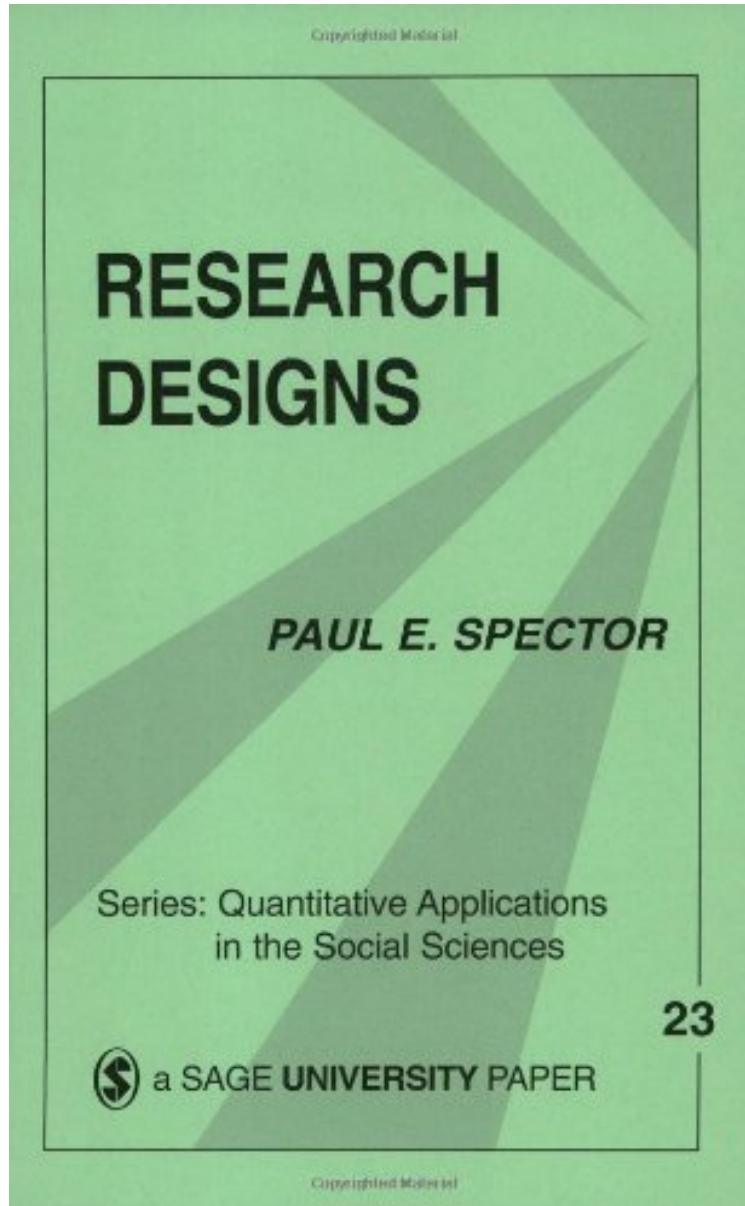


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About the AuthorPaul E. Spector is a distinguished professor of industrial/organizational (I/O) psychology and I/O doctoral program director at the University of South Florida. He is also director of the NIOSH funded Sunshine Education and Research Centers Occupational Health Psychology doctoral program. He is the Associate Editor for Point/Counterpoint for Journal of Organizational Behavior, Associate Editor for Work Stress, and is on the editorial boards of Journal of Applied Psychology and Human Resources Management . He has research interests in both content and research methodology. His content research concerns occupational health and safety, including injuries, stress and workplace violence. His methodology interests involve the connections among measurement, statistics, and inference. He has published four books with SAGE: Job Satisfaction: Applications, Assessment, Causes and Consequences, Research Designs, SAS 8 Programming for Researchers and Social Scientists, and Summated Rating Scale Construction.