx?articleid=744 Advisory, Conciliation and Arbitration Service (ACAS): ACAS is an independent organization in the UK that advises on best practice in management to promote employee relations. The guide on recruitment and selection is very practical and comprehensive.

www.ingenta.com/journals/browse/bpl/ijsa International Journal of Selection and Assessment (IJSA): Keep up to date with latest research in selection and assessment.

http://www.intestcom.org/ The International Testing Commission (ITC): The ITC publishes best practice guidelines on testing in organizations.

http://www.assessmentcenters.org AssessmentCenters.Org: This website publishes useful resources on the use of assessment centres, including international guidelines.

Chapter 7

www.cipd.co.uk CIPD: The CIPD has many practical resources on learning and development.

www.astd.org The American Society for Training and Development (ASTD): The ASTD has some interesting resources, including occasional webcasts on contemporary topics.

www.trainingreference.co.uk Training Reference UK: Regular postings about training and development in organizations are posted at this site.

Chapter 8

http://performance-appraisals.org/ Performance-appraisals.org: This is a resource with some free articles and materials on performance appraisal in organizations.

www.cipd.co.uk CIPD: As with other chapters in this book, the CIPD has excellent factsheets on performance management and disciplinary proceedings.

Chapter 9

http://online.onetcenter.org/ O*NET: The O*NET resource can help you find out about a whole range of different jobs, and provides Holland codes for the vast majority.

http://www.self-directed-search.com/ You can fill out Holland's Self Directed Search for a small fee at this website.

www.elsevier.com/locate/jvb Journal of Vocational Behaviour: Keep up to date with all of the latest developments in vocational psychology by browsing this journal's website.

Chapter 10

http://www.neweconomics.org/gen/ New Economics Foundation (nef).

http://www.cdc.gov/Niosh/ The American National Institute for Occupational Safety and Health (NIOSH): This organization has some useful downloads on research on work stress and safety.

http://eaohp.org/ The European Academy of Occupational Health Psychology (EAOHP): Occupational Health Psychology is a branch of Work Psychology concerned with worker health.

http://www.hse.gov.uk/ The Health and Safety Executive (HSE): The HSE is a UK government organization that guides the protection of worker health and safety in the UK.

Chapter 11

http://tutor2u.net/business/strategy/what_is_strategy.htm This is a discussion about what strategy is.

http://www.family-business-experts.com/organizational-strategy.html This is a discussion about organizational strategy.

http://www.learnmanagement2.com/organisational%20structures.htm Information about organizational structures.

http://organizationalstructure.net/ This is a discussion about organizational structure.

Chapter 12

http://www.ccl.org/leadership/index.aspx This is the web site for one of the leading consultancies in the world focused on leadership and it has a strong psychology base to its work.

https://www.insightfromhbr.org/0707int/voucher.cfm?cntry=ENGLA The home of the Harvard Business Review which publishes articles on new leadership perspectives constantly.

http://www.infed.org/leadership/traditional_leadership.htm A very good and quick overview of leadership theories.

http://www.criterionpartnership.co.uk/leadership_development?gclid=CK7K4ujZ4p0CFcEtpAodwGBCOg One example from thousands of the hype around leadership development.

http://www.wlnfe.org.uk/http://www.lums.lancs.ac.uk/leadership/women-and-leadership/ Two examples of organizations set up to promote understanding of how to overcome discrimination against women leaders.

Chapter 13

www.astonod.com Site for Aston's spin-out work on developing team-based working with podcasts from one of the authors.

http://web.archive.org/web/20010807034249/http:/www.bizresources.com/learning/evt.html A good discussion on managing virtual teams.

http://www.tech.purdue.edu/ols/ This is a site for the Centre for Collaborative Organizations and is an excellent source of information and resources on teamwork.

http://www.managementhelp.org/grp_skll/teams/teams.htm Good source for information on teamworking.

Chapter 14

http://www.valuebasedmanagement.net/methods_schein_three_levels_culture.html Schein's model of culture can be found here.

http://www.dfid.gov.uk/pubs/files/prominstdevsourcebook.pdf An incredibly practical resource on Organizational Change has been produced by the UK Department for International Development.

http://www.mckinseyquarterly.com/Enduring_ideas_2170 McKinsey's 7S model is presented online.

http://www.mindtools.com/pages/article/newPPM_82.htm Kotter's 8 steps to organizational change is explained on this website.

http://www.sdo.nihr.ac.uk/managingchange.html A source on managing change in the UK National Health Service can be found here.