

# Industrial and Organizational Psychology

## Perspectives on Science and Practice

**Including focal articles with commentaries:**

*Rise of HR—New Mandates for I-O*

**William A. Schiemann and Dave Ulrich**

*Subtle Discrimination in the Workplace: A Vicious Cycle*

**Kristen P. Jones, Dave F. Arena, Christine L. Nittrouer,**

**Natalya M. Alonso, and Alex P. Lindsey**

**And from the Practice Forum:**

*Breaking Engagement Apart: The Role of Intrinsic and Extrinsic  
Motivation in Engagement Strategies*

**Molly L. Delaney and Mark A. Royal**



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE



CAMBRIDGE  
UNIVERSITY PRESS

# Industrial and Organizational Psychology

## Perspectives on Science and Practice

The novel format of the journal focuses on an interactive exchanges on topics of importance to science and practice in the field of industrial and organizational psychology. The journal takes a focal article–peer commentary format.

A focal article is a position paper on an important issue for the field (or potentially a pair of papers taking opposite sides in a debate). Such a focal article might summarize evidence on an issue and take a position as to implications for science, practice, or public policy. The paper might focus on a basic science issue, an applied science issue, a practice issue, or a public policy issue; many would be a blend. The focal article is then followed by a series of peer commentaries. These could challenge or critique the original article, expand on issues not addressed in the focal article, or draw out implications not developed in the focal article. The goal is to include commentaries from various perspectives, including science, practice, and international perspectives.

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VOLUME 10, ISSUE 1, MARCH 2017

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