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*Steven G Carley*

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Helping to explain the indifference of labor unions by I/O psychology is a failure to appreciate power differences among management and workers, the early attitudes toward unions of I/O psychologists, and limited financial rewards. Comparing to the history of economics and sociology is the US history of I/O psychology in investigation of this hypothetical viability. The conclusion is for the neglect of labor union issues by applied psychologists are for two crucial reasons to exist being the dark of early pro-union psychologists and the reluctance of I/O psychologists to address the presence of conflict among employees and employers. The major issue being addressed is the evolution of I/O psychology within the United States and its ignorance of labor unions and partnership with management. In defining I/O psychology this question is important pertaining to the aim of the field. For I/O psychology to remain true to the mission, psychologists in working with these different organizational types include both labor and management within their endeavors. Critics and psychologists alike have documented the indifference toward organized labor of I/O psychologists. This indifference involves attempts to dismantle unions already in existence and opposing unionization before it should ever begin. Numerous complaints exist of this indifference to labor unions, yet few attempts have been made in the analysis of this persistence. In comparison to other countries, I/O psychology has less evolved in progression toward relations to organized labor.

The available resources within workforce planning may be an underappreciated commodity. This may be especially so when employees are not viewed as tacit knowledge workers in which case their attrition can be a benefit to the organization. On the other hand the tacit worker even beyond his or her retirement age one may need to use incentive in maintaining their skill sets. In allocating human resources there is much to consider in how the benefits to the organization can affect the costs. Do I hire high knowledge expensive employees or get by with similar functioning with less experienced lower paid employees? This may be the reason a formal workforce planning system should be engaged as using heuristics in the process although seemingly ample may not provide the research to make such informed decisions.

Through professional opinion and research data pertaining to police organizations a perspective of law enforcement occurs of IO psychology. Conclusions of this research include adequate measures not to take place among police personnel administration pertaining to organizational effectiveness or individual performance. Observable consequences both positive and negative are documented of the effects of college education on police officers. The selection process among law enforcement is moving away from the screening out of the unfit toward selection testing. Significant aspects of occupational choice are social and security needs along with the need for an environment possessing structured leadership. More so than other occupational groups, police report moderately lower job satisfaction, and the paramilitary or directive structure of command among most police departments happens to coincide with the preferences of police officers for such a leadership style masking their discretionary powers.

Workplace Violence Among Law Enforcement discusses the profession of law enforcement from a statistical viewpoint in terms of violent occurrences. These violent occurrences are not always fatal, yet law enforcement more than any other profession possesses the highest risk of a demonstration of fatal or non-

fatal violence. In depicting this violence the case of Carl Burton and James Irby is a center of focus. A look at 50 other cases is part of a major three year study of the FBI in determining the motives and likelihoods of these attacks.

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