



SYMPOSIUM

Symposium Title: **Globalization and Research Paradigms for Societal Development: Need for Reflection**

Symposium Description: Globalization has impacted human psychology and societal development all over the world in multiple ways, yet researchers are committed to one way of doing research and are embedded in the logical positivist paradigm. This is most apparent in the area of industrial and organizational psychology where researchers tend to operate from a basic assumption that culture does not have much impact on organizational constructs, and ignore the role of organizations in societal development. Despite much research in cross-cultural psychology and organizations, we still find industrial and organizational psychology dominated by constructs like job satisfaction, organizational commitment, organizational citizenship behavior, performance appraisal, organizational justice, work stress, burn out, and so forth that have emerged in the west as if there are no others constructs in developing societies that are meaningful. It is no surprise that pseudo-etic research methodology dominates and remains the mainstream of industrial organizational psychological research. This symposium is an invitation to pause and reflect if we should continue on this path as researchers or change course in the new world that is not converging with globalization (Bhawuk, 2008; Berry, 2008; Kim & Bhawuk, 2008).

Three papers that constitute programs of research in India and Japan are presented to raise awareness about the need for reflection about how we should proceed in the future. Anand Prakash presents Indian perspectives on meaning of work, and how it enriches the existing western and cross-cultural literature. Shiho Imashiro presents observations from field studies from Japan to enlighten the research stream on person-organization fit emerging from the west. Sonia Nongmaithem & Nachiketa Tripathi present findings from Indian public sector organizations about organizational learning and what it means in India. These three studies clearly demonstrate the need for changing course and exploring others methods to enrich our understanding of industrial and organizational psychology internationally, and especially its role in societal development. Bhawuk will discuss the need to move away from pseudo-etic to emic driven research grounded in indigenous psychological research, and present a model for how organizational psychology can include culture to address the needs of societal development.

Paper 2 Title: (Second Speaker) **The reality of the evaluation of person-organization fit in a selection interview in Japan**
Shiho Imashiro, University of Tokyo

Aim, Method, and Results:

Recently, the fit between person and organization (person-organization fit or P-O-fit) has been attracting attention among Industrial/Organizational psychologists because the level of fit was shown to predict the positive attitudes toward organizations such as satisfaction and commitment among the employees. Thus, the valid evaluation of fit in the selection process is important for organizations. Some researchers claim that the best way to value the fit is through selection interview. Although a few studies have been done to examine the P-O fit evaluation in selection interviews, they failed to separate the P-O fit from the interviewer-interviewee fit. This study aims to verify whether the evaluation of P-O fit is possible in selection interview by separating it from the evaluation of interviewer-interviewee fit. Also, it is examined whether interviewers' perception of their organizational culture may cause the idiosyncratic difference in the P-O fit evaluation among interviewers.

Using the data collected through the actual selection process of a service organization in Japan, multi-level analysis was conducted, with the interviewees' general values and the discrepancy between their values and those of their interviewers at the first level and with the interviewers' perception of organizational culture at the second level. The results showed that among different interviewers, the same values of applicants were evaluated, which suggests that the P-O fit was actually evaluated. At the same time, it was shown that the interviewees' values were evaluated to different extent among the interviewers, according to their differential perception of the organizational culture, even though they belonged to the same organization.