Locating Measures Used in I/O Psychology: A Resource Guide

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Suppose you have developed hypotheses and specified the relevant research variables you want to study. Assume you want to use existing or published measures of these variables but have found none. The purpose of this guide is to outline the resources available and steps for finding suitable measures.

There are four sources of information to sample to locate measures such as survey questionnaires and scales. These sources include (a) journal articles, (b) reference books and computer databases containing questionnaires and scales, (c) publishers of tests and inventories, and (d) the World Wide Web.

Journal Articles

The best source of measures is academic journals that publish articles involving I/O psychology and related fields, such as human resource management. An efficient method for locating measures in such journals is a computerized literature search using databases such as PsycLIT. PsycLIT database contains article abstracts from over 950 behavioral science journals. To undertake a search, use the PsycLIT thesaurus to identify keywords that describe your research variables, for example, “job satisfaction.” Then, combine these keywords with words descriptive of measures, such as, “scale,” “questionnaire.” For instance, the following PsycLIT (Silver Platter version) search command will produce several hundred articles that employed a job satisfaction measure: job-satisfaction and questionnaire*- or survey*- or measurement- or scale*. (The use of * is a PsycLIT command that looks for singular as well as plural word forms.)

“I found an article that used a measure that I would like to use, but it did not provide a copy of the measure. Now what?”

This situation may happen to you. If so, you have at least three choices:
1. Contact the article’s senior author by telephone, e-mail, or letter, and ask for a copy of the measure and permission to use it. All journal articles provide authors’ affiliations; most give mailing addresses as well. Some journals (e.g., Journal of Applied Psychology) provide e-mail addresses when available. If an article is more than one-year old, check the senior author’s current mailing address in the membership directory of a national
Conclusion

A measure to assess a particular variable. If you have not read this problem, you have not been asked with the problem of identifying an appropriate measure for a student’s research. Consider the following most

1. Test publishers distribute information and can be used as well as tests. For example, the American Psychological Association Membership Directory. This can be used to register for membership in another reference source (see the

Reference Books and Computer Databases

2. Look for a copy of the measure in another reference source (see the

Appendix)