Contents and Abstracts

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Research in organizational psychology

Emotional intelligence of participants as a factor of negations efficiency (P. 8–23)
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Sergey SEROV (bachelor in psychology, National Research University «Higher School of Economics», Moscow, serovsergey@gmail.com)

Abstract
The article discusses the role of emotional intelligence in negotiations. The effectiveness of the negotiations seen here in two aspects: as individual success and as a general, two-way performance. The hypothesis about a positive relationship between the individual level of emotional intelligence of participants and success/effectiveness of the negotiations was tested in quasi-experimental design with the role-playing game «Negotiations». The results generally indicate a confirmation of hypotheses. However, some facts need further study. In particular, it appears that in the negotiating pairs, consisting of participants with different levels of emotional intelligence (above and below the average for the group), the effectiveness of the negotiations as a whole is as low as in the pairs of participants with the same low level of emotional intelligence.

Keywords: emotional intelligence; negation; negations efficiency; negations successful; Mayer–Salovey–Caruso Emotional Intelligence Test (MSCEIT).

Different employees’ attitudes to moral norms observance in business and their estimates of organizational culture (P. 24–38)
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Abstract
The subject of research is interdependence of organizational culture estimates and the employees’ attitudes to moral norms observance in business. Attitude to moral norms observance is one of the aspects of morality relations, closely related with moral behavior. It's consisting in motives, intentions and readiness to make the acts connected with moral regulation. As the object we were choose eight organizations from different kind of business. In summary, 257 employees were taking a part in our research. In this article authors represented the conceptual model of moral aspect of organizational culture as the main theoretical result. The Management of Employees, Organizational Glue Strategic Emphasis, and Criteria for (judging) Success, has appeared the basic measurements of the culture which has shown significant correlation with the level of attitude to moral norms observance. The Organizations in which competing values of Market and Clan culture are dominant have shown the lowest level of truthfulness, justice and responsibility. Estimations of preferred type of culture are advanced by features of motivation of employees and also interconnected with attitudes to moral norms observance in business.
The validity of assessment centres for the prediction of supervisory performance ratings: a meta-analysis (translated by E. Lurie, V. Tikhomirova) (P. 39–49)

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Abstract

The current meta-analysis of the selection validity of assessment centres aims to update an earlier meta-analysis of assessment centre validity. To this end, we retrieved 26 studies and 27 validity coefficients (N = 5850) relating the Overall Assessment Rating (OAR) to supervisory performance ratings. The current study obtained a corrected correlation of 0.28 between the OAR and supervisory job performance ratings (95% confidence interval 0.24 ≤ ρ ≤ 0.32). It is further suggested that this validity estimate is likely to be conservative given that assessment centre validities tend to be affected by indirect range restriction.

Organizational psychology in practice

Is it all worth it: Assessment centers validity (P. 50–58)

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Abstract

The article delineates the current states of research on Assessment centers validity. Assessment centers are widely regarded among the most popular methods of personnel assessment. Meta-analytical research show a variety of validity findings, ranging from 0.28 to 0.63. Possible causes of this variation, as well as general issues with estimating Assessment centers validity, are reviewed.

Keywords: Assessment centers; validity; personnel assessment.

Manager’s matrix of the perceptions of subordinates (P. 59–67)

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Abstract

The present article studies the connection between the corporate competence models and personal constructs of interpersonal perception which allow HR-managers to assess employees. It is shown that they do not correspond with each other, and this fact hampers the usage of competence model and prevents it from being settled. On the sample of 204 managers from russian telecommunication company 4 key factors of interpersonal perception is revealed and described. These factors are: professionalism, influence, honesty...
and ambitions. These factors are compared with competence models and it is shown that 2 of 4 factors are poorly presented in the model.

Keywords: factors of interpersonal perception; model of the competences; the matrix of perception; the method of «repertory grids», evaluation of subordinate.

Reviews

Subject of publications in organizational psychology in the Russian periodical press for 2000–2009 (P. 68–90)

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Abstract

The paper analyzes the subject of articles in organizational psychology, published at Russian scientific and practical journals. The study analyzed 422 issues from 11 journals published during the period from 2000 to 2009. Analysis showed that most domestic authors are interested in topics of selection, evaluation, training and staff development, planning and management of his career, decision making, occupational stress and burnout and the subjects of psychology professions. Moreover, the results of studies suggest a slight increase in the number of publications in this time interval.

Keywords: organizational psychology; academic journals; subject of publications.

First Steps

Role of emotional sphere in professional activity regulation in middle management (P. 91–100)

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Abstract

The research focuses on the connection between the emotional sphere and professional activity regulation in middle management. The construct of Emotional Intelligence was chosen to represent the emotional sphere. The EI level is measured via the EmIQ inventory, designed by E.A. Orel. Professional activity regulation is reflected in the level of job efficiency, that is measured with the help of two of the three objective efficiency scales, designed by V.D. Shadrikov. The research did not reveal a meaningful correlation between the level of Emotional Intelligence and the level of job efficiency. No meaningful differences in the level of efficiency were found between the groups of high and low levels of EI either. Few meaningful differences in the levels of EI were found between the groups of high and low levels of efficiency. Those differences were deemed random.

Keywords: emotional intelligence; job efficiency; middle management.
Conferences

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II Russian-american scientific conference «Organizational psychology: people and risks» (P. 105–107)
Lyudmila N. AKSENOVSKAYA (Doctor of science in psychology, professor of General and Social Psychology Department, Saratov State University, Saratov, aks@s-post.ru)

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