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Edited by
Gerard P. Hodgkinson
and
J. Kevin Ford

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EDITORIAL FOREWORD

This is the twenty-sixth volume of the *International Review of Industrial and Organizational Psychology*. As with previous volumes we have purposefully selected for coverage a judicious combination of well-established and emerging topics. A good example of the latter is the chapter by Matthew Davis, Desmond Leach, and Chris Clegg ('The Physical Environment of the Office: Contemporary and Emerging Issues'), which surveys theory and research pertaining to the psychological impact of contemporary office designs on the performance and well-being of employees. Two chapters ('Longitudinal Assessment of Changes in Job Performance and Work Attitudes: Conceptual and Methodological Issues' by David Chan and 'Estimating the Relative Importance of Variables in Multiple Regression Models' by Dina Krasikova, James LeBreton, and Scott Tonidandel) cover important methodological advances at the forefront of the field.

Several chapters in the present volume offer fresh theoretical perspectives on topics covered previously in the series. Gordon Foxall's chapter ('Brain, Emotion, and Contingency in the Explanation of Consumer Behaviour'), for example, surveys leading edge developments in the philosophy of mind and the affective sciences, but does so through the lens of radical behaviourism to advance a theoretical framework for the analysis of consumer behaviour that extends well beyond the framework he outlined in his previous chapter in this series (published in the 1997 volume). The chapter by Kevin Daniels ('Stress and Well-being are Still Issues and Something Still Needs to be Done: Or Why Agency and Interpretation are Important for Policy and Practice') revisits the now extensive literatures on stress and well-being in the work place to develop fresh insights that challenge the conventional orthodoxy underpinning current policy and practice in this core area of professional activity. Brian Kim ('Deception and Applicant Faking: Putting the Pieces Together') develops new theoretical insights in relation to another topic of immense significance to practitioners: the faking process through which applicants all too often attempt to secure employment by distorting the truth about their qualifications and other attributes. Finally, the chapters entitled 'Actions Speak Too: Uncovering Possible Implicit and Explicit Discrimination in the Employment Interview Process' (Therese Macan and Stephanie Merritt) and 'Employee Trust in Organizational Contexts' (Rosalind Searle, Antoinette Weibel, and Deanne Den Hartog), again contain a wealth of new insights for researchers, policy makers and practitioners alike.

In sum, once again we have commissioned a mixture of analytical reviews and reflective essays, each of which provide authoritative, state-of-the-art overviews

and commentary on major developments at the forefront of the fields of organizational behavior and industrial and organizational psychology. Each chapter offers a comprehensive and critical survey of the chosen topic, and each is supported by a valuable bibliography. For advanced students, academics, and researchers, as well as professional psychologists and managers, this series remains the most authoritative and current guide to new developments and established knowledge pertaining to behavior in the workplace.

GPH

JKF

September 2010

Chapter 1

STRESS AND WELL-BEING ARE STILL ISSUES AND SOMETHING STILL NEEDS TO BE DONE: OR WHY AGENCY AND INTERPRETATION ARE IMPORTANT FOR POLICY AND PRACTICE

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Stress and well-being are well-known, well-researched, and well-theorized areas of industrial and organizational (I/O) psychology. There are numerous reviews, meta-analyses, and influential publications on methods going back decades (e.g., Cass, Faragher, & Cooper, 2002; Cooper, Dewe, & O'Driscoll, 2001; Frese & Zapf, 1988; Jackson & Schuler, 1985; Kasl, 1983; Rick, Thomson, Briner, *et al.*, 2002; Spector, Zapf, Chen, *et al.*, 2000; Warr, 1987; Zapf, Dormann, & Frese, 1996). The area is characterized by high levels of methodological sophistication, including intervention studies (e.g., Jackson, 1983; Wall, Kemp, Jackson, *et al.*, 1986), diary and experience sampling methods (e.g., Totterdell, Wood, & Wall, 2006; Xanthopoulou, Bakker, Demerouti, *et al.*, 2009), multi-method designs (e.g., Frese, 1985), large-scale longitudinal studies (e.g., Bosma, Marmot, Hemingway, *et al.*, 1997; Vahtera, Kivimäki, Pentti, *et al.*, 2000), and qualitative investigations (e.g., Dick, 2000; Hepburn & Brown, 2001).

Moreover, all this scientific effort has found its way into policy and practice. For example, the World Health Organization, the International Labour Organization (ILO), and the European Union (EU) have all issued guidance emphasizing the need to assess causes of stress and take preventive action to eliminate these causes at source (ETUC, 2004; ILO, 2001; Leka & Cox, 2008; Leka, Griffiths, & Cox, 2003). Many developed countries have sophisticated