Workplace Interventions in Support of Organizations, Employees, and Society

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Prof. Truxillo’s research examines the methods employers use to hire workers and the way that applicants perceive their potential employer during recruitment and hiring. In addition, Dr. Truxillo examines issues associated with age at work, including older worker stereotypes, and job design for older and younger workers. He also examines issues associated with antecedents of workplace safety. Prof. Truxillo’s work has been published in outlets such as Journal of Management, Journal of Applied Psychology, and Personnel Psychology. He has served as associate editor at the Journal of Management, and he is currently an associate editor for Work, Aging and Retirement. He is a member of 9 editorial boards including Journal of Management, Journal of Applied Psychology, Personnel Psychology, Journal of Business and Psychology, and the European Journal of Work and Organizational Psychology. His research is currently supported by grants from National Science Foundation and the National Institute for Occupational Safety and Health. Prof. Truxillo has co-edited two books on age issues at work, and he recently published a textbook in Industrial/Organizational Psychology (Truxillo, Bauer, & Erdogan, 2016). He has served on the Doctoral School Committee, Department of Psychological Science and Education, University of Trento, Italy (2010-present).

[Abstract]: There has been increased interest in interventions in the work and organizational psychology literature. With our theoretical and methodological sophistication, work psychologists can play a central role in this intervention work. In this presentation, I describe my own work regarding with three very different types of workplace interventions – to improve applicant reactions to selection, to increase worker health and well-being, and to improve eco-driving behaviors. I conclude with a discussion of some current needs in the workplace intervention literature, such as uncovering underlying explanatory mechanisms for enhancing intervention effectiveness and when and for whom interventions are most likely to be effective.

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