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AD-703 600

SMALL GROUP DYNAMICS

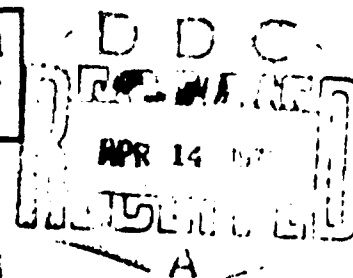
Volume I of II Volumes

A DDC BIBLIOGRAPHY

August 1952 - March 1969

DDC-TAS-69-78-I

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February 1970

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AD-703 600

SMALL GROUP DYNAMICS

VOLUME I OF II VOLUMES

A DDC BIBLIOGRAPHY

AUGUST 1952 - MARCH 1969

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FEBRUARY 1970

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CAMERON STATION
ALEXANDRIA, VIRGINIA 22314

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FOREWORD

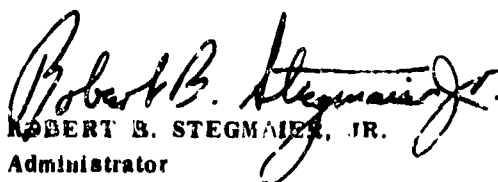
This is Volume I of a two-volume bibliography on *Small Group Dynamics*

There are 423 unclassified references with unlimited distribution. The computer search covers the period from January 1953 to the present. The references to small groups refer to groups of twenty subjects or less. The reports are on the adjustment, interpersonal relations, task effectiveness, and performance under various conditions of small groups. Decision making, attitudes, and responses are some of the factors analyzed and assessed in the reports on group dynamics.

The individual entries are arranged in AD number sequence. The computer-generated indexes are Corporate Author/Monitoring Agency and Personal Author.

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OFFICIAL


ROBERT B. STEGMAIER, JR.
Administrator
Defense Documentation Center

The following is a selective list of titles of bibliographies. (DDC bibliographies are announced regularly in the *Technical Abstract Bulletin (TAB)*, page ii and *TAB Indexes*, page fi.)

Computer-Aided Logical Processes	
Volume I	AD-683 600
Volume II	AD-849 700
Computers in Information Sciences	
Volume I	AD-679 400
Volume II	AD-679 401
Volume III	AD-846 300
Use of Computers in Education	
Volume I	AD-697 300
Volume II	AD-862 400
Use of Computers in Medicine	AD-675 600
Impact of Reduced Defense Spending	AD-858 850
Marginal Personnel in the Military	AD-854 200
Military Training	
Volume I	AD-851 100
Volume II	AD-851 101
Volume III	AD-851 102
Volume IV	AD-851 103
Recruiting and Selection of Military Personnel	AD-846 000

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD- 6 120

STANFORD UNIV CALIF

TWENTY QUESTIONS: EFFICIENCY IN PROBLEM SOLVING AS A
FUNCTION OF SIZE OF GROUP (U)

AUG 52 9P TAYLOR, DONALD W. I FAUST, WILLIAM L. I

CONTRACT: N6ONR-25125

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, APPLIED PSYCHOLOGY,
TEST METHODS (H)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD- 73 777

ARMY ARMOR HUMAN RESEARCH UNIT FORT KNOX KY
TRAINING ACHIEVEMENT IN BASIC COMBAT SQUADS WITH
CONTROLLED APTITUDE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JAN 55 19P FINDLAY, DONALD C. ;MATYAS
;SEYMOUR M. ;ROGGE, HERMAN ;III.;

REPT. NO: HUMPRO-TR-16
CONTRACT: DA-49-106-QM-1

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: IN COOPERATION WITH HUMN RESOURCES
RESEARCH OFFICE, GEORGE WASHINGTON U., CONTRACT
DA 49-106-QM-1.

DESCRIPTORS: (*ACHIEVEMENT TESTS; ARMY
PERSONNEL); (*INFANTRY, ARMY TRAINING),
PERFORMANCE(HUMAN), OPTIMIZATION,
MOTIVATION, APTITUDE TESTS, AWARDS, GROUP
DYNAMICS (U)

THIS STUDY WAS DESIGNED TO TEST (1) A METHOD OF
RAISING THE PERFORMANCE OF BASIC TRAINEES OF BELOW
AVERAGE INTELLIGENCE, AND (2) A METHOD OF RAISING
THE MOTIVATION-TO-LEARN OF TRAINEES OF ALL APTITUDES.
TWO EXPERIMENTAL COMPANIES WERE GIVEN REGULAR
BASIC COMBAT TRAINING. THE METHOD USED TO
RAISE THE PERFORMANCE OF LOW-APTITUDE TRAINEES
INCLUDED (1) PLACING THEM IN SQUADS CONTAINING
MORE HIGH-APTITUDE TRAINEES THAN IS NORMAL, (2)
HAVING SQUADS COMPLETE ON WEEKLY PROFICIENCY TESTS,
AND (3) REWARDING WINNING SQUADS-NOT INDIVIDUALS.
THUS HIGH-APTITUDE MEN PRESUMABLY HAD A STRONG
INCENTIVE TO HELP THE LOW MEN IN THEIR SQUADS LEARN
MORE FOR THE WEEKLY COMPETITIONS. THE METHOD USED
TO RAISE THE MOTIVATION-TO-LEARN OF TRAINEES OF ALL
APTITUDE LEVELS CONSISTED OF (2) AND (3)
ABOVE; THAT IS, SQUAD COMPETITION AND REWARD BASED ON
WEEKLY TESTS. THE PRINCIPAL FINDINGS OF THE STUDY
ARE: (1) LOW-APTITUDE MEN APPEAR NOT TO
BENEFIT FROM TRAINING WITH HIGH-APTITUDE MEN. THE
PROFICIENCY OF LOW-APTITUDE MEN VARIED LITTLE,
REGARDLESS OF THE NUMBER OF HIGH-APTITUDE MEN IN THE
SQUAD, (2) THE MOTIVATION-TO-LEARN OF TRAINEES
OF ALL APTITUDES CAN BE INCREASED DECIDEDLY BY THE
USE OF SQUAD COMPETITION AND REWARD. THESE
CONDITIONS INCREASED PROFICIENCY BY ABOUT 28 PER CENT
IN THE EXPERIMENTAL COMPANIES. IN FACT, LOW
APTITUDE MEN IN THE EXPERIMENTAL COMPANIES PERFORMED
EVEN BETTER THAN AVERAGE MEN IN ORDINARY COMPANIES.
THE POSSIBLE APPLICATIONS OF THE RESULTS ARE (U)
discussed.

2

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/DHK10

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD- 76 190

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS
LEADERSHIP ACTS. II. THE RELATION BETWEEN NEEDS FOR
ACHIEVEMENT AND AFFILIATION AND ATTEMPTS TO LEAD
UNDER CONDITIONS OF ACCEPTANCE AND REJECTION (U)
SEP 55 97P PEPINSKY, PAULINE N. IHEMPHILL, JOHN
K.; SHEVITZ, REUBEN N.;

CONTRACT: N60R11703

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, GROUP DYNAMICS, MOTIVATION,
TEST METHODS (M)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD- 83 857

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES

RESEARCH OFFICE

COMMITTEE PROBLEM-SOLVING TECHNIQUES AT THE NATIONAL

WAR COLLEGE

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

SEP 54 49P RESTLE, FRANKI

REPT. NO. HUMHRO-TR-10

CONTRACT: DA44 1094M650

UNCLASSIFIED REPORT

DESCRIPTORS: GROUP DYNAMICS, EDUCATION, MILITARY

TRAINING, OFFICER PERSONNEL, REASONING

(M)

UNCLASSIFIED

/UMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD. 84 278

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES

RESEARCH OFFICE

FILMS AND GROUP DISCUSSIONS AS A MEANS OF TRAINING

LEADERS

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

MAR 56 41P

LANGE, CARL J.; RITTENHOUSE, CARL M.;

ATKINSON, RICHARD C.;

REPT. NO. HUMKRO-TR-27

UNCLASSIFIED REPORT

DESCRIPTORS: *OFFICER PERSONNEL, LEADERSHIP, MILITARY

TRAINING, TRAINING DEVICES, TRAINING FILMS

(M)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD- 91 213

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

AN ASSESSMENT PROGRAM FOR OCS APPLICANTS (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.

FEB 56 SUP HOLMEN, MILTON G.; KATTER, ROBERT V.
REPT. NO. HUKRRO-TR-26
CONTRACT: DA44 109WM650

UNCLASSIFIED REPORT

DESCRIPTORS: •OFFICER PERSONNEL, LEADERSHIP, MILITARY
TRAINING, SELECTION, TEST METHODS (M)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-135 736

NEW YORK UNIV N Y RESEARCH CENTER FOR HUMAN
RELATIONS

STUDIES IN PRODUCTIVITY AND COMESIVENESS OF
CULTURALLY MIXED GROUPS. 1. EFFECTS ON BEHAVIOR AND
PRODUCTIVITY OF VARIATIONS IN REWARD STRUCTURE AND
ATTRIBUTED PRESTIGE

57 114P KATZ, IRWIN;

(U)

CONTRACT: NONR-28524

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, APTITUDE TESTS,
ATTITUDES, BEHAVIOR, CULTURE, FACTOR ANALYSIS,
PRODUCTION

(H)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-143 119

AMERICAN INST FOR RESEARCH WASHINGTON D C
AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF
THREE PATTERNS OF LEADERSHIP BEHAVIOR (U)
IV SPECTOR, PAUL; SUTTELL, BARBARA J. I

REPT. NO. 196 57 FR 164
CONTRACT: NONR89003

UNCLASSIFIED REPORT

DESCRIPTORS: LEADERSHIP, BEHAVIOR, EFFECTIVENESS,
GROUP DYNAMICS, NAVAL PERSONNEL, REASONING, TRAINING (M)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-237 304

HUMAN SCIENCES RESEARCH INC MCLEAN VA
A BIBLIOGRAPHY OF SMALL GROUP RESEARCH

(U)

APR 60 IV TERAUDS, ANITA; ALTHAN, IRWIN;
MCGRATH, JOSEPH E.;

REPT. NO. RR60 2

CONTRACT: AF49 638 256

MONITOR: AFOSR TN-60-365

UNCLASSIFIED REPORT

DESCRIPTORS: •BIBLIOGRAPHIES, •GROUP DYNAMICS,
ATTITUDES, BEHAVIOR, EFFECTIVENESS, LEADERSHIP,
PERCEPTION, PERSONALITY, SOCIOMETRICS

(U)

UNCLASSIFIED

/UHK10

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-240 895

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II (U)

DESCRIPTIVE NOTE: RESEARCH REPT.

JUL 60 38P LANGE, CARL J.; JACOBS, T.O.;

REPT. NO. HUMRRO-HR-5

CONTRACT: DA49 106QM1

PROJ: 095-50-000

UNCLASSIFIED REPORT

DESCRIPTORS: •LEADERSHIP, •MILITARY PERSONNEL,
•OFFICER PERSONNEL, •PSYCHOMETRICS, BEHAVIOR,
EFFECTIVENESS, GROUP DYNAMICS, MILITARY TRAINING,
STATISTICAL ANALYSIS, TEST METHODS (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-242 158

NAVAL AIR ENGINEERING CENTER PHILADELPHIA PA AEROSPACE CREW
EQUIPMENT LAB

ENVIRONMENTAL REQUIREMENTS OF SEALED CABINS FOR SPACE
AND ORBITAL FLIGHTS - A SECOND STUDY. PART 3. EFFECTS
OF LONG TERM CONFINEMENT ON PERSONALITY AND
PERCEPTION (U)

JUL 60 IV BURNS, NEAL M.; ZIEGLER, RALPH B. I

REPT. NO. NAMC-ACEL-415

PROJ: NAM AE 1403

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *PERCEPTION,
*PERSONALITY, *SPACECRAFT CABINS, *STRESS
(PSYCHOLOGY), BEHAVIOR, BIBLIOGRAPHIES, CLOSED-CYCLE
ECOLOGICAL SYSTEMS, INHIBITION, PERSONALITY TESTS,
REACTION (PSYCHOLOGY), REASONING, SENSORY MECHANISMS,
SEPARATION, SPACE FLIGHT (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-255 140

LOUISIANA STATE UNIV BATON ROUGE

BEHAVIOR IN GROUPS. REACTIONS TO "12 ANGRY MEN" AS
A MEASURE OF SENSITIVITY TRAINING (U)

MAR 61 IV BASS, BERNARD M.

REPT. NO. TR26

CONTRACT: N70NR35609

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •LEADERSHIP,
•PSYCHOMETRICS, •REACTION (PSYCHOLOGY), •TRAINING,
BEHAVIOR, PROFESSIONAL PERSONNEL, RELIABILITY,
SENSITIVITY, STATISTICAL ANALYSIS, TESTS, TRAINING
DEVICES (U)

UNCLASSIFIED

DDL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-256 878

DELAWARE UNIV NEWARK

NEED AFFILIATION AND INITIAL COMMUNICATION BEHAVIOR
IN TASK-ORIENTED GROUPS CHARACTERIZED BY LOW

INTERPERSONAL VISIBILITY

APR 61

IV

EXLINE, RALPH V.;

(U)

REPT. NO. TR2

CONTRACT: NONR229502

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •GROUP DYNAMICS, •PERCEPTION,
•SOCIAL COMMUNICATION, MOTIVATION, SOCIOMETRICS (U)

SIXTEEN GROUPS OF THREE MEN AND SIXTEEN GROUPS OF THREE WOMEN WERE STUDIED TO EXPLORE RELATIONSHIPS BETWEEN N AFFILIATION AND INITIAL COMMUNICATION ACTIVITY IN A TASK-ORIENTED GROUP. RESULTS INDICATE THAT THE INITIAL COMMUNICATION ACTIVITY OF PERSONS IN TASK SITUATIONS IS HEAVILY INFLUENCED BY PERSONAL ATTRIBUTES SUCH AS N AFFILIATION. RELATIONSHIPS BETWEEN N AFFILIATION AND PERSONALIZATION OF INFORMATION SEEKING ARE DISCUSSED IN TERMS OF MOTIVES DERIVED FROM THE INTERPLAY OF PERSONAL NEEDS AND ENVIRONMENTAL INSTIGATIONS. RESULTS OF THE AFFILIATION-DECISION ISSUE ANALYSIS ARE USED AS THE BASIS FOR EXTENDING THE DISCUSSION OF NEEDS AND COMMUNICATION BEHAVIOR TO THE GENERAL PROBLEM OF THE FORMATION OF AN INTERPERSONAL RELATIONSHIP. SEX DIFFERENCES ARE DISCUSSED IN TERMS OF ORIENTATIONS TOWARD INTERPERSONAL-TASK ENVIRONMENTS RESULTING FROM DIFFERENCES IN MALE-FEMALE SOCIALIZATION.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-257 883

CALIFORNIA UNIV LOS ANGELES

CHOICE BEHAVIOR AND MONETARY PAYOFF: STRONG AND WEAK
CONDITIONING (U)

MAY 61 IV ATKINSON, RICHARD C.

CONTRACT: NONR23358

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •CONDITIONED REFLEX, •GAME
THEORY, •SEQUENTIAL ANALYSIS, GROUP DYNAMICS,
LEARNING, MATHEMATICAL ANALYSIS, PROBABILITY (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-258 629

TEXAS A AND M UNIV COLLEGE STATION

ADAPTATION LEVEL THEORY, PERSONALITY AND SMALL GROUP
DYNAMICS (U)

SEP 60

IV

BONNEY, WARREN C. 16 GEORGE, CLAY E. I

REPT. NO. TR4

CONTRACT: NONR211901

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, ADJUSTMENT
(PSYCHOLOGY), BEHAVIOR, COLORS, DESIGN, EFFECTIVENESS,
MEASUREMENT, PERSONALITY, PERSONALITY TESTS,
STIMULATION, TEST METHODS, THEORY (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-260 105

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

THE LEADER'S PERCEPTION OF CO-WORKERS, GROUP CLIMATE,
AND GROUP CREATIVITY: A CROSS VALIDATION (U)

MAY 61 IV FIEDLER, FRED E. IBASS, ALAN R.;

FIEDLER, JUDITH M.;

REPT. NO. TH1

CONTRACT: NONR183436

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LEADERSHIP,
*PERCEPTION, ATTITUDES, BEHAVIOR, EMOTIONS, REACTION
(PSYCHOLOGY), SOCIAL COMMUNICATION (U)

THE MAJOR SIGNIFICANCE OF THE PRESENT INVESTIGATION IS IN THE CROSS-VALIDATION OF THE PREVIOUS SETS OF FINDINGS. PREVIOUS STUDIES HAVE SHOWN THAT THE LEADER'S ESTEEM FOR HIS LEAST-PREFERRED CO-WORKERS CORRELATED POSITIVELY WITH GROUP CREATIVITY WHEN THE LEADER PERCEIVED THE GROUP AS PLEASANT. THIS SAME RELATIONSHIP WAS NEGATIVE WHEN THE LEADER EXPERIENCED THE GROUP AS UNPLEASANT AND STRESSFUL. FINDINGS INDICATE THAT GROUP CREATIVITY IS THE RESULTANT OF COMPLEXLY INTERACTING SOCIAL PROCESSES. THE SAME LEADERSHIP ATTITUDES AND TECHNIQUES ARE NOT MAXIMALLY EFFECTIVE AS THE GOOD FIELD GENERAL IS OFTEN A POOR GARRISON COMMANDER, SO DOES THE TASK-ORIENTED LEADER SEEM TO BE MOST SUCCESSFUL IN CREATIVE GROUPS WHICH HE EXPERIENCES AS BEING IN A STATE OF STRESS OR CHAOS. THE PERMISSIVE, EMOTIONALLY OUTGOING LEADER IS MOST SUCCESSFUL IN A RELAXED AND EASYGOING GROUP CLIMATE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-260 674

NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE LAB OF CRITICALITY
DEC 60 IV

JONES, MARSHALL B. INELSON, PAUL D. (U)

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTITUDES, *GROUP DYNAMICS, *NAVAL
PERSONNEL, *PSYCHOMETRICS, *VERBAL BEHAVIOR, FACTOR
ANALYSIS, NAVAL AVIATION, PSYCHOLOGY, SOCIOMETRICS (U)

IN A SERIES OF STUDIES NAVAL AVIATION CADETS WERE
GROUPED IN PAIRS AND OBLIGED TO DISCUSS AT LENGTH THE
PROS AND CONS OF A STATED THESIS. IN GENERAL,
DISCUSSION HAD THE EFFECT INCREASING THE LEVEL OF
DISAGREEMENT WITH THE THESIS. IF THE CADETS
STARTED OUT AGREEING WITH THE THESIS, THEY ENDORSED
IT LESS HEARTILY FOLLOWING DISCUSSION; AND IF THEY
STARTED OUT DISAGREEING WITH IT, THEY REJECTED IT
STILL MORE STRONGLY AFTER THEY HAD DISCUSSED IT.
THIS RULE DID NOT HOLD FOR ALL PERSONS OR FOR ALL
ISSUES, BUT FOR MOST ISSUES AND MOST PERSONS IT DID.
(AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-260 993

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

WORK PROGRAM FOR FISCAL YEAR 1962

(U)

JUN 61 IV

UNCLASSIFIED REPORT

DESCRIPTORS: •LEADERSHIP, •MILITARY TRAINING,
•RESEARCH PROGRAM ADMINISTRATION, EFFECTIVENESS,
GUIDED MISSILE PERSONNEL, HUMAN ENGINEERING, JOB
ANALYSIS, MILITARY PERSONNEL, TRAINING, WARFARE

(U)

D-260 9939NZAD-260 994DIV. 280 19 AUG
61) OTS PRICE \$1.60ARMY INFANTRY HUMAN
RESEARCH UNIT FORT BENNING, GA. SOME
FACTORS WHICH HAVE CONTRIBUTED TO BOTH SUCCESSFUL
AND UNSUCCESSFUL AMERICAN INFANTRY S ALL-UNIT
ACTIONS, BY JOHN B. MCKAY, SALVATORE
CIANCHI AND OTHERS. APR 59, 9P. 30 REFS.
(HUMRRO RESEARCH MEMO. NO 13) (IN COOPERATION
WITH HUMAN RESOURCES RESEARCH OFFICE,
GEORGE WASHINGTON U.) UNCLASSIFIED REPORT
DESCRIPTORS: •MILITARY PERSONNEL, •COMBAT,
MILITARY ORGANIZATIONS, SELECTION, WEAPONS,
MILITARY OPERATIONS, •GROUP DYNAMICS,
EFFECTIVENESS. OPEN-ENDED TERMS: PLATTRAIN.
A SEARCH OF AMERICAN INFANTRY SMALL-UNIT COMBAT
LITERATURE OF WORLD WAR II AND THE KOREAN
CONFLICT HAS YIELDED INFORMATION CONCERNING SOME OF
THOSE FACTORS IN AMERICAN EMPLOYMENT OF
BATTLEFIELD TECHNIQUES THAT HAVE FIGURED IN
DIFFERENTIATING SUCCESSFUL FROM UNSUCCESSFUL
SMALLUNIT ACTIONS. THE FACTORS ARE (1)
SUPPORTING FIRES; (2) CONTROL AND
COMMUNICATIONS; (3) PREPARATION FOR CONDITIONS ON
THE BATTLEFIELD; (4) INFORMATION DISSEMINATION;
(5) AVAILABILITY OF TIME FOR PLANNING; (6)
ACCURATE AND TIMELY REPORTING, (7) SECURITY AND
SURPRISE; (8) COMBAT LOSSES OF KEY PERSONNEL;
(9) CHOICE OF WEAPONS AND PERSONNEL FOR SPECIFIC
MISSIONS; AND (10) DISPERSION AND TACTICAL
UTILIZATION OF TERRAIN. THESE TEN FACTORS ARE NOT
PRESENTED AS THE ONLY FACTORS THAT HAVE CONTRIBUTED
TO BOTH SUCCESSFUL AND UNSUCCESSFUL SMALL-UNIT
ACTIONS. PREMISES FOR TASK PLATTRAIN HAVE BEEN
DERIVED FROM THE CONTENTS OF THIS PAPER.
(AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-260 994

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES

RESEARCH OFFICE

SOME FACTORS WHICH HAVE CONTRIBUTED TO BOTH

SUCCESSFUL AND UNSUCCESSFUL AMERICAN INFANTRY SHALL-

UNIT ACTIONS

(U)

APR 59

9P

MCKAY, JOHN B.; CIANCIE, SALVATORE;

REPT. NO. HUKRRU-RM-13

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PERSONNEL,

*WARFARE, ARMED FORCES OPERATIONS, EFFECTIVENESS,

MILITARY ORGANIZATIONS, SELECTION, WEAPONS

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-262 130

VANDERBILT UNIV NASHVILLE TENN

INVESTIGATION OF SILICON CONTROLLED RECTIFIERS FOR
STATIC POWER CONVERSION

(U)

AUG 61 1V UNDERBRINK, G.P.:

REPT. NO. TR7

CONTRACT: NONR214901

UNCLASSIFIED REPORT

DESCRIPTORS: •LEARNING, •TRANSFER OF TRAINING,
APPLIED PSYCHOLOGY, GROUP DYNAMICS, PSYCHOLOGY,
REASONING, TEST METHODS, THEORY, TRAINING

(U)

THE PRESENT STUDY CONSTITUTED AN ATTEMPT TO
FURTHER TEST THE UTILITY OF THE PERCEPTUAL VS.
ABSTRACTION LEARNING DISTINCTION IN A REGULAR
CLASSROOM TEACHING SITUATION. IT WAS RECOGNIZED
THAT THE IDEAL ARRANGEMENT WOULD BE TO USE A
MULTIPLE-CLASS EDUCATIONAL SETTING IN WHICH
APPROPRIATE CONTROLS COULD BE EXERCISED OVER SUCH
BASIC FACTORS AS DIFFERENCES BETWEEN INSTRUCTORS,
COURSE CONTENT, AND STUDENT GROUPS. A CLASS OF 45
STUDENTS IN INTRODUCTORY PSYCHOLOGY WAS DIVIDED INTO
TWO MATCHED GROUPS DURING THE MIDDLE FOUR WEEKS OF A
12-WK SUMMER SEMESTER. DURING THESE FOUR WEEKS THE
SENIOR AUTHOR REPLACED THE REGULAR INSTRUCTOR. ONE
GROUP (ROTE) WAS GIVEN TWO 90-MIN LECTURES PER
WEEK, DURING WHICH THE INSTRUCTOR FOLLOWED THE
TEXTBOOK CLOSELY AND ATTEMPTED TO EMPHASIZE FACTS AND
CONCRETE EXAMPLES, BUT AVOIDED CONCEPTS AND
GENERALIZATIONS. THE OTHER HALF OF THE CLASS
LIKewise MET FOR TWO 90 MIN PERIODS PER WEEK, BUT FOR
THIS GROUP (CONCEPT) THE SAME INSTRUCTOR
PRESENTED THE MATERIAL IN TERMS OF BROAD CONCEPTS AND
GENERALIZATIONS, AND WITH PRACTICALLY NO REFERENCE TO
THE TEXTBOOK. AT THE END OF THE FOUR-WEEK
EXPERIMENTAL INSTRUCTIONAL PERIOD ALL STUDENTS
COMPLETED AN INSTRUCTOR AND COURSE RATING FORM, AND
WERE GIVEN A 75-MIN EXAMINATION COVERING THE RELEVANT
SUBJECT MATTER. (AUTHOR)

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-262 236

DELAWARE UNIV NEWARK

A LONGITUDINAL STUDY OF THE ASSIMILATION OF THE NEW
CHILD IN THE GROUP (U)

AUG 61 IV
D. IEXLINE, RALPH V. I

ZILLER, ROBERT C. I BEHRINGER, RICHARD

REPT. NO. TR3

CONTRACT: N6NR228502

UNCLASSIFIED REPORT

DESCRIPTORS: *CHILDREN, *GROUP DYNAMICS,
*SOCIOMETRICS, ADJUSTMENT (PSYCHOLOGY)

(U)

THE PROCESS OF THE ASSIMILATION OF THE NEWCOMER IN THE GROUP WAS TRACED BY MEANS OF REPEATED SOCIOMETRICS, SELF REPORTS OF THE NEWCOMERS, AND TEACHER RATINGS OF THE NEWCOMERS' ADJUSTMENT, ADMINISTERED OVER AN ELEVEN-WEEK PERIOD IN TWENTYEIGHT ELEMENTARY SCHOOL CLASSES TO WHICH A NEW STUDENT HAD BEEN ASSIGNED. THE DATA WERE COLLECTED DURING THE AFTERNOON FOLLOWING THE NEWCOMERS' INTRODUCTION AND AGAIN ONE, TWO, THREE, FIVE, SEVEN, AND ELEVEN WEEKS LATER. THE RESULTS INDICATED THAT (A) GIRLS WERE ASSIMILATED MORE READILY THAN BOYS; (B) STUDENTS IN GRADES ONE, TWO AND THREE WERE ASSIMILATED MORE READILY THAN THOSE IN GRADES FOUR, FIVE, AND SIX; (C) THE NEWCOMERS' POPULARITY DURING THE FIRST AFTERNOON IN THE CLASSROOM AND THEIR POPULARITY ELEVEN WEEKS LATER WERE CORRELATED SUBSTANTIALLY ($R = 0.45$); (D) THE NEWCOMERS' SOCIOMETRIC CHOICES WERE LESS POPULAR THAN THE CHOICES OF THE REGULAR MEMBERS, BUT THE DIFFERENCES DIMINISHED OVER TIME; AND (E) NEWCOMERS CHANGED THEIR SOCIOMETRIC CHOICES MORE FREQUENTLY THAN REGULAR MEMBERS. FINALLY THE RESULTS SUGGESTED THAT THE NEWCOMERS' MEAN POPULARITY DURING THE ELEVEN-WEEK PERIOD DESCRIBED A U-SHAPED CURVE WITH A MARKED DECLINE IN THE EARLY WEEKS. SEVERAL HYPOTHESES WERE PROPOSED TO EXPLAIN THESE FINDINGS. (AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-262 742

AMERICAN INST FOR RESEARCH PITTSBURGH PA
DECREMENTAL EFFECTS OF REINFORCEMENT IN TEAMS WITH
REDUNDANT MEMBERS (U)
SEP 61 IV EGERMAN, KAPLIKLAUS, DAVID J.;
GLASER, ROBERT;

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •GROUP DYNAMICS, •TRAINING,
STIMULATION, TESTS (U)

THIS STUDY WAS UNDERTAKEN TO SUPPORT THE THEORY
THAT THE ADDITION OF AN EXTRA MEMBER TO A TEAM WILL
ENHANCE THAT TEAM'S PERFORMANCE. IN THE TEAMS
STUDIED, HOWEVER, THIS EFFECT WAS MAINTAINED ONLY
TEMPORARILY, AND WITH CONTINUED PRACTICE, FIVE OF THE
SIX TEAMS SHOWED A DECIDED PERFORMANCE DECREMENT,
FALLING TO A LEVEL WHICH WAS AT LEAST 33% BELOW
THAT OF EITHER OF THE ORIGINAL TWO-MAN COMPONENTS.
THIS DECREMENT WAS EXPLAINED BY THE REINFORCEMENT
CONTINGENCIES PRESENT IN THE SITUATION WHICH
PERMITTED A REDUNDANT MEMBER TO BE REINFORCED FOR
INAPPROPRIATE PERFORMANCE EVEN THOUGH THE PERFORMANCE
OF THE TEAM WAS CORRECT. THE RESULTS OF THIS STUDY
INDICATE THAT, IN SPITE OF A POSSIBLE INCREMENT IN
INITIAL TEAM OUTPUT, REDUNDANT TEAMS UNDER THE
CONDITIONS INVESTIGATED WERE SHOWING AN EVENTUAL
PERFORMANCE DECREMENT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-263 092

PENNSYLVANIA STATE UNIV UNIVERSITY PARK
BARGAINING BEHAVIOR; II. EXPERIMENTS IN
OLIGOPOLY

(U)

IV FOURAKER, LAWRENCE E.; SIEGEL, SIDNEY

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •REASONING, APPLIED
PSYCHOLOGY, ECONOMICS, INDUSTRIAL RELATIONS

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-263 374

AIR PROving GROUND CENTER EGLIN AFB FLA
PERFORMANCE EVALUATION OF PERSONNEL SPECIALIST
GRADUATES OF ATC COURSE ABR73230

(U)

JUN 61 IV ADAMS, GREY L. I
REPT. NO. TR61 31
MONITOR: AFPGC TR61 34

UNCLASSIFIED REPORT

DESCRIPTORS: •AVIATION PERSONNEL, •JOB ANALYSIS,
•TRAINING, EFFECTIVENESS, GROUP DYNAMICS, SELECTION,
TEST METHODS, TRAINING DEVICES (U)

THIS EVALUATION WAS CONDUCTED TO DETERMINE THE ABILITY OF PERSONNEL SPECIALIST APPRENTICES GRADUATED FROM AIR TRAINING COMMAND COURSE NR ABR73230 TO PERFORM THE DUTIES OF THEIR SPECIALTY, AND TO FURTHER ASCERTAIN THE EFFECTIVENESS OF DIRECTED DUTY ASSIGNEES (DDA'S). THE PERFORMANCE OF THE TWO GROUPS WORKING IN AN OPERATIONAL ENVIRONMENT WAS EVALUATED FOR A 90-DAY PERIOD, UTILIZING EGLIN AFB, FLORIDA, AS THE TEST SITE. TEN AIRMEN WERE ASSIGNED, FIVE WERE SCHOOL GRADUATED APPRENTICES AND FIVE WERE DIRECTED DUTY ASSIGNEES. THE APPRENTICES ACCOMPLISHED THE MAJORITY OF THEIR ASSIGNMENTS COMPETENTLY AFTER THEY HAD BEEN ON THE JOB FOR ONLY ONE WEEK. THE INSTRUCTION RECEIVED BY THE APPRENTICES WAS CONSIDERED ADEQUATE TO PERFORM THE MAJORITY OF TASKS; HOWEVER, IT IS RECOMMENDED THAT THE PRESENT COURSE BE REVISED TO INCLUDE EXTENSIVE USE OF PERSONNEL MANUALS IN CONJUNCTION WITH PRACTICAL WORKSHOP PROBLEMS IN THE AREA OF PREPARATION AND MAINTENANCE OF PERSONNEL REPORTS AND FORMS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-263 739

HARVARD MEDICAL SCHOOL BOSTON MASS
THE REINFORCEMENT OF DISAGREEMENT IN A SMALL
GROUP

(U)

SEP 61 IV SHAPIRO, DAVID;
REPT. NO. R2
CONTRACT: NONH186643

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, ANALYSIS, ATTITUDES,
BEHAVIOR, EFFECTIVENESS, LEARNING, REACTION
(PSYCHOLOGY), REASONING, SOCIAL COMMUNICATION,
THEORY

(U)

IN A SERIES OF 20 EXPERIMENTAL AND CONTROL GROUPS,
THE EFFECTS OF SUCCESS AND FAILURE WERE STUDIED ON
THE SOCIAL BEHAVIOR OF THREE-PERSON GROUPS. A
SIMPLE GAME IN WHICH PEOPLE CAN INTERACT FREELY IN A
FACE-TO-FACE ARRANGEMENT WAS USED. THE
EXPERIMENTAL CONDITIONS SO CREATED YIELD DATA
PERMITTING THE ANALYSIS OF SEQUENTIAL CHANGES IN
INTERACTION ON A TRIAL-BY-TRIAL BASIS.

DISAGREEMENT IN MAKING A SERIES OF DECISIONS WAS
THE SPECIFIC BEHAVIOR INVESTIGATED. THE
PRESENT APPROACH CAPTURES THE ENTIRE FUNCTIONING OF A
GROUP WHICH IS GIVEN A PROBLEM THAT CANNOT BE REALLY
SOLVED BY A SINGLE PERSON. THE FIRST ARE PROBLEMS
WITH DISJUNCTIVE REQUIREMENTS; THE SECOND ARE
PROBLEMS WITH CONJUNCTIVE REQUIREMENTS. WE HAVE
ASKED WHETHER A GIVEN CATEGORY OF CONJUNCTIVE GROUP
BEHAVIOR DEFINED BY SEVERAL KINDS OF INTERACTION CAN
BE MAINTAINED AND MANIPULATED BY REINFORCEMENT.

OUR AIM IS TO DESCRIBE A MAJOR SOURCE OF INFLUENCE
ON INTERACTION NOT BY THE INDIVIDUAL CHARACTERISTICS
OF GROUP MEMBERS BUT BY THEIR INSTRUMENTAL ACTS IN
COMBINATION. THE STABILITY OF THE GIVEN INTERACTION
IN A GROUP THEN TAKES ON THE QUALITY OF AN IMPLICIT
RULE OR NORM OF BEHAVIOR. (AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-263 779

CALIFORNIA UNIV BERKELEY

STUDIES IN CONFORMITY AND YIELDING. X. THE
INFLUENCE OF A DISTORTED NORM UPON JUDGMENTS OF
CHILDREN AND ADULTS

(U)

DEC 60

IV

TUDDENHAM, HEAD D.;

REPT. NO. TR11

CONTRACT: NONR22214

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •REACTION (PSYCHOLOGY),
BEHAVIOR, PERSONALITY, REASONING

(U)

GROUPS OF COLLEGE STUDENTS AND OF TEN TO TWELVE
YEAR OLD CHILDREN OF SIMILAR BACKGROUND WERE TESTED
FOR DISPOSITION TO YIELD TO A DISTORTED GROUP NORM
WHICH CONFLICTED WITH THE PHYSICALLY RIGHT-APPEARING
ANSWER IN A SERIES OF VISUAL DISCRIMINATION PROBLEMS.
UNDER CONTROL CONDITIONS, THE GIRLS WERE SOMEWHAT
LESS ACCURATE THAN THE OTHER GROUPS,--BOYS, COLLEGE
MEN AND COLLEGE WOMEN. UNDER EXPERIMENTAL
CONDITIONS, ALL GROUPS SHOWED SIGNIFICANTLY GREATER
YIELDING SCORE MEANS AND VARIABILITIES THAN DID
CONTROLS. CHILDREN YIELDED MORE THAN THE ADULTS,
BUT THE DIFFERENCE BETWEEN AGE GROUPS WAS LESS
IMPRESSIVE THAN THE SEX DIFFERENCE. THE CAUSES OF
THE OBSERVED SEX DIFFERENCE ARE HYPOTHESIZED TO LIE
IN THE DIFFERENTIAL TRAINING GIVEN B YS AND GIRLS IN
OUR SOCIETY. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-264 190

CALIFORNIA UNIV BERKELEY

STUDIES IN CONFORMITY AND YIELDING. A SUMMARY AND
INTERPRETATION

(U)

DEC 61

IV

TUDDENHAM, READ D.:

CONTRACT: NONR22214

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTITUDES, *PERCEPTION, *SOCIOMETRICS,
GROUP DYNAMICS, PERSONALITY

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-264 837

WASHINGTON UNIV ST LOUIS MO

SOME EFFECTS OF CLOSE AND PUNITIVE STYLES OF
SUPERVISION

(U)

AUG 61 IV
REPT. NO. TR8
CONTRACT: NUNH01011

DAY, ROBERT C. INAMBLIN, ROBERT L. J

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *REACTION (PSYCHOLOGY),
*SOCIOMETRICS, BEHAVIOR, EFFECTIVENESS, LEADERSHIP,
TESTS (U)

AN EXPERIMENT BASED ON A TWO-BY-TWO FACTORIAL
DESIGN WAS CONDUCTED TO TEST HYPOTHESES INVOLVING THE
RELATIONSHIP OF FOUR SUPERVISORY STYLES TO AGGRESSIVE
FEELINGS AND ACTIONS OF SUBORDINATES. AS
MANIPULATED IN THE EXPERIMENT, THE SUPERVISORY STYLES
CAN BE ARRANGED ON TWO CONTINUA: THE CLOSE VERSUS
GENERAL, AND THE PUNITIVE VERSUS NONPUNITIVE. THE
RESULTS SHOW THAT CLOSE AS COMPARED WITH GENERAL
SUPERVISION PRODUCED A SIGNIFICANT INCREASE IN
AGGRESSIVE FEELINGS TOWARD THE SUPERVISOR, A
SIGNIFICANT INCREASE IN INDIRECT AGGRESSION TOWARD
THE SUPERVISOR THROUGH LOWERED PRODUCTIVITY, AN
INSIGNIFICANT INCREASE IN VERBAL AGGRESSION TOWARD
THE SUPERVISOR, AND FINALLY, AN INCREASE OF
BORDERLINE SIGNIFICANCE IN AGGRESSIVE FEELINGS TOWARD
CO-WORKERS. THE RESULTS ALSO INDICATE THAT
PUNITIVE AS COMPARED WITH NON-PUNITIVE SUPERVISION
PRODUCED A SIGNIFICANT INCREASE IN AGGRESSIVE
FEELINGS TOWARD THE SUPERVISOR, A SIGNIFICANT
INCREASE IN INDIRECT AGGRESSION THROUGH LOWERED
PRODUCTIVITY, A SIGNIFICANT INCREASE IN VERBAL
AGGRESSION, BUT NO SIGNIFICANT INCREASES IN
AGGRESSION TOWARD CO-WORKERS OR THE TASK.
FURTHERMORE, THE RESULTS INDICATE THAT THE
RELATIONSHIP BETWEEN CLOSE SUPERVISION AND AGGRESSIVE
FEELINGS IS MEDIATED BY SELF-ESTEEM, A PERSONALITY
CHARACTERISTIC OF THE SUBORDINATE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-245 329

WASHINGTON UNIV ST LOUIS MO

LEADERSHIP COMPLIANCE AND GROUP BEHAVIOR

IV

DECHARMS, RICHARD; BRIDGEMAN, DINNIE

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *GROUP DYNAMICS, *LEADERSHIP,
ADJUSTMENT (PSYCHOLOGY), FACTOR ANALYSIS, REACTION
(PSYCHOLOGY)

(U)

THE MEMBERS' REACTIONS TO THE LEADER WERE STUDIED ESPECIALLY IN THE REALM ROUGHLY TERMED MORALE. A FACTOR ANALYSIS DEMONSTRATED 3 FACTORS PERCEIVED BY SUBJECTS IN EVALUATING THE LEADER PRIOR TO THE MANIPULATION. THESE FACTORS WERE MOTIVATIONAL PERSISTENCE OF THE LEADER, HIS COMPETENCE, SS FEELINGS OF RECIPROCITY TOWARD HIM, THEIR FEELINGS OF SECURITY WITH RESPECT TO HIS ACTIONS, AND THEIR FEELINGS OF SECURITY IN INITIATING PERSONAL CONTACT WITH HIM. ALL OF THESE FACTORS WERE SIGNIFICANTLY RELATED TO THE MANIPULATION OF LEADERSHIP COMPLIANCE. IN ADDITION, SS MOTIVATION TO WORK FOR THE LEADER AS MEASURED BY PRODUCTIVITY WAS SIGNIFICANTLY RELATED TO THE LEADER'S COMPLIANCE. IT APPEARS THAT A STATEMENT OF WILLINGNESS TO COMPLY TO REQUESTS OF THE GROUP HAS IMPORTANT EFFECTS ON SS' PERCEPTION OF THE LEADER, THEIR FEELINGS ABOUT FUTURE INTERACTION WITH HIM, AND THEIR MOTIVATION IN THE SITUATION. HOWEVER, SS' MOTIVATION IS MOST DRASTICALLY CHANGED WHEN THE LEADER VERBALIZES HIS INTENTION NOT TO COMPLY AND THEN BEHAVIORALLY DOES COMPLY. LEADERSHIP COMPLIANCE IS AN IMPORTANT ASPECT OF THE DEMOCRATIC LEADER'S BEHAVIOR SINCE THIS IS ONE WAY WHICH HE VALIDATES HIS POSITION OF LEADER. THE AUTHORITARIAN LEADER MAY HAVE THE POWER OF EXTERNAL COMPELSION AND NEED NOT DEPEND ON COMPLIANCE.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-265 467

ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON D C
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY
HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS (U)
BY ROSENBERG, NATHAN; SKORDAHL, DONALD M.;
ANDERSON, ALAN A.;

UNCLASSIFIED REPORT

DESCRIPTORS: APTITUDE TESTS, LEADERSHIP,
PERSONNEL, PILOTS, SELECTION, TRAINING, BEHAVIOR,
DESIGN, EFFECTIVENESS, HELICOPTERS, IDENTIFICATION,
PERSONALITY (U)

AS PART OF A LONG-RANGE RESEARCH EFFORT TO IMPROVE
SELECTION OF HELICOPTER PILOT TRAINEES AND TO REDUCE
RATE OF ATTRITION DURING TRAINING, FOUR PERSONALITY
INSTRUMENTS WERE DEVELOPED, DESIGNED PRIMARILY TO
PREDICT LEADERSHIP PERFORMANCE IN OPERATIONAL UNITS.
DATA WERE OBTAINED ON 242 HELICOPTER PILOT
TRAINEES CONSTITUTING SIX ENTERING CLASSES OF THE
ARMY PRIMARY HELICOPTER SCHOOL. THE
EFFECTIVENESS OF 57 CONSTRUCT KEYS AND OF ONE OVERALL
JUDGMENT KEY AS PREDICTORS OF HELICOPTER PILOT
TRAINING SUCCESS WAS ESTIMATED AND THE VALIDITY OF
THE NUMEROUS CONSTRUCT KEYS WAS ASSESSED AGAINST
VARIOUS ASPECTS OF PILOT TRAINING. OF THESE
ASPECTS, SUCCESSFUL COMPLETION OF PREFLIGHT TRAINING
AND LEADERSHIP RANKING BY PEERS WERE CONSIDERED MOST
PREDICTABLE BY THE PERSONALITY MEASURES.
(AUTHOR) (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-265 998

DELAWARE UNIV NEWARK

EFFECTS OF N AFFILIATION, SEX, AND THE SIGHT OF
OTHERS UPON INITIAL COMMUNICATIONS IN PROBLEM-SOLVING
GROUPS (U)

NOV 61 IV EXLINE, RALPH V.:

REPT. NO. TR4

CONTRACT: NONR226502

UNCLASSIFIED REPORT

DESCRIPTORS: *SOCIAL COMMUNICATION, *SOCIOMETRICS,
ADJUSTMENT (PSYCHOLOGY), BEHAVIOR, EFFECTIVENESS,
GROUP DYNAMICS, SEX, STIMULATION, TEST METHODS,
VISIBILITY, VISION (U)

THE RESULTS WERE (A) WOMEN'S MESSAGES WERE
SIGNIFICANTLY MORE PERSON-ORIENTED THAN WERE MEN'S.
(B) IN W MEN'S RELATIVE TO MEN S GROUPS S
WHOSE CO-WORKERS WERE VISIBLE REQUESTED
SIGNIFICANTLY MORE PERSONAL INFORMATION THAN DID
THOSE WHOSE CO-WORKERS WERE NON-VISIBLE. (C) N
AFFILIATION WAS SIGNIFICANTLY AND INVERSELY RELATED
TO THE DEGREE OF CONTROL OVER OTHERS' BEHAVIOR
ATTEMPTED IN THE FIRST MESSAGE WRITTEN IN THE PROCE S
OF GROUP PROBLEM-SOLVING. THERE WAS NO EVIDENCE
THAT N AFFILIATION PER SE AFFECTED THE DEGREE OF
PERSON RELATIVE TO TASKORIENTED COMMUNICATIONS, NOR
DID N AFFILIATION COMBINE WITH VISIBILITY TO PRODUCE
EFFECTS UPON EITHER PERSON-RELEVANT OR CONTROL-
RELEVANT COMMUNICATIONS. IT WAS CONCLUDED THAT
EARLIER FINDINGS CONCERNING SEX EFFECTS UPON
PERSONORIENTATION ARE REPRODUCIBLE AND THAT N
AFFILIATION EFFEC S UPON DECISION PROCEDURES
REFLECTED WEAKER EXPRESSIONS OF CONTROL BY THOSE HIGH
IN N AFFILIATION. RESULTS WERE DISCUSSED IN TERMS
OF A PARADIGM OF GROUP TASK REQUIREMENTS PROPOSED BY
ROBY AND LANZETTA. METHODOLOGICAL IMPLICATIONS
OF THE USE OF SCALING PROCEDURES TO REDUCE THE
EFFORT, AND INCREASE THE RELIABILITY AND V LIDITY OF
MESSAGE ANALYSES WERE DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-267 549

WASHINGTON UNIV ST LOUIS MO

DIRECT AND VICARIOUS VERBAL CONDITIONING (U)

NOV 61 IV ONKIN, DEBORAH SMITH;

DECHARMS, RICHARD;

REPT. NO. THIS

CONTRACT: NONR81611

UNCLASSIFIED REPORT

DESCRIPTORS: CONDITIONED REFLEX, GROUP DYNAMICS,
LEARNING, VERBAL BEHAVIOR (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AL-267 644

NATIONAL TRAINING LABS WASHINGTON D C
SOME EFFECTS ON GROUP PROBLEM SOLVING OF AN ENFORCED
SEPARATION OF PROBLEM-SOLVING STAGES (U)
IV GOODCHILDS, JACQUELINE
SCHONFIELD, JACOB; GIBB, JACK R.;

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •GROUP DYNAMICS, •PROGRAMMING
(COMPUTERS), COMPUTERS, EFFECTIVENESS, MEASUREMENT,
PROBABILITY, TESTS (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-267 645

NATIONAL TRAINING LABS WASHINGTON D C
GROUP EFFECTS ON PERCEPTUAL BEHAVIOR
IV STOCK, DOROTHY;

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •PERCEPTION,
•REASONING, PERSONALITY, SOCIOLOGY

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-267 666

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS
TEAM TRAINING III: AN APPROACH TO OPTIMUM METHODS AND
PROCEDURES (U)
IV HORROCKS, JOHN E.; HEERMANN, EMIL
KRUG, ROBERT E.;

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •LEARNING, •MILITARY
TRAINING, •NAVAL PERSONNEL, BEHAVIOR, BIBLIOGRAPHIES,
EFFECTIVENESS, MILITARY PERSONNEL, TRAINING DEVICES (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-267 818

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS

DEC 61

IV

PEPINSKY, PAULINE N.; CAMPBELL, RICHARD

J.;

CONTRACT: NONR49515

UNCLASSIFIED REPORT

NOFORN

DESCRIPTORS: GROUP DYNAMICS, SOCIAL COMMUNICATION,
INVENTIONS, PRODUCTION, TESTS (U)

IDENTIFIER: CREATIVITY, ORIGINALITY,
PRODUCTIVITY. THIS REPORT DESCRIBES TWO PAIRS OF
EXPERIMENTS DESIGNED TO TEST THE SPONSOR AND STRATEGY
HYPOTHESES. THE RESULTS SHOW THE EXPECTED EFFECT
OF SPONSORSHIP IN INCREASING THE VARIABILITY OF THE
RESPONSES OF UNSELECTED SUBJECTS (SS).

CONTRARY TO PREDICTION, THE SPONSORED SS MORE
FREQUENTLY EMERGED AS THE MOST HIGHLY VALUED MEMBERS
OF THEIR GROUPS. IT IS PROPOSED AS A PLAUSIBLE
EXPLANATION THAT THE SPONSORS APPEAL HAD THIS
INDIRECT EFFECT, AS A CONSEQUENCE OF ITS MOTIVATIONAL
PROPERTIES, AND BECAUSE IT PROVIDED A CONCOMITANT
REDUCTION IN STIMULUS AMBIGUITY FOR THE SPONSORED
S, JUST AS HIS OWN RESPONSE, IN TURN, SERVED THE
SAME FUNCTION FOR THE OTHER SS WHO WITNESSED HIS
BEHAVIOR. THE STRATEGY HYPOTHESIS WAS SUPPORTED:
GOOD STRATEGY PRODUCED SIGNIFICANTLY HIGHER
ASSESSMENTS OF THE ACTOR'S PRODUCTIVITY THAN POOR
STRATEGY. THIS EFFECT OCCURRED DESPITE THE FACT
THAT THE TWO SETS OF ACTORS WERE NOT DIFFERENTIATED
IN EITHER THEIR TASK ABILITY OR IN PERCEIVED AMOUNT OF
TALK. THE GOOD STRATEGISTS WERE CORRECTLY VIEWED AS
THE MORE APT TO MODIFY INITIAL JUDGMENTS, BUT THAT
CHARACTERISTIC WAS GENERALLY UNRELATED TO FAVORABLE
OVER-ALL ASSESMENT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-268 462
MICHIGAN UNIV ANN ARBOR COLL OF LITERATURE SCIENCE AND
THE ARTS
THE EFFECTS OF LOAD AND ACCESSIBILITY OF INFORMATION
UPON PERFORMANCE OF SMALL TEAMS. (U)
DESCRIPTIVE NOTE: DOCTORAL THESIS.
UCT 61 125P MOORE, H.G.;
REPT. NO. 02814-8-T
CONTRACT: AF 49(638)-449
MONITOR: AFOSR 1636

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, COMMUNICATION THEORY,
DATA PROCESSING SYSTEMS, EFFECTIVENESS, LEARNING (U)
IDENTIFIERS: CHUKCH; SEA (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-269 103

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J

HOMEOSTASIS THEORY OF SMALL GROUPS. VI. VOLUNTARY
ORGANIZATIONS

IV BERRIEN, F. KENNETH; INDIK, BERNARD P. (U)

UNCLASSIFIED REPORT

DESCRIPTORS: *ADJUSTMENT (PSYCHOLOGY), *GROUP
DYNAMICS, *SOCIAL COMMUNICATION, BEHAVIOR,
MATHEMATICAL PREDICTION, SELECTION, THEORY (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-269 109

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J
A TECHNIQUE FOR THE LONGITUDINAL STUDY OF GROUP
STABILITY AND ITS APPLICATION TO GROUP
HOMEOSTASIS

(U)

IV INDIK, BERNARD P.:

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LABOR, *SOCIAL
COMMUNICATION, MATRIX ALGEBRA, MEASUREMENT,
PROBABILITY, SOCIOMETRICS, STATISTICAL ANALYSIS

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-269 589

MICHIGAN UNIV ANN ARBOR RESEARCH CENTER FOR GROUP
DYNAMICS
THE EFFECTS OF FEEDBACK AND GROUP TASK DIFFICULTY ON
INDIVIDUAL AND GROUP PERFORMANCE (U)
IV ZAJONC, ROBERT B.:

UNCLASSIFIED REPORT

DESCRIPTORS: GROUP DYNAMICS, JOB ANALYSIS,
EFFECTIVENESS, FEEDBACK, LABOR, MATHEMATICAL ANALYSIS,
SOCIOMETRICS (U)

THIS EXPERIMENT WAS CONCERNED WITH THE EFFECTS OF
FEEDBACK AND GROUP TASK DIFFICULTY ON THE PERFORMANCE
OF INDIVIDUALS WORKING IN SEVEN MEN TEAMS AND ON
GROUP PERFORMANCE. THE RESULTS INDICATE THAT THE
PERFORMANCE OF INDIVIDUALS IMPROVE WHEN THEY WORK ON
A GROUP TASK, AND THAT THE MOST PRONOUNCED
IMPROVEMENT OCCURS FOR A DIFFICULT GROUP TASK WHEN
INFORMATION ABOUT THE PERFORMANCE OF ALL TEAM MEMBERS
AS WELL AS OF THE TEAM AS A WHOLE IS MADE AVAILABLE.
WHEN INFORMATION ABOUT TEAM PERFORMANCE ALONE
(CONFOUNDED FEEDBACK) IS GIVEN ONLY SLIGHT
IMPROVEMENT OCCURS. GROUP TASK DIFFICULTY LED TO
INCREMENTS IN INDIVIDUAL AND GROUP PERFORMANCE,
ALTHOUGH THESE INCREMENTS WERE RELATIVELY WEAKER THAN
THOSE DUE TO FEEDBACK. IT WAS INCIDENTALLY FOUND
THAT INDIVIDUALS PERFORMING AT HIGH RATES WERE MORE
SENSITIVE TO FEEDBACK THAN TO GROUP TASK DIFFICULTY,
WHILE THE OPPOSITE WAS FOUND FOR GROUP MEMBERS
PERFORMING AT LOW RATES. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-270 003

ILLINOIS UNIV URBANA

INTERPERSONAL PERCEPTION AND THE PSYCHOLOGICAL
ADJUSTMENT OF GROUP MEMBERS

(U)

DLC 61 IV FIEDLER, FRED E. MCGRATH, JOSEPH A. I
CONTRACT: DA49 193MD2060

UNCLASSIFIED REPORT

DESCRIPTORS: *ADJUSTMENT (PSYCHOLOGY), *GROUP
DYNAMICS, *PERCEPTION, *SOCIOMETRICS, *STRESS
(PSYCHOLOGY)

(U)

STUDIES ARE BEING CONDUCTED ON: (1) IDENTIFICATION OF INTRA-PERSONAL CORRELATES OF QUASITHERAPEUTIC PERSONALITY ATTRIBUTES; (2) INVESTIGATIONS UTILIZING EXPERIMENTAL MANIPULATION OF INTERPERSONAL PERCEPTION; (3) INVESTIGATION OF TASK AND SITUATIONAL VARIABLES WHICH AFFECT GROUP MEMBER ADJUSTMENT; AND, (4) DEVELOPMENT OF NET OBS FOR GROUP MANAGEMENT WHICH WILL LEAD TO QUASITHERAPEUTIC INTERPERSONAL RELATIONS AMONG GROUP MEMBERS. THESE INCLUDE AS BLY, ROLE TRAINING, AND SITUATIONAL MANIPULATIONS LEADING TO THE DEVELOPMENT OF ADJUSTIVE INTERPERSONAL RELATIONS. (AUTHOR

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-270 858

ARMY NATION LABS MASS
SYSTEMS RESEARCH IN MICROLOGISTICS AND HUMAN FACTOR
ASPECTS OF SMALL GROUP CAPABILITIES IN A POLAR
AREA

(U)

IV LEVIN, A.; PERMAN, D. K.;

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LOGISTICS, *OPERATIONS
RESEARCH, *POLAR REGIONS, ARMED FORCES RESEARCH,
CLIMATOLOGY, MILITARY PERSONNEL, MILITARY RATIONS,
MILITARY RESEARCH, REACTION (PSYCHOLOGY), SHELTERS,
STRESS (PHYSIOLOGY), STRESS (PSYCHOLOGY)

(U)

IDENTIFIERS: GREENLAND

(U)

THIS REPORT DEALS WITH THE INITIAL PHASE OF
RESEARCH ON SYSTEMS OF EQUIPMENT, SUPPLIES, AND
RELATED MATERIEL IN A SELECTED POLAR ENVIRONMENT.
THE EMPHASIS IN THIS STUDY WAS ON INVESTIGATING THE
FORM IN WHICH SUCH SYSTEMS MAY BE ASSEMBLED AND WHAT
MEASURES MAY BE USED TO DISCRIMINATE THE
EFFECTIVENESS OF SUCH SYSTEMS AS COMPLETE UNITS.
THE DEGREE TO WHICH LOGISTICAL INPUTS AND
OPERATIONAL OUTPUTS INTERACT WITH SYSTEM COMPONENT
DESIGN AND ACTIVITY OF PERSONNEL WAS ALSO EXAMINED.

(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-273 891

AMERICAN INST FOR RESEARCH PITTSBURGH PA
EFFECTIVENESS OF INTEGRATED FLIGHT SIMULATOR TRAINING
IN PROMOTING B-52 CREW COORDINATION (U)
IV KRUHM, RICHARD L.; FARINA, ALFRED J.
JR.:

UNCLASSIFIED REPORT

DESCRIPTORS: • FLIGHT SIMULATORS, EFFECTIVENESS, GROUP
DYNAMICS, MEASUREMENT, NAVIGATORS, PILOTS, TRAINING
DEVICES (U)
IDENTIFIERS: B-52 AIRCRAFT (U)

THIS REPORT REPRESENTS THE FINDINGS OF A STUDY
DESIGNED TO ASSESS THE VALUE OF A B-52 FLIGHT
SIMULATOR ELECTRONICALLY LINKED TO A T-2A NAVIGATOR
TRAINER IN PROMOTING CREW COORDINATION. SEVENTY-
FIVE SAC AIRCREWS UNDERGOING B-52 TRANSITION
TRAINING AT CASTLE AIR FORCE BASE WERE USED
AS SUBJECTS. INTEGRATED AND NON-INTEGRATED
SIMULATOR TRAINING OF THESE CREWS WAS CONTRASTED.
THE RESULTS AS INDICATED BY CERTAIN OF THE MEASURES
USED ENABLE A FAVORABLE RECOMMENDATION TO BE MADE
REGARDING THE EFFECTIVENESS OF THE B-52 INTEGRATED
CREW TRAINER. SPECIAL ATTENTION IS DEVOTED TO A
DISCUSSION OF TWO ASPECTS OF COMMUNICATION, PATTERN
AND VOLUME, AND THE RELATION OF THESE ASPECTS TO CREW
COORDINATION. (AUTHOR) (U)

UNCLASSIFIED

CDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-274 998

TEXAS CHRISTIAN UNIV FORT WORTH

TRI-SERVICE CONFERENCE ON RESEARCH RELEVANT TO
BEHAVIOR PROBLEMS OF SMALL MILITARY GROUPS UNDER
ISOLATION AND STRESS

(U)

DEC 61 V SELLS, S.B.:

CONTRACT: AF41 657 323

UNCLASSIFIED REPORT

DESCRIPTORS: •ARMED FORCES OPERATIONS, •BEHAVIOR,
•GROUP DYNAMICS, •SYMPOSIA, MILITARY PERSONNEL, POLAR
REGIONS, SENSORY DEPRIVATION, STRESS (PHYSIOLOGY),
STRESS (PSYCHOLOGY)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-275 855

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS - AN ANNOTATED BIBLIOGRAPHY. 1. BASIC

PSYCHOLOGY OF GROUP BEHAVIOR

(U)

OCT 61 IV SELLS, S.B.:1

REPT. NO. TR61 19

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTITUDES, *BIBLIOGRAPHIES, *GROUP
DYNAMICS, *LEADERSHIP, *SOCIOLOGY, BEHAVIOR, DECISION
MAKING, PERCEPTION, PSYCHOLOGY, REASONING, SOCIAL
COMMUNICATION

(U)

THIS ANNOTATED BIBLIOGRAPHY IS PART OF A
BIBLIOGRAPHIC STUDY OF RESEARCH RELATED TO FACTORS
CONTRIBUTING TO THE EFFECTIVENESS OF AC+W SITES IN
ALASKA. THE ANNOTATED BIBLIOGRAPHIES IN THIS
SERIES INCLUDE THE FOLLOWING TITLES, ISSUED AS
SEPARATE PUBLICATIONS: (1) THE BASIC

PSYCHOLOGY OF GROUP BEHAVIOR, (2)
DIMENSIONS OF GROUP STRUCTURE AND GROUP

BEHAVIOR, (3) ENVIRONMENTAL STRESS AND
BEHAVIOR ECOLOGY, (4) ORGANIZATIONAL
STAFFING, (5) ORGANIZATIONAL MANAGEMENT AND
LEADERSHIP, AND (6) LEADERSHIP IN FORMAL

GROUPS. THE PRESENT REPORT, BASIC PSYCHOLOGY
OF GROUP BEHAVIOR, IS ORGANIZED IN SIX SECTIONS:

(1) GENERAL STUDIES AND REVIEWS, (2)
ROLES, STATUS AND INTRAGROUP INTERACTIONS,

(3) COMMUNICATION AND INFORMATION, (4)
INDIVIDUAL PERCEPTIONS IN GROUP BEHAVIOR,

(5) ATTITUDES AND ATTITUDE CHANGE, AND
(6) METHODOLOGICAL STUDIES. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-276 428

AMERICAN INST FOR RESEARCH PITTSBURGH PA
INCREASING TEAM PROFICIENCY THROUGH TRAINING. 3.
DECREMENTAL EFFECTS OF REINFORCEMENT IN TEAMS WITH
REDUNDANT MEMBERS (U)

JUN 62 IV EGERMAN, KARL; KLAUS, DAVID J.

GLASER, ROBERT;

REPT. NO. B64 6 62 TR

CONTRACT: NONR255100

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LEARNING, *TRAINING,
ANALYSIS, BEHAVIOR, EFFECTIVENESS, MEASUREMENT,
REACTION (PSYCHOLOGY), TEST METHODS, THEORY (U)

THIS STUDY INVESTIGATES THE EFFECTS OF THE FEEDBACK
OF TEAM OUTPUT ON PERFORMANCE IN REDUNDANT TEAMS.
ANALYSIS OF THE EXPERIMENTAL RESULTS INDICATE THAT
THE INITIAL ADDITION OF A REDUNDANT MEMBER TO THE
ORIGINAL TEAM INCREASES THE TEAM OUTPUT. WITH
CONTINUED PERFORMANCE, HOWEVER, SUBSTANTIAL DECREMENT
IN TEAM PERFORMANCE WAS OBSERVED IN FIVE OF THE SIX
TEAMS STUDIED. THIS DEGRADATION OF PERFORMANCE CAN
BE EXPLAINED IN TERMS OF THE UNIQUE FEEDBACK
CONDITIONS IN A REDUNDANT TEAM; EVEN THOUGH ONLY ONE
OF THE PARALLEL MEMBERS CONTRIBUTES TO TEAM SUCCESS,
GROUP REINFORCEMENT IS PRESENTED INDISCRIMINATELY TO
ALL TEAM MEMBERS. SUCH A FEEDBACK CONTINGENCY
OFTEN STRENGTHENS THE INCORRECT BEHAVIOR OF
REDUNDANT MEMBERS. IF INDIVIDUAL PROFICIENCY IS
NOT AT A SUFFICIENTLY HIGH LEVEL, THIS CONDITION
PRODUCES A DECREMENT IN THE REDUNDANT MEMBERS'
PERFORMANCE AND A CONSEQUENT DECREMENT IN THE OVER-
ALL TEAM OUTPUT WHICH IS BELOW THAT INITIALLY
OBTAINED FROM THE TWO-MAN SERIES TEAM. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-276 429

AMERICAN INST FOR RESEARCH PITTSBURGH PA
INCREASING TEAM PROFICIENCY THROUGH TRAINING. 2. THE
ACQUISITION AND EXTINCTION OF A TEAM RESPONSE (U)

MAY 62 IV GLASER, ROBERT; KLAUS, DAVID J. I

EGERMAN, KARL I

REPT. NO. B64 5 62 TR

CONTRACT: NONH255100

UNCLASSIFIED REPORT

DESCRIPTORS: •GROUP DYNAMICS, •LEARNING, •TRAINING,
ANALYSIS, BEHAVIOR, EFFECTIVENESS, MEASUREMENT,
REACTION (PSYCHOLOGY), TEST METHODS, THEORY (U)

THIS STUDY INVESTIGATES TEAM LEARNING UNDER
CONDITIONS WHICH HAVE BEEN FOUND TO BE EFFECTIVE IN
THE DEVELOPMENT AND CONTROL OF INDIVIDUAL
PERFORMANCE. THE PERFORMANCE DATA OBTAINED WERE
ANALYZED PRIMARILY IN TERMS OF THE FOLLOWING: (1)
TEAM PERFORMANCE AS A FUNCTION OF TEAM FEEDBACK,
AND (2) INDIVIDUAL MEMBER PERFORMANCE AS A
FUNCTION OF THE REINFORCEMENT SCHEDULE PROVIDED BY
THE TEAM ENVIRONMENT. THE EXPERIMENTAL RESULTS
CONFIRMED THE MAJOR HYPOTHESIS OF THE STUDY THAT TEAM
PERFORMANCE CAN BE MANIPULATED USING METHODS FOUND TO
BE EFFECTIVE IN FACILITATING AND MAINTAINING THE
LEARNING OF INDIVIDUAL ORGANISMS. THE PRINCIPLE
MECHANISM INVOLVED IS THE FEEDBACK CONTINGENCIES THAT
FOLLOW THE OVER-ALL TEAM RESPONSE. AS A FUNCTION
OF THESE TEAM RESPONSE CONTINGENCIES THE TEAM
DISPLAYS ACQUISITION AND EXTINCTION PHENOMENA
COMMONLY FOUND IN INDIVIDUAL LEARNING. THE INITIAL
PERFORMANCE OF A TEAM COMPRISED OF MEMBERS WHO HAVE
RECEIVED PRIOR INDIVIDUAL TRAINING SHOWS AN INITIAL
SLOW RATE OF LEARNING AS A RESULT OF THE CHANGE IN
SCHEDULES OF REINFORCEMENT INVOLVED IN THE SHIFT FROM
INDIVIDUAL TO TEAM FEEDBACK. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-276 828

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. II. DIMENSIONS OF
GROUP STRUCTURE AND GROUP BEHAVIOR (U)

OCT 61 IV

REPT. NO. TH61 20

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •BIBLIOGRAPHIES, •GROUP
DYNAMICS, ADJUSTMENT (PSYCHOLOGY), MEASUREMENT,
MILITARY PERSONNEL, MOTIVATION, PERSONALITY, SENSORY
DEPRIVATION, SOCIOLOGY, SOCIOMETRICS, STRESS
(PHYSIOLOGY), STRESS (PSYCHOLOGY) (U)

STUDIES WERE CONDUCTED ON MEASURABLE DIMENSIONS OF GROUP
STRUCTURE AND THEIR RELATIONS TO GROUP BEHAVIOR.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-276 829

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. III.

ENVIRONMENTAL STRESS AND BEHAVIOR ECOLOGY

(U)

OCT 61 IV SELLS, S.B.I

REPT. NO. TR61 21

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •BIBLIOGRAPHIES, •ECOLOGY,
•GROUP DYNAMICS, •STRESS (PHYSIOLOGY), •STRESS
(PSYCHOLOGY), ADJUSTMENT (PSYCHOLOGY), CLIMATOLOGY,
MILITARY PERSONNEL, POLAR REGIONS, SENSORY
DEPRIVATION

(U)

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. III. ENVIRONMENTAL
STRESS AND BEHAVIOR ECOLOGY.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-276 850

ARC1,C AEROMEDICAL LAB FORT WAINWRIGHT ALASKA
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. IV.

ORGANIZATIONAL STAFFING

(U)

OCT 61 IV SELLS,S.B.I
REPT. NO. TR61 24

UNCLASSIFIED REPORT

DESCRIPTORS: •ATTITUDES, •BEHAVIOR, •BIBLIOGRAPHIES,
•GROUP DYNAMICS, •LEADERSHIP, •MANAGEMENT ENGINEERING,
CLIMATOLOGY, MILITARY ORGANIZATIONS, MILITARY
PERSONNEL, OFFICER PERSONNEL, POLAR REGIONS,
SELECTION, SENSORY DEPRIVATION, STRESS (PSYCHOLOGY) (U)

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY IV ORGANIZATIONAL
STAFFING.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-276 831

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. V.
ORGANIZATIONAL MANAGEMENT AND LEADERSHIP (U)

OCT 61 IV SELLS, S.B.I
REPT. NO. TR61 23

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •BIBLIOGRAPHIES, •GROUP
DYNAMICS, •LEADERSHIP, •MANAGEMENT ENGINEERING,
CLIMATOLOGY, MILITARY ORGANIZATIONS, MILITARY
PERSONNEL, POLAR REGIONS, SENSORY DEPRIVATION, STRESS
(PSYCHOLOGY) (U)

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. V. ORGANIZATIONAL
MANAGEMENT AND LEADERSHIP.

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-276 832

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. VI. LEADERSHIP IN
FORMAL GROUPS (U)

DCT 21 IV CELLS, S.B.1
REPT. NO. TR61 24

UNCLASSIFIED REPORT

DESCRIPTORS: *BIBLIOGRAPHIES, *GROUP DYNAMICS,
*LEADERSHIP, ADJUSTMENT (PSYCHOLOGY), SENSORY
DEPRIVATION, STRESS (PHYSIOLOGY), STRESS
(PSYCHOLOGY) (U)

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. AN ANNOTATED BIBLIOGRAPHY. LEADERSHIP IN FORMAL
GROUPS.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-276 854

HUMAN SCIENCES RESEARCH INC MCLEAN VA

SYSTEMS OF INFORMATION IN SMALL GROUP RESEARCH
STUDIES (U)

APR 62 IV MCGRATH, JOSEPH E. I
REPT. NO. 2416TH62 2 GN
CONTRACT: AF49 638 286
MONITOR: AFOSM 2416

UNCLASSIFIED REPORT

DESCRIPTORS: *CLASSIFICATION, *GROUP DYNAMICS,
BEHAVIOR, COLLECTING METHODS, DATA, DOCUMENTATION,
IDEALS, LITERATURE, REPORTS (U)

RESULTS SUPPORT THE VALIDITY OF THE CLASSIFICATION
SYSTEM AS A MEANS FOR SYSTEMATIC ORGANIZATION OF SMALL
GROUP RESEARCH INFORMATION.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-276 860

HUMAN SCIENCES RESEARCH INC MCLEAN VA

A SUMMARY OF SMALL GROUP RESEARCH STUDIES (U)

JUN 62

IV

MCGRATH, JOSEPH E.:

REPT. NO. 2709YMB

CONTRACT: AF49 636 256

MONITOR: AFOSK 2709

UNCLASSIFIED REPORT

DESCRIPTORS: *CLASSIFICATION, *GROUP DYNAMICS,
*REPORTS, COLLECTING METHODS, DATA, INDEXES,
LITERATURE (U)

A SUMMARY OF SMALL GROUP RESEARCH STUDIES.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-279 195

PRINCETON UNIV N J

GROUP COMPOSITION EFFECTS ON TEAM ECONOMIC
PERFORMANCE

(U)

APR 62 ZIP

CONTRACT: NONR-1858(36)

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •GROUP DYNAMICS, •LEADERSHIP,
•PERSONALITY, DECISION MAKING, SOCIAL COMMUNICATION,
SOCIOMETRICS

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MR10

AD-279 600

NATIONAL TRAINING LABS WASHINGTON D C
FACTORS DETERMINING DEFENSIVE BEHAVIOR WITHIN
GROUPS

(U)

AUG 61 IV

CONTRACT. NONR-3086(00), NONR-1147(03)

UNCLASSIFIED REPORT

DESCRIPTORS. *BEHAVIOR, *GROUP DYNAMICS,
ACCEPTABILITY, ADJUSTMENT (PSYCHOLOGY), ANALYSIS,
BIBLIOGRAPHIES, EFFECTIVENESS, MOTIVATION, PERSONALITY(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-281 044

DUKE UNIV DURHAM N C

CAN SUBJECTS BE HUMAN AND HUMANS BE SUBJECTS (U)

DEC 65 22P

REPT. NO. TP3

CONTRACT: NONR1181,1

UNCLASSIFIED REPORT

DESCRIPTORS: •BEHAVIOR, •COMMUNICATION THEORY, •MAN,
•PERSONALITY, EMOTIONS, GROUP DYNAMICS, PERCEPTION,
PSYCHOLOGY, PSYCHOMETRICS, REACTION (PSYCHOLOGY),
REASONING, SOCIAL COMMUNICATION, TEST METHODS,
THEORY (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-261 267

EDUCATIONAL TESTING SERVICE PRINCETON N J
COMMUNICATION RESTRAINTS AND MUTUAL PROBLEM-SOLVING
BEHAVIOR (U)

APR 62 14
REPT. NO. Rb 62 8
CONTRACT: NONR295900

UNCLASSIFIED REPORT

DESCRIPTORS: •DECISION MAKING, •GROUP DYNAMICS,
•INHIBITION, •REASONING, •SOCIAL COMMUNICATION (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD#281 884

CALIFORNIA UNIV LOS ANGELES

JUN 62 IV

CONTRACT: NONR23354

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, BEHAVIOR,
EFFECTIVENESS, LEADERSHIP, MOTIVATION

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. ZUNK10

AD-261 866

CALIFORNIA UNIV LOS ANGELES

THE EFFECTS OF ATTRIBUTED ABILITY UPON EXPERT AND
REFERENT INFLUENCE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT, NO. 10 ON DYNAMICS OF
SOCIAL INFLUENCE.

JUL 62 22P

RAVEN, BENTRAM H. ; MANSSON

HELMER H. ; ANTHONY, EDWIN ;

CONTRACT: NONR23354

PROJ: 171-350

UNCLASSIFIED REPORT

DESCRIPTORS: *G* P DYNAMICS, *P* PSYCHOLOGY,
R REASONING, IDENTIFICATION, PERCEPTION, PUBLIC
OPINION, REACTION (PSYCHOLOGY), SENSORY MECHANISMS,
SOCIAL COMMUNICATION (U)

CONTINUING FROM AN EARLIER STUDY BY (RAVEN,
ANTHONY, + MANSSON, 1960), 72 FEMALE SUBJECTS
MET IN GROUPS OF FOUR, EACH IN A SEPARATE BOOTH, AND
WERE ASKED TO REPORT WHETHER OR NOT THEY RECEIVED
'ESP IMAGES' WHICH WERE PRESUMABLY PROJECTED BY A
'SENDER' IN ANOTHER ROOM. BY MEANS OF A DEVICE
SIMILAR TO THAT FIRST REPORTED BY DEUTSCH AND
GERARD (1955), EACH SUBJECT WAS GIVEN THE
IMPRESSION THAT THE OTHER THREE SUBJECTS HAD RECEIVED
IMAGES ON 25 OF 30 TRIALS. TWENTY-FOUR SUBJECTS
WERE GIVEN THE IMPRESSION THAT THEIR CO-PARTICIPANTS
HAD UNUSUALLY HIGH PERCEPTUAL ABILITY; 24 WERE TOLD
THAT THEIR PARTNERS WERE SLIGHTLY ABOVE AVERAGE IN
PERCEPTUAL ABILITY; THE REMAINING 24 WERE TOLD THAT
THE OTHERS WERE USUALLY FALLIBLE IN PERCEPTUAL
ABILITY. IT WAS PREDICTED THAT REFERENT INFLUENCE
WOULD BE PREDOMINANT INSOFAR AS REPORTING RECEPTIONS
WAS CONCERNED. MORE SUBJECTS WOULD REPORT
RECEPTION IN THE CONDITION IN WHICH MODERATE
PERCEPTUAL ABILITY WAS ATTRIBUTED TO OTHERS, LESS
RECEPTION WOULD BE REPORTED IN THE OTHER TWO
CONDITIONS. EXPERT INFLUENCE WOULD OPERATE ON
BELIEF IN ESP-SUBJECTS IN THE HIGH ATTRIBUTED
ABILITY CONDITION WOULD END THE EXPERIMENT; BELIEVING
MORE POSITIVELY IN ESP THAN WOULD SUBJECTS IN THE
NEGATIVE CONDITION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-284 366

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB
SOME COGNITIVE FACTORS AFFECTING GROUP

CREATIVITY

MAY 62

IV

TRIANDIS, HARRY C. MIKESELL, ELEANOR (U)

M. IEREN, ROBERT 9.1

REPT. NO. TR5

CONTRACT: NONN163436

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, ATTITUDES, DESIGN,
EFFECTIVENESS, FACTOR ANALYSIS, LEADERSHIP,
MEASUREMENT, PERSONALITY, PSYCHOMETRICS, REASONING (U)

THIS REPORT INCLUDES: TEAM CREATIVITY AS A
FUNCTION OF THE CREATIVITY OF THE MEMBERS, BY
HARRY C. TRIANDIS, ALAN R. BASS AND OTHERS.
APR 62 (TECHNICAL REPT. NO. 6) DATA FROM
EXPERIMENTS ON COGNITIVE FACTORS WHICH AFFECT GROUP
CREATIVITY SUGGEST THAT THE RELATIONSHIP OF GROUP
HETEROGENEITY TO GROUP CREATIVITY IS MUCH MORE
COMPLEX THAN WAS SUSPECTED BY EITHER KELLEY AND
THIBAUT (1954) OR CAMPBELL (1960). A

PROCEDURE IS DERIVED FOR THE STUDY OF DYADIC
CREATIVITY. THE MOST SIGNIFICANT VARIABLES
DETERMINING GROUP CREATIVITY WAS DERIVED. MAPPING
THE RELATIONSHIPS BETWEEN VARIABLES AND STATING THE
CONDITIONAL LAWS SPECIFYING THESE RELATIONSHIPS IS
YET TO BE STUDIED. THE SECOND REPORT IS A FIRST
STEP TOWARDS THE DETERMINATION OF THE RELATIONSHIP OF
GROUP AND INDIVIDUAL PERFORMANCE IN GROUPS OF MORE
THAN TWO INDIVIDUALS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MR10

AD-282 870

NATIONAL TRAINING LABS WASHINGTON D C

A FRAMEWORK FOR EXAMINING CHANGE

(U)

NOV 61 IV GIBB, JACK H.;

CONTRACT: NONR-3006(00), NONR-2285(01)

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *PERSONALITY,
ATTITUDES, BEHAVIOR, CHILDREN, EMOTIONS, FEEDBACK,
MOTIVATION, PSYCHOLOGY, THEORY

(U)

A REPORT FROM A SERIES OF CHANGE INDUCTION
SEMINARS DEVOTED TO EXAMINATION OF RESEARCH WHICH
RELATED GROUP VARIABLES TO INDUCTION OF CHANGES IN
INDIVIDUAL BEHAVIOR, PARTICULARLY AS THIS BEHAVIOR
REPRESENTS GENERALIZED OR RELATIVELY PERMANENT CHANGE
IN THE BEHAVIOR OF GROUP MEMBERS IS GIVEN. A
SIMPLE TEN-CATEGORY SCHEMATIZATION OF THE CHANGE
PROCESS THAT IS DESCRIPTIVE AND PROGRAMMATIC IN
NATURE. THIS SCHEMATIZATION PERFORMS PRELIMINARY
FUNCTIONS FOR THE DEFENSIVE BEHAVIOR PROGRAM.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-255 642

LOCKHEED AIRCRAFT COPP HAWLETTA GA

GROUP PERFORMANCE DURING FOUR-HOUR PERIODS OF
CONFINEMENT

(U)

JUN 62

IV

ALLUIST, EARL A. HALL, THOMAS J.

CHILLES, W. DEAN:

REPT. NO. TOR62 70

CONTRACT: AF33 616 7607

MONITOR: 6570 AMKL

TOR62 70

UNCLASSIFIED REPORT

DESCRIPTORS: *ACHIEVEMENT TESTS, *GROUP DYNAMICS (U)

GROUP PERFORMANCE DURING FOUR-HOUR PERIODS OF
CONFINEMENT. TEST-RETEST RELIABILITY OF A BATTERY OF SIX
PERFORMANCE TASKS. INTERACTIONS AMONG CREWMEMBERS IN
COOPERATION, TEMPORAL COORDINATION, AND EXCHANGES OF
INFORMATION. PERFORMANCE IN TARGET IDENTIFICATION,
VIGILANCE, WARNING-LIGHTS MONITORING,
PROBABILITY MONITORING, CODE-LOCK SOLVING, AND
ARITHMETIC COMPUTATION.

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-264 162

APPLIED PSYCHOLOGICAL SERVICES VILLANOVA PA
TECHNIQUES FOR EVALUATING OPERATOR LOADING IN MAN-
MACHINE SYSTEMS. EVALUATION OF A ONE OR A TWO-
OPERATOR SYSTEM EVALUATIVE MODEL THROUGH A CONTROLLED
LABORATORY TEST, (U)

JUL 62 IV SIEGEL, ARTHUR J.; WOLF, J. JAY

SORENSEN, R. TRENT;
CONTRACT: N00K249200

UNCLASSIFIED REPORT

DESCRIPTORS: HUMAN ENGINEERING, STRESS
(PSYCHOLOGY), DECISION MAKING, DESIGN, DIGITAL
COMPUTERS, GROUP DYNAMICS, MAN, OPERATORS (PERSONNEL),
SIMULATION, TEST METHODS, TIME (U)

A STOCHASTIC, DIGITAL COMPUTER SIMULATION MODEL WAS
PREVIOUSLY DERIVED FOR AND APPLIED TO THE PROBLEM OF
SIMULATING ONE OR TWO-OPERATOR MANMACHINE SYSTEMS.
FURTHER TEST OF THE VALIDITY OF THE MODEL THROUGH
COMPARISONS OF THE MODEL'S PREDICTIONS OF TEAM
PERFORMANCE WITH THE ACTUAL PERFORMANCE OF TRAINED
TEAMS ON A MAN-MACHINE TASK IS DESCRIBED. A
COMPLEX TWO-OPERATOR MANMACHINE EQUIPMENT TASK
INVOLVING TEAM AND INDIVIDUAL BRANCHING, OPERATOR
STRESS BUILD-UP, LOOPING, COOPERATIVE WORK,
COMMUNICATION, WAITING, ETC., WAS DEVELOPED. THE
TASK WAS PERFORMED BY TWO-MAN OPERATOR TEAMS. THIS
SAME TASK WAS INSERTED INTO THE HIGH SPEED COMPUTER
PROGRAMMED IN ACCORDANCE WITH THE MODEL. ON THE
BASIS OF NON-STATISTICALLY SIGNIFICANT DIFFERENCES,
IN NINE OF TEN POSSIBLE COMPARISONS, BETWEEN THE TASK
SUCCESS PROPORTIONS ACTUALLY ACHIEVED BY THE
LABORATORY TEAMS AND THE MODEL'S PREDICTIONS OF THESE
PROPORTIONS AND ON THE BASIS OF AN ARITHMETIC MEAN
DIFFERENCE OF FOUR PER CENT BETWEEN THE ACTUAL AND
PREDICTED TIMES FOR TASK PERFORMANCE, IT WAS
CONCLUDED THAT SUPPORT IS GAINED FOR A CONTENTION
FAVORING THE VALIDITY OF THE MODEL. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-284 317

QUARTERMASTER FOOD AND CONTAINER INST FOR THE ARMED FORCES
CHICAGO ILL
FOOD ATTITUDES IN AN UNUSUAL ENVIRONMENT. A SECOND
STUDY (U)

IV PERYAH, DAVID R.:

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTITUDES, *FOOD, *POLAR REGIONS,
*STRESS (PSYCHOLOGY), ADJUSTMENT (PSYCHOLOGY), APPLIED
PSYCHOLOGY, BEHAVIOR, CLIMATOLOGY, GROUP DYNAMICS,
MAN, MILITARY PERSONNEL, MILITARY PSYCHOLOGY, MILITARY
RATIONS, MOTIVATION, REACTION (PSYCHOLOGY), SCIENTIFIC
PERSONNEL, TESTS (U)
IDENTIFIERS: QUESTIONNAIRES, GREENLAND, CONFINED
ENVIRONMENTS, ARCTIC REGIONS (U)

A QUESTIONNAIRE SURVEY AMONG ENLISTED MEN AT CAMP
FISTCLENCH, GREENLAND, IN 1960 CONFIRMED RESULTS
OF A SIMILAR STUDY ON FOODS IN 1959. ATTITUDES
TOWARD MOST ASPECTS OF THE FEEDING SITUATION WERE
VERY FAVORABLE, ALTHOUGH SPECIFIC FOODS WERE NOT
RATED HIGH. THE PRESENCE OF PSYCHOLOGICAL STRESS
WAS NOT DEMONSTRATED. THE HYPOTHESIS THAT FOOD HAS
A GENERALIZED 'COMFORT' FUNCTION WAS NEITHER REJECTED
NOR CONFIRMED. (AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-264 892

EDUCATIONAL TESTING SERVICE PRINCETON N J

THE EFFECT OF 'HUMAN' VS. 'MACHINE' SET ON GROUP
PROBLEM-SOLVING PROCEDURES (U)

FEB 62 IV HEMPHILL, JOHN K. MCCUNVILLE, CAROLYN

B.1

REPT. NO. RB 62 3

CONTRACT: NONR295900

UNCLASSIFIED REPORT

DESCRIPTORS: GROUP DYNAMICS, REASONING (U)

THE EFFECTS OF SETS TOWARD THE CHARACTERISTICS OF HIS PARTNER UPON THE ACTOR'S SUBSEQUENT BEHAVIOR WHEN HE IS INVOLVED IN A GROUP PROBLEM-SOLVING SITUATION WERE EXPLORED. TWO SETS WERE CREATED: ONE IN WHICH THE SUBJECT BELIEVED HE WAS INTERACTING WITH A 'HUMAN' AS PARTNER, AND ANOTHER WITH A 'MACHINE' AS PARTNER. THE HYPOTHESIS TESTED WAS THAT THE INDIVIDUAL WILL APPROACH THE TASK IN THE SAME MANNER REGARDLESS OF DIFFERENCES IN THESE SETS TOWARD THE ORIGIN OF THE RESPONSE TO HIS ACTS. TWELVE PAIRS OF MEN AND 12 PAIRS OF WOMEN WERE RUN SEPARATELY UNDER EACH CONDITION. THE TASKS WERE IDENTICAL FOR ALL SUBJECTS: TO ACHIEVE A 'GOAL' BY SETTING IN A 5 X 5 ELECTRICAL PLUG BOARD IN A MINUTE 100% OF MOVES. DATA RELATING TO THE FOLLOWING WERE ANALYZED: EFFECTIVENESS OF TASK SOLUTION, ATTITUDES TOWARD THE TASK, THE SUBJECT'S ACTS, AND THE RESPONSES TO HIS ACTS; PREDICTION OF THE 'OTHER'S' BEHAVIOR; AND PATTERNS OF ACTS AND RESPONSES. THE PANELS OF DATA RELATING TO EFFECTIVENESS, PREDICTION, AND PATTERNS SHOWED NO DIFFERENCE FOR THE SUBJECTS UNDER THE TWO CONDITIONS. THE ATTITUDINAL MEASURE SHOWED THAT THOSE SUBJECTS WORKING UNDER THE 'HUMAN' CONDITIONS REGARDED THEIR PARTNERS AS MORE CONFUSED THAN DID THOSE WORKING UNDER THE 'MACHINE' CONDITION. ALTHOUGH THE RESULTS OF THIS EXPERIMENT CANNOT BE GENERALIZED, THEY INDICATE THE EXISTENCE OF COMPONENTS IN SUCH TASKS THAT ARE NOT DEPENDENT ON SOCIAL CHARACTERISTICS THAT HAVE BEEN COMMONLY STUDIED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-284 932

QUARTERMASTER FOOD AND CONTAINER INST FOR THE ARMED FORCES
CHICAGO ILL

HUNGER IN GROUPS: AN ARCTIC EXPERIMENT (U)
IV SCATON, RICHARD W. I

UNCLASSIFIED REPORT

DESCRIPTORS: *APPETITE, *GROUP DYNAMICS, MILITARY
PSYCHOLOGY, MILITARY RATIONS, POLAR REGIONS, SENSORY
DEPRIVATION, STRESS (PHYSIOLOGY), STRESS (PSYCHOLOGY) (U)
IDENTIFIERS: GREENLAND, STARVATION (U)

A TEST OF UNDERFEEDING IN THE ARCTIC DURING THE
SUMMER OF 1960 IS PRESENTED. THE EXPERIMENT USED
TWO REPLICATED CYCLES, EACH CONSISTING OF A FIVE-DAY
CONTROL PHASE FOLLOWED BY TWO FIVEDAY EXPERIMENTAL
PHASES DURING WHICH SUBJECTS TREKKED OVER THE
GREENLAND ICECAP MAN-HAULING SLEDS. VARIABLES
INCLUDED EIGHT SUB-GROUPS PAIRED INTO FIVE-MAN TEAMS,
TWO FEEDING CONDITIONS, AND TWO WORK CONDITIONS.
RELIABLE CONFIRMATION OF PREVIOUS REPORTS WAS
PROVIDED FOR SOME PHENOMENOLOGICAL EFFECTS: E.G.,
WEAKNESS, SENSITIVITY TO MINOR TASK INCREMENTS, AND
CONCERN ABOUT HEALTH AND HYGIENE. ALLEGED
SENSITIVITY TO COLD WAS UNCONFIRMED, AND SEXUALITY
APPEARED TO BE A CONCOMITANT OF THE GENERAL STRESS
SITUATION RATHER THAN A SPECIFIC CORRELATE OF HUNGER.
THAT TIME PASSES MORE SLOWLY FOR HUNGRY MEN ALSO
WAS NOT SUPPORTED BY SUBJECTS' REPORTS. SOCIAL
EFFECTS OF HUNGER ON GROUPS INCLUDED REDUCED TALK AND
HUMOR, AND INCREASED COMPLAINING ABOUT MINOR STRAINS.
CONTRAST BETWEEN EFFECTS OF EXTERNAL DEMAND STRESS
AND HUNGER DEPRIVATION STRESS WAS NOTABLE. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-285 318

WASHINGTON UNIV ST LOUIS MO

STRUCTURAL FACTORS AND INDIVIDUAL NEEDS IN GROUP
BEHAVIOR

(U)

NOV 62 IV

DECHARMS, RICHARD; HAMBLIN, ROBERT L.

CONTRACT: NONR 81611

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MOTIVATION

(U)

ANNUAL REPORT FROM THE SMALL GROUPS RESEARCH CENTER.
STRUCTURAL FACTORS AND INDIVIDUAL NEEDS IN GROUP
BEHAVIOR.

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHKID

AD-286 491

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO

CALIF

ANALYSIS OF ADJUSTMENT DIMENSIONS IN SMALL CONFINED
GROUPS

MAR 62

IV

NELSON, PAUL D. IGUNDERSON, E.K. ERIC

(U)

REPT. NO. 62 3

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PSYCHOLOGY,
*NAVAL PERSONNEL, ADJUSTMENT (PSYCHOLOGY), POLAR

REGIONS, PSYCHOMETRICS, SOCIOMETRICS

(U)

IDENTIFIERS: DEEP FREEZE OPERATION, SMALL GROUPS,

ANTARCTIC REGIONS, CONFINED ENVIRONMENTS,

COMPATIBILITY, PERFORMANCE (HUMAN)

(U)

PERSONAL ADJUSTMENT TO AN ANTARCTIC ENVIRONMENT
IS STUDIED. RESULTS SUGGEST AN IMPORTANT NOTION
ABOUT ADJUSTMENT IN SMALL CONFINED LIVING GROUPS SUCH
AS THOSE IN THE ANTARCTIC. COMPATIBILITY IS AT
LEAST AS IMPORTANT AS JOB PERFORMANCE IN THE EYES OF
BOTH LEADERS AND PEERS. THIS FINDING SUGGESTS THAT
DOING ONE'S JOB WELL MAY BE A NECESSARY BUT NOT
SUFFICIENT QUALITY FOR GOOD OVERALL ADJUSTMENT IN
THIS ENVIRONMENT. WHILE THERE MAY BE DIFFERENCES
DEPENDING UPON THE OCCUPATION TO WHICH ONE REFERS, IT
MIGHT BE THAT THERE IS GREATER TOLERANCE OF LESS
ADEQUATE JOB PERFORMANCE FOR PERSONS WHO ARE
PERSONALLY WELL-RECEIVED BY OTHER GROUP MEMBERS THAN
FOR PERSONS NOT SO WELL-RECEIVED. SINCE RATINGS OF
JOB PERFORMANCE AND SOCIAL ADJUSTMENT ARE POSITIVELY
CORRELATED IN THE RESULTS, IT IS SPECULATED THAT
WILLINGNESS TO WORK IS MORE CRITICAL THAN SHEER
PROFICIENCY OF WORK. IN ANY CASE, THE FACT THAT
COMPATIBILITY IS SO IMPORTANT POSES A CHALLENGE FOR
THOSE WHO ARE CHARGED WITH THE RESPONSIBILITY OF
SELECTING AND GROUPING PERSONNEL FOR SMALL
ANTARCTIC STATIONS. CONSIDERATION OF INDIVIDUAL
PERSONALITIES AND GROUP COMPOSITION BECOMES AN
APPARENT NEED IN THE SELECTION AND ASSIGNMENT
PROCESS. (AUTHOR)

(U)

UNCLASSIFIED

DEC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-286 47J

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

HUMAN ADAPTATION TO ANTARCTIC STATION LIFE (U)

JUN 62 IV NELSON, PAUL D. I

REPT. NO. 62 12

UNCLASSIFIED REPORT

DESCRIPTORS: ADJUSTMENT (PSYCHOLOGY), ATTITUDES,
CORRELATION TECHNIQUES, ECOLOGY, EFFECTIVENESS,
EMOTIONS, GROUP DYNAMICS (U)

ADAPTATION TO THE DEMANDS OF AN ANTARCTIC STATION
LIFE IS CONSIDERED IN TERMS OF AN ONGOING PROCESS OF
EMOTIONAL, WORK, AND SOCIAL ADJUSTMENT. RESEARCH
EFFORTS WERE DIRECTED TOWARDS DEVELOPING MEANINGFUL
AND RELIABLE MEASURES OF SUCH ADAPTATION FOR THE
PURPOSE OF COMPARING INDIVIDUALS AND STATION GROUPS.
EFFORT IS YET NEEDED IN MEASURING ADAPTATION AS A
PROCESS RATHER THAN AS AN END STATE, AND GREATER
EFFORTS WILL BE REQUIRED IN FUTURE STUDIES OF
CORRELATES OF ADAPTATION. THE DEMOGRAPHIC AND
PERSONALITY ATTRIBUTES OF STATION MEMBERS, THE
SPECIFIC WORK ROLES OF INDIVIDUALS, THE GROUP
STRUCTURE, AND THE DEMANDS OF THE PHYSICAL
ENVIRONMENT MUST BE CONSIDERED RELATIVE TO ONE
ANOTHER OVER TIME BEFORE A MORE THOROUGH
UNDERSTANDING OF HUMAN ADAPTATION WILL BE ACHIEVED.
(AUTHOR) (U)

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD 286 494

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

LEADERSHIP IN SMALL ISOLATED GROUPS

(U)

DEC 62

IV

NELSON, PAUL D. I

REPT. NO. 62 13

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, ATTITUDES, BEHAVIOR,
CLIMATOLOGY, CORRELATION TECHNIQUES, GROUP DYNAMICS,
PSYCHOLOGY, SEPARATION

(U)

BEHAVIORAL CHARACTERISTICS STUDIES ASSOCIATED WITH
LEADER ESTEEM WERE CONDUCTED WITH A SAMPLE OF TEN
DESIGNATED LEADERS FROM SMALL ANTARCTIC STATIONS.
SUPPORTING THE RESULTS OBTAINED IN OTHER STUDIES OF
LEADERSHIP IN SMALL, PRIMARY, LIVING-WORKING GROUPS
UNDER CONFINING AND ISOLATED CONDITIONS, ESTEEMED
LEADERSHIP WAS FOUND TO BE A CORRELATE OF A
RELATIVELY DEMOCRATIC LEADERSHIP ORIENTATION, A
LEADERSHIP STYLE CHARACTERIZED BY LEADER
PARTICIPATION WITH THE MEN, BY A PERSONAL MAN-TO-MAN
RELATIONSHIP BETWEEN LEADER AND MEN, AND BY A LEADER
WHO RESPECTS AND SEEKS THE OPINIONS OF HIS MEN IN
MATTERS WHICH DIRECTLY CONCERN THEM. THE PRECEDING
STYLE OF LEADERSHIP IS MOST EFFECTIVE IN THE SMALL
STATION SETTING FOR THE FOLLOWING REASONS: FIRST,
IT FACILITATES A PSYCHOLOGICAL DISTANCE BETWEEN
LEADER AND MEN WHICH IS COMPATIBLE WITH THE PHYSICAL
AND STATUS DISTANCES PRESCRIBED BY THE GROUP
SITUATION. SECONDLY, IT SEEMS LIKELY TO RESULT IN
DECISIONS WHICH ARE SUPPORTED PERSONALLY BY THE MEN
AND DECISIONS WHICH ARE BASED UPON THE BEST
INFORMATION POSSIBLE UNDER THE CIRCUMSTANCES.

(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-286 51A

TEXAS CHRISTIAN UNIV FORT WORTH

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. CRITICAL REVIEW. III. ENVIRONMENTAL STRESS
AND BEHAVIOR ECOLOGY (U)

JUN 62 IV BRAUN, J.R.; SELLS, S.B. I

REPT. NO. TUR62 33

CONTRACT: AF41 657 323

UNCLASSIFIED REPORT

DESCRIPTORS: ECOLOGY, MEDICAL RESEARCH, STRESS
(PSYCHOLOGY), BEHAVIOR, EFFECTIVENESS, EXPOSURE, GROUP
DYNAMICS, MILITARY PSYCHOLOGY, MOTIVATION, MOTOR
REACTIONS, PHYSOSTIGMINE, POLAR REGIONS, SEPARATION (U)

IDENTIFIERS: SMALL GROUPS,
PERFORMANCE(HUMAN), CONFINED ENVIRONMENTS (M)

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. ENVIRONMENTAL STRESS AND BEHAVIOR ECOLOGY.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-286 517

TEXAS CHRISTIAN UNIV FORT WORTH

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. CRITICAL REVIEW IV. SELECTION.

INDOCTRINATION, AND TRAINING FOR ARCTIC REMOTE DUTY (U)
JUN 62 IV SELLS, S.M.I

REPT. NO. TOR62 34

CONTRACT: AF41 657 323

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PSYCHOLOGY,
ADJUSTMENT (PSYCHOLOGY), IDENTIFICATION, MILITARY
TRAINING, PERSONALITY TESTS, SELECTION, STRESS
(PSYCHOLOGY) (U)

IDENTIFIERS: ALASKA, SMALL GROUPS,
PERFORMANCE (HUMAN), CONFINED ENVIRONMENTS (U)

SELECTION, INDOCTRINATION, AND TRAINING FOR ARCTIC REMOTE
DUTY. REDUCTION OF STRESS AT AC AND W SITES IN ALASKA. 28
REFERENCES.

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-206 510

TEXAS CHRISTIAN UNIV FORT WORTH
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS. CRITICAL REVIEW V. PSYCHOLOGICAL PRINCIPLES
OF MANAGEMENT AND LEADERSHIP (U)
JUN 62 43P SELLS, S.B.:1

REPT. NO. TM62 35

CONTACT: AF41 657 323

PROJ: 8643-11

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LEADERSHIP,
*MANAGEMENT ENGINEERING, *MILITARY PSYCHOLOGY, *STRESS
(PSYCHOLOGY), EFFECTIVENESS, PRODUCTION (U)
IDENTIFIERS: SMALL GROUPS, ALASKA,
PERFORMANCE (HUMAN), CONFINED ENVIRONMENTS (U)

A CRITICAL DISCUSSION AND INTERPRETATION OF
PRINCIPLES OF LEADERSHIP AND MANAGEMENT WITH
PARTICULAR REFERENCE TO THE PROBLEMS OF ACORN SITES
IN ALASKA IS PRESENTED, WHICH IS BASED ON A REVIEW
OF SCIENTIFIC RESEARCH IN THE FIELDS OF PSYCHOLOGY,
SOCIOLOGY AND MANAGEMENT SCIENCE. PRIMARILY, THE
MAJOR TOPICS COVERED INCLUDE RELATIONS OF MANAGEMENT
AND LEADERSHIP; GROUP-CENTERED VS. PRODUCTION-
CENTERED MANAGEMENT; ORGANIZATIONAL RELATIONS;
ORGANIZATIONAL CONTROL; AND LEADERSHIP IN FORMAL
ORGANIZATIONS. SELECTED REFERENCES ARE CITED AND
REFERENCE IS MADE TO AN ANNOTATED BIBLIOGRAPHY
CONTAINING ABSTRACTS OF SIGNIFICANT STUDIES: AAL
REPORTS 61-10 TO 61-24, INCL. (AUTHOR) (U)

UNCLASSIFIED

/DMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-267 636

OF THE STATE UNIV RESEARCH FOUNDATION COLUMBUS
INDUCED COLLABORATION IN SOME NON-ZERO GAMES

(U)

DEC 62 IV SCODEL, ALVINI
CONTRACT: AF49 638 317

UNCLASSIFIED REPORT

DESCRIPTORS: *GAME THEORY, *GROUP DYNAMICS, BEHAVIOR,
FEAR, TEST METHODS (U)

THREE KINDS OF 2-PERSON NON-ZERO-SUM GAMES WERE
UTILIZED IN THIS STUDY. TWO OF THE GAMES EMPLOYED
A MATRIX IN WHICH THE COMPETITIVE STRATEGY DID NOT
DOMINATE IN A FORMAL SENSE WHEREAS THE THIRD INVOLVED
A MATRIX OF THE DILEMMA VARIETY IN WHICH THE
COMPETITIVE STRATEGY DID DOMINATE. IN NEITHER OF
THE FIRST 2 GAMES WAS THERE ANY DIFFERENCE IN THE
SUBJECTS' COLLABORATIVE BEHAVIOR FOR THE 2
EXPERIMENTAL CONDITIONS. REGARDLESS OF CONDITION,
HOWEVER, SUBJECTS IN THESE GAMES MANIFESTED MORE
COLLABORATION THAN WAS TRUE OF GAMES OF IDENTICAL
MATRICES WHERE PAIRS OF SUBJECTS SELECTED THEIR OWN
STRATEGIES. IN THE DILEMMA GAME, THERE WAS A
PRONOUNCED DIFFERENCE BETWEEN SUBJECTS UNDER THE 2
CONDITIONS - ABOUT HALF OF THE SUBJECTS EXPOSED TO
THE INITIALLY COMPETITIVE STODGE MANIFESTED
COLLABORATION IN CONTRAST TO AN ALMOST COMPLETE
ABSENCE OF SUCH BEHAVIOR IN THOSE SUBJECTS WHO PLAYED
WITH A COLLABORATIVE STODGE. THE LATTER GROUP
PLAYED MUCH LIKE SUBJECTS PLAYING THE SAME GAME WITH
OTHER SUBJECTS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-268 687

TEXAS CHRISTIAN UNIV FORT WORTH
MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS - CRITICAL REVIEW. 1. INFORMAL, NATURAL
GROUPS: DEVELOPMENT, STRUCTURE, AND FUNCTION (U)
JUN 62 IV SELLS, S.B.:
REPT. NO. TDH62 31
CONTRACT: AF41 657 323

UNCLASSIFIED REPORT

DESCRIPTORS: GROUP DYNAMICS, MILITARY PSYCHOLOGY,
ARMED FORCES OPERATIONS, ATTITUDES, DESIGN,
LEADERSHIP, MOTIVATION (U)
IDENTIFIERS: SMALL GROUPS, CONFINED
ENVIRONMENTS (M)

THE PRINCIPLES OF GROUP DEVELOPMENT, FORMATION OF
GROUP STRUCTURE, AND FUNCTIONING OF INFORMAL, NATURAL
GROUPS AS A BACKGROUND AND CONTEXT FOR THE STUDY OF
THE BEHAVIOR OF FORMAL ORGANIZATIONS ARE REVIEWED.
IT IS THE FIRST OF FIVE LITERATURE REVIEWS OF
SCIENTIFIC INVESTIGATIONS OF GROUP BEHAVIOR,
ISOLATION, AND STRESS, FOCUSED ON THE PROBLEMS OF
ORGANIZATION, MANAGEMENT, SUPERVISION, AND HUMAN
RELATIONS AT ACOM SITES IN THE ALASKAN AIR
COMMAND. EMPHASIS IS PLACED HERE ON THE BASIC
PROCESSES OF GROUP FORMATION, DEVELOPMENT OF GROUP
STRUCTURE, SOCIAL POWER (AND LEADERSHIP),
COMMUNICATION OF INFORMATION, AND GROUP NORMS AS
REGULATORS OF BEHAVIOR. IMPLICATIONS FOR MILITARY
COMMANDERS ARE DISCUSSED FROM THE VIEW-POINT THAT THE
MILITARY COMMANDER, AT EVERY LEVEL, IS AN APPOINTED
LEADER AND MUST EXPLOIT PRINCIPLES OF HUMAN BEHAVIOR
EFFECTIVELY IN ORDER FULLY TO REALIZE HIS ROLE AND
ACCOMPLISH HIS MISSION. (AUTHOR) (U)

UNCLASSIFIED

GDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-288 638

TEXAS CHRISTIAN UNIV FORT WORTH

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND
STRESS - CRITICAL REVIEW. II. DIMENSIONS OF GROUP

BEHAVIOR

(U)

JUN 62

IV

SELLS, S.B. I

REPT. NO. TOR 62 32

CONTRACT: AF41 657 323

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PSYCHOLOGY,
ARMED FORCES OPERATIONS, CONTROL, DESIGN, FACTOR

ANALYSIS, MANAGEMENT ENGINEERING

(U)

IDENTIFIERS: SMALL GROUPS, CONFINED

ENVIRONMENTS

(M)

THE SECOND OF FIVE REVIEWS OF PSYCHOLOGICAL AND
SOCIOLOGICAL LITERATURE BEARING ON GROUP BEHAVIOR
PROBLEMS OF AC-W SITES IN ALASKA IS PRESENTED.
FOURTEEN BASIC DIMENSIONS OF GROUPS, DESCRIBED BY
HEMPHILL, ARE DISCUSSED IN TERMS OF THEIR EFFECTS
ON GROUP BEHAVIOR, WITH PARTICULAR REFERENCE TO AC-W
SITE PROBLEMS. THE RESULTS OF A FACTOR
ANALYSIS, BASED ON 100 CIVILIAN ORGANIZATIONS,
WHICH ARRAYS THE 14 DIMENSIONS ACCORDING TO THREE
FACTORS - BEHAVIOR REGULATION APPEARING AS SOCIAL
STRUCTURE, EFFECTIVE GROUP EFFORT, AND PRIMARY
PERSONAL INTERACTION - ARE PRESENTED AND INTERPRETED.
(AUTHOR)

(U)

77

UNCLASSIFIED

/DHK10

UNCLASSIFIED

DDI REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-269 509

STANFORD UNIV CALIF

PERCEPTION OF LEADERSHIP IN SMALL GROUPS

(U)

IV

MARRELL, THOMAS W.:

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *LEADERSHIP, CODING, GROUP
DYNAMICS, PERCEPTION, PSYCHOLOGY, SOCIOMETRICS

(U)

THE FIRST PHASE OF THE STUDY CONSISTS OF A SESSION FOR THE PURPOSE OF TRAINING OBSERVERS IN CODING SKILLS, AND FOR DEVELOPING THEIR SENSITIVITY TO CONFERENCE BEHAVIOR. THIS SESSION CONSISTS OF A DISCUSSION ON OBJECTIVES AND METHODOLOGY, THEN A PRACTICE SESSION IN OBSERVING AND CODING A GROUP DISCUSSION. THE SECOND SESSION IS A MULTIPLE-GROUP SESSION IN WHICH SUBJECTS ARE DIVIDED INTO FIVE-MAN GROUPS. EACH GROUP IS ASSIGNED TWO OR MORE OBSERVER-CODERS, AND EACH GROUP THEN ENGAGES IN A "LEADERLESS DISCUSSION" OF A HUMAN RELATIONS CASE PROBLEM. THE BEHAVIOR OF EACH PARTICIPANT IN EACH GROUP IS CODED BY OBSERVERS. AT THE CONCLUSION OF THE MULTIPLE-GROUP SESSIONS, EACH PARTICIPANT IS ASKED TO RATE THE CONTRIBUTION OF EACH OF THE MEMBERS OF HIS DISCUSSION GROUP ON A QUESTIONNAIRE FORM. THE FORM IS ATTACHED AS AN APPENDIX TO THIS REPORT.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-264 800

GEORGIA UNIV ATHENS

AN EMPIRICAL INVESTIGATION OF SOME HYPOTHESES TAKEN
FROM THE LONELY CROWD (U)

AUG 62

IV

ALEWINE, JIMMIE RAY

CONTRACT: AF49 6JA 804

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTITUDES, *CHILDREN, *GROUP DYNAMICS,
*PERSONALITY, REARING, SOCIOLOGY (U)

CERTAIN HYPOTHESES WHICH WERE DERIVED FROM THE LONELY CROWD WERE EMPIRICALLY TESTED. THE HYPOTHESES WERE DIVIDED INTO TWO GROUPS: GROUP I CONTAINS FIVE HYPOTHESES CONCERNING CHILDHOOD SOCIALIZATION EXPERIENCES: THE INNER-DIRECTED PERSON IS MORE LIKELY TO HAVE BEEN REARED TO BE MORE SELF-RELIANT, MORE INTERESTED IN THRIFT, MORE AMBITIOUS, MORE INTERESTED IN WORK, AND REARED BY STRICTER PARENTS THAN THE OTHER-DIRECTED PERSON. THE FOUR HYPOTHESES OF GROUP II CONCERNING DEMOGRAPHIC FACTORS WERE: THE OLDER PEOPLE TODAY ARE MORE LIKELY TO BE INNER-DIRECTED; INNER-DIRECTED PEOPLE WERE MORE LIKELY TO HAVE BEEN REARED IN RURAL AND SMALL TOWN AREAS THAN OTHER-DIRECTED PEOPLE; THE FATHERS OF INNER-DIRECTED RESPONDENTS ARE LIKELY TO HAVE HAD LESS FORMAL EDUCATION THAN FATHERS OF OTHER-DIRECTED RESPONDENTS; AND THE FATHERS OF INNER-DIRECTED RESPONDENTS WERE MORE LIKELY TO HAVE BEEN SELF-EMPLOYED THAN THE FATHERS OF OTHER-DIRECTED RESPONDENTS. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-291 424

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

THE EFFECT OF PARTICIPATORY AND SUPERVISORY

LEADERSHIP ON GROUP CREATIVITY

(U)

NOV 62 IV

ANDERSON, LYNN R.; FIEDLER, FRED E.;

REPT. NO. TH7

CONTRACT: NONR, 83436

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LEADERSHIP,
*PSYCHOLOGY

(U)

TWO (2) TYPES OF LEADERSHIP CONDITIONS, AND THEIR INFLUENCE
ON GROUP CREATIVITY.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-291 620

ILLINOIS UNIV URBANA

GROUP AND ORGANIZATIONAL FACTORS INFLUENCING
CREATIVITY

(U)

OCT 62 IV
M. ITRIANDIS, HARRY C. I

FIEDLER, FRED E. ISTOLURON, LAWRENCE

CONTRACT: NONR183436

UNCLASSIFIED REPORT

DESCRIPTORS: •ATTITUDES, •GROUP DYNAMICS,
•LEADERSHIP, •PSYCHOLOGY, •REASONING, BEHAVIOR, MAN,
PERSONALITY, STRESS (PSYCHOLOGY) (U)

THIS PROJECT INVESTIGATES VARIOUS TRAINING, GROUP-
STRUCTURAL, AND LEADER VARIABLES WHICH AFFECT
TEAMWORK IN TASKS REQUIRING CREATIVITY. ALTHOUGH A
VARIETY OF GROUP SITUATIONS ARE INVESTIGATED, THE
MAJOR EMPHASIS IS ON THE STUDY OF THE TYPE OF TEAM
PROCESSES INVOLVED IN RESEARCH AND DEVELOPMENT WORK.
THE FIRST SUB-PROJECT DEALS WITH METHODOLOGICAL
PROBLEMS RELATED TO CRITERION DEVELOPMENT, AND WITH
TRAINING AND TASK FACTORS WHICH INFLUENCE INDIVIDUAL
AND GROUP CREATIVITY. THE SECOND INVESTIGATES
COMPOSITIONAL FACTORS WHICH DETERMINE THE
EFFECTIVENESS OF INDIVIDUALS IN GROUPS. THE THIRD
IS CONCERNED WITH LEADERSHIP FACTORS, SUCH AS THE
LEADER'S PERCEPTIONS AND ATTITUDES, AND THEIR EFFECT
ON GROUP PERFORMANCE UNDER VARIOUS CONDITIONS, SUCH
AS INTRA-GROUP CONFLICT OR EXTERNAL STRESS.
(AUTHOR)

..47600314) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-291 8/4

PITTSBURGH UNIV PA

BEHAVIOR IN GROUPS. TEST OF A PROPOSED THEORY OF
LEADERSHIP

(U)

IV BASS, BERNARD M. I

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *LEADERSHIP, ANALYSIS,
ATTITUDES, INDUSTRIAL PSYCHOLOGY, PSYCHOMETRICS (U)

FOUR AREAS OF RESEARCH DURING 1961-62 ARE BRIEFLY
OUTLINED. FIRST, A SERIES OF STUDIES WERE ACCEPTED
FOR PUBLICATION AND OTHERS WERE COMPLETED RELATING
ORIENTATION TO A VARIETY OF INTERPERSONAL EFFECTS.
SECOND, FURTHER WORK WAS REPORTED ON THE SIMULATION
OF MANUFACTURING ORGANIZATIONS. THIRD, SEVERAL
STUDIES WERE BEGUN EXAMINING THE ATTITUDES AND
BEHAVIOR OF THE MAN-IN-THE-MIDDLE--ANY MAN IN THE
ORGANIZATION WITH A BOSS AND SUBORDINATES. FOURTH,
SEVERAL REPORTS OF RESEARCH TESTING SELECTED
HYPOTHESES DRAWN FROM THE PROPOSED THEORY OF
LEADERSHIP WERE PUBLISHED OR ACCEPTED FOR PUBLICATION
ALONG WITH SOME APPLIED ANALYSES (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-292 105

HAWAII UNIV HONOLULU

POWER, STRATEGY, AND THE FORMATION OF COALITIONS IN
TRIADS UNDER FOUR INCENTIVE CONDITIONS (U)

OCT 62 IV VINACKE, W. EDGAR

REPT. NO. TR1

CONTRACT: NONR374802

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *GROUP DYNAMICS, ACHIEVEMENT
TESTS, ADJUSTMENT (PSYCHOLOGY), EFFECTIVENESS,
MEASUREMENT, REACTION (PSYCHOLOGY), REASONING (U)

A SIMPLE COMPETITIVE BOARD GAME WAS USED TO
DETERMINE THE CHARACTERISTICS OF STRATEGY MANIFESTED
BY THREE-PERSON GROUPS. INTRA-MEMBER RELATIONSHIPS
IN RELATIVE POWER WERE VARIED BY THE DRAWING OF
WEIGHTS TO ESTABLISH CONDITIONS IN WHICH THE THREE
PLAYERS WERE ALL-EQUAL, ONE OR TWO MEMBERS WERE
STRONGER BUT WHEN ANY TWO EXCEEDED THE THIRD IN
STRENGTH, AND ONE MEMBER WAS ALL-POWERFUL. SIX OF
THESE PATTERNS WERE ADOPTED, IN THREE SUCCESSIVE
SERIES, MAKING 18 GAMES FOR EACH GROUP. DATA WERE
COLLECTED FROM 30 GROUPS OF EACH SEX, PLAYING UNDER
ONE OF FOUR INCENTIVES, NAMELY, GAME-BY-GAME SCORING,
CUMULATIVE SCORING, DELAYED PAYOFF MONETARY REWARD,
AND IMMEDIATE PAYOFF MONETARY REWARD. INTER-SEX
AND INTER-INCENTIVE COMPARISONS WERE MADE IN TERMS OF
KIND AND INCIDENCE OF COALITIONS, DEALS REACHED,
AMOUNT AND CHARACTER OF BARGAINING, AND A NUMBER OF
MANIFESTATIONS OF STRATEGY. RESULTS INDICATE THAT
THE GENERAL STYLE OF PLAY IS SIMILAR UNDER ALL
INCENTIVES, WITH CERTAIN SPECIFIC VARIATIONS PRODUCED
BY THE SPECIAL PROBLEMS POSED BY THE INCENTIVE
CONDITION. THE MOST STRIKING BEHAVIOR IS ASSOCIATED
WITH DIFFERENCES BETWEEN EXPLOITATIVE (MASCULINE)
AND ACCOMMODATIVE (FEMININE) STRATEGY.
(AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-243 247

CALIFORNIA UNIV LOS ANGELES

DYNAMICS OF SOCIAL INFLUENCE

DEC 62

IV

RAVEN, BENTHAM H. SEARS, DAVID O. I

(U)

CONTRACT: NONN23354

UNCLASSIFIED REPORT

DESCRIPTORS: *DECISION MAKING, *LEADERSHIP,
*SOCIOLOGY, *SOCIOMETRICS, ATTITUDES, BEHAVIOR,
DETERMINATION, EFFECTIVENESS, GROUP DYNAMICS,
MEASUREMENT, PROPAGANDA, PSYCHOMOTOR TESTS, PUBLIC
OPINION, REPORTS

(U)

SOCIAL INFLUENCES ON SMALL GROUP BEHAVIOR.
LEADERSHIP, JUDGMENT, AND PROPAGANDA.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-295 487

HARVARD MEDICAL SCHOOL BOSTON MASS

SOCIAL ISOLATION AND SOCIAL INTERACTION: A BEHAVIORAL
AND PHYSIOLOGICAL COMPARISON (U)

JAN 63 IV SHAPIRO, DAVID; LEIDENHAN, HERBERT;
MORNINGSTAR, MONA E.;

REPT. NO. TRS

CONTRACT: NONR186643

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *SOCIOMETRICS,
ADJUSTMENT (PSYCHOLOGY), BEHAVIOR, CONFINEMENT,
GALVANIC SKIN RESPONSE, PHYSIOLOGY, REACTION
(PSYCHOLOGY), SENSORY DEPRIVATION (U)

EVALUATION OF THE EFFECTS OF THE PRESENCE OR ABSENCE
OF SOCIAL STIMULI BY COMPARING THE RESPONSES OF THE SAME
INDIVIDUALS IN ISOLATION AND INTERACTION
SITUATIONS.

UNCLASSIFIED

DIC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-295 400

HARVARD MEDICAL SCHOOL BOSTON MASS

SOME FACTORS AFFECTING DISAGREEMENT IN A SMALL
GROUP

(U)

JAN 63 IV SHAPIRO, DAVID; MORNINGSTAN, MONA E. I
REPT. NO. TH6
CONTRACT: NUNH, 06643

UNCLASSIFIED REPORT

DESCRIPTORS: *DECISION MAKING, *GROUP DYNAMICS,
ANALYSIS OF VARIANCE, BEHAVIOR, EFFECTIVENESS,
POPULATION, SOCIOMETRICS, STIMULATION

(U)

SOME FACTORS AFFECTING DISAGREEMENT IN A SMALL GROUP.
SEVERAL STIMULI AND POPULATION VARIABLES ON THE RATE OF
DISAGREEMENT.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-296 227

PRINCETON UNIV N J

PERSONALITY STRUCTURE, GROUP COMPOSITION, AND GROUP
FUNCTIONING (U)

IV TUCKMAN, BRUCE W.;

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *GROUP DYNAMICS,
*PERSONALITY, DECISION MAKING, REASONING (U)

THE RELATION BETWEEN THE LEVEL OF COGNITIVE
ABSTRACTNESS OF THE MEMBERS OF GROUPS COMPOSED
HOMOGENEOUSLY AND THE BEHAVIORS OF SUCH GROUPS WERE
INVESTIGATED. IT WAS HYPOTHESIZED THAT DIFFERENCES
IN BEHAVIOR AND PERFORMANCE BETWEEN GROUPS OF
DIFFERENT COMPOSITION WERE PREDICTABLE ON THE BASIS
OF THE THEORY USED FOR CLASSIFYING INDIVIDUALS.
DISPOSITIONAL FACTORS WERE FOUND TO BE MAJOR
DETERMINANTS OF GROUP BEHAVIOR AND WORTHY OF
INTENSIVE STUDY. ON THE BASIS OF PREKNOWLEDGE OF
INDIVIDUAL PERSONALITY STRUCTURE, AND USING GROUPS
COMPOSED HOMOGENEOUSLY, A NUMBER OF GROUP BEHAVIORS
COULD BE PREDICTED QUITE ACCURATELY. GROUPS OF
DIFFERENT COMPOSITION WERE FOUND TO BEHAVE
DIFFERENTLY (SUCH DIFFERENCES BEING SYSTEMATIC),
AND THAT THE THEORY OF INDIVIDUAL PERSONALITY,
ORIGINATED BY HARVEY, HUNT, AND SCHRODER
(1961), YIELDS HIGHLY PREDICTIVE RESULTS.
ABSTRACTNESS OF INDIVIDUAL PERSONALITY STRUCTURE,
AND CONSEQUENT ABSTRACTNESS OF GROUP STRUCTURE,
APPEAR TO BE MEANINGFUL DIMENSIONS. (AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-296 814

INSTITUTE OF GROUP RELATIONS UNIV OF OKLAHOMA NORMAN
THEORETICAL AND RESEARCH REPORTS: VARIETIES OF SOCIAL
STIMULUS SITUATIONS (U)
DEC 61 IV SHERIF, MUZA FERISHERIF, CAROLYN B. I

UNCLASSIFIED REPORT

DESCRIPTORS: *PSYCHOLOGY, *SOCIOLOGY, *SOCIOMETRICS,
ACCEPTABILITY, ADJUSTMENT (PSYCHOLOGY), ATTITUDES,
BEHAVIOR, CULTURE, DECISION MAKING, GROUP DYNAMICS,
PERSONALITY, SOCIAL COMMUNICATION (U)

VARIETIES OF SOCIAL STIMULUS SITUATIONS.

88

UNCLASSIFIED

/0MK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-297 062

HAWAII: UNIV HONOLULU
STRATEGY IN A MASCULINE QUIZ GAME (U)
NOV 62 IV VINACKE, W. EDGAR; STANLEY, SUSAN
REPT. NO. TR2
CONTRACT: NONN374802

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *PROJECTIVE TECHNIQUES,
ANALYSIS OF VARIANCE, BEHAVIOR, GAME THEORY, MAN,
REACTION (PSYCHOLOGY), RECREATION, SEX (U)

AN ANALYSIS OF THE CHARACTER OF THE CONTENT OF QUIZ
GAMES ADMINISTERED TO BOTH MASCULINE AND FEMININE
INTERESTS IN DETERMINING STRATEGY EMPLOYED.

89

UNCLASSIFIED

/OHK10

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMX10

AD-297 378

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS LAB OF
AVIATION PSYCHOLOGY
TRAINING FOR PARTIAL-PANEL CONTROL SKILLS (U)

NOV 62 IV BRIGGS, GEORGE E. I

CONTRACT: N61339 M36

MONITOR: NTDC M36 2

UNCLASSIFIED REPORT

DESCRIPTORS: AVIATION PERSONNEL, DISPLAY SYSTEMS,
EFFECTIVENESS, ERRORS, GROUP DYNAMICS, LEARNING,
PERFORMANCE TESTS, TRAINING, TRAINING DEVICES (U)

A STUDY OF THE FEATURES INVOLVED IN A TRAINING PROGRAM
DESIGNED FOR DEVELOPING PERCEPTUAL MOTOR
SKILLS.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-297 522

CALIFORNIA UNIV LOS ANGELES

JAN 63 IV

REPT. NO. RP26

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *PROBABILITY,
*STATISTICAL DISTRIBUTIONS, *STATISTICAL TESTS,
BEHAVIOR, GROUPS (MATHEMATICS), REACTION (PSYCHOLOGY),
STATISTICAL ANALYSIS (U)

AN EXPERIMENTAL INVESTIGATION OF INDIVIDUAL CHOICE
BEHAVIOR IN CERTAIN SUGGESTED SITUATIONS.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-298 073

SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
COMPUTERS IN PROGRAMED INSTRUCTION AND EDUCATIONAL
DATA PROCESSING

(U)

JAN 63 24P COULSON, JOHN E.:
REPT. NO. SP 950

UNCLASSIFIED REPORT

DESCRIPTORS: *EDUCATION, *TEACHING MACHINES,
AUTOMATION, EFFECTIVENESS, GROUP DYNAMICS, JOB
ANALYSIS, PROGRAMMING (COMPUTERS), REACTION
(PSYCHOLOGY), TELEVISION DISPLAY SYSTEMS

(U)

AUTOMATED TEACHING PROGRAM TECHNIQUES AND AUTOMATED
FEEDBACK TO THE STUDENT CONCERNING HIS RESPONSES.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-298 747

NAVAL CIVIL ENGINEERING LAB PORT HUENEME CALIF
BEHAVIORAL RESEARCH AND ASSOCIATED STUDIES (U)
JAN 63 IV

UNCLASSIFIED REPORT

DESCRIPTORS: ANXIETY, ATTITUDES, BEHAVIOR,
BIBLIOGRAPHIES, DECISION MAKING, EDUCATION, GROUP
DYNAMICS, LEADERSHIP, LEARNING, MOTIVATION,
PSYCHOLOGY (U)

A BIBLIOGRAPHY ON BEHAVIORAL RESEARCH AND ASSOCIATED
STUDIES.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-249 448

ILLINOIS UNIV URBANA

INTERPERSONAL PERCEPTION AND THE PSYCHOLOGICAL
ADJUSTMENT OF GROUP MEMBERS

(U)

DEC 62 1V FIEDLER, FRED E. I

CONTRACT: DA49 193MD2060

UNCLASSIFIED REPORT

DESCRIPTORS: *ADJUSTMENT (PSYCHOLOGY), *GROUP
DYNAMICS, *PERSONALITY, PERCEPTION, PROJECTIVE
TECHNIQUES

(U)

INTERPERSONAL PERCEPTION AND THE PSYCHOLOGICAL
ADJUSTMENT OF GROUP MEMBERS.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-299 717

STANFORD UNIV CALIF

PERCEPTION OF LEADERSHIP IN SMALL GROUPS

(U)

IV

HARRELL, THOMAS W.; RICE, GEORGE M.

JR.; BURNHAM, LUCY

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS; LEADERSHIP; PERCEPTION;
PERSONALITY; PSYCHOMETRICS; SOCIOMETRICS (U)

PERCEPTION OF LEADERSHIP IN SMALL GROUPS.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-402 132

NATIONAL TRAINING LABS WASHINGTON D C
FACTORS PRODUCING DEFENSIVE BEHAVIOR WITHIN
GROUPS

(U)

DEC 62 IV GIBB, JACK R. I
CONTRACT: NONR308800

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *GROUP DYNAMICS, CHILDREN,
EDUCATION, INDUSTRIAL PSYCHOLOGY, THEORY

(U)

FACTORS PRODUCING DEFENSIVE BEHAVIOR WITHIN GROUPS.
THEORY PRODUCTION, EMPIRICAL RESEARCH, ENGINEERING
APPLICATIONS, AND METHODOLOGICAL THEORY.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-402 136

KANSAS UNIV LAWRENCE

A CONCEPTUAL AND MEASUREMENT MODEL FOR NORMS AND

ROLES

FEB 63

IV

JACKSON, JAY I

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *PSYCHOLOGY, ADJUSTMENT
(PSYCHOLOGY), BEHAVIOR, CULTURE, MODELS (SIMULATIONS),
PERSONALITY, SOCIOLOGY, STATISTICAL DISTRIBUTIONS,
THEORY (U)

A CONCEPTUAL AND MEASUREMENT MODEL FOR NORMS AND ROLES.

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-462 791

RASHINGTON UNIV ST LOUIS MO

AN EXPERIMENTAL STUDY OF THREE RESPONSE MODES IN
SOCIAL INFLUENCE SITUATIONS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.

FEB 63 JAP

MILLIS, RICHARD M.:

MOLLANUER, L.P.:

CONTRACT: NONR810 12

UNCLASSIFIED REPORT

DESCRIPTORS: BEHAVIOR, PERSONALITY, GROUP
DYNAMICS, STATISTICAL DISTRIBUTIONS, THEORY. (U)

IDENTIFIERS: CONFORMITY, SOCIAL PSYCHOLOGY. (U)

A TEST IS PROVIDED OF A CONCEPTUAL FRAMEWORK WHICH SPECIFIES THREE RESPONSE MODES IN A SOCIAL INFLUENCE SITUATION: CONFORMITY, INDEPENDENCE, AND ANTICONFORMITY. AN INDIVIDUAL CAN EXHIBIT, OVER THE COURSE OF SEVERAL TRIALS, ANY COMBINATION OF INDEPENDENCE OR NET CONFORMITY, I.E., CONFORMITY MINUS ANTICONFORMITY. THE OBJECT OF THIS EXPERIMENT WAS TO MANIPULATE SIMULTANEOUSLY A NUMBER OF INDEPENDENT VARIABLES SO AS TO ELICIT ONE OF THE THREE BASIC MODES OF REACTING FROM EACH OF THE THREE EXPERIMENTAL GROUPS. CONDITIONS FOR ONE GROUP WERE DESIGNED TO MAXIMIZE CONFORMITY, THOSE OF THE SECOND TO MAXIMIZE INDEPENDENCE, AND THOSE OF THE THIRD TO MAXIMIZE ANTICONFORMITY. THE PREDICTION THAT THESE REACTIONS CAN BE BROUGHT UNDER EXPERIMENTAL CONTROL AND CAN BE SUBSTANTIALLY AND DIFFERENTIALLY PRODUCED IN THE LABORATORY WAS CONFIRMED. DIFFERENCES AMONG EXPERIMENTAL GROUPS WERE SIZEABLE AS MEASURED EITHER BY OVER-ALL DIFFERENCES IN INDEPENDENCE AND NET CONFORMITY OR BY MOVEMENT SCORES. IN THE CASE OF THE CONDITION DESIGNED TO MAXIMIZE INDEPENDENCE BEHAVIOR, THE THEORETICAL LIMIT WAS CLOSELY APPROACHED. FOR THE CONFORMITY AND ANTICONFORMITY GROUPS, THE RESPECTIVE LIMITS WERE LESS CLOSELY APPROACHED, BUT MAGNITUDES OF MOVEMENT TOWARDS THESE LIMITS WERE LARGER THAN IN THE CASE OF THE INDEPENDENCE GROUP. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-702 892

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J
HOMEOSTASIS THEORY OF SMALL GROUPS VIII:
LONGITUDINAL STUDY.

(U)

JAN 63 72P INDIK, BERNARD P. I

TYLER, JOHN I

REPT. NO. TR-11

CONTRACT: NONR404 10

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS (ADJUSTMENT (PSYCHOLOGY))
FEMALES, SOCIAL COMMUNICATION, THEORY

(U)

A LONGITUDINAL STUDY OF SIX GROUPS OF FEMALES IS REPORTED. SIX HYPOTHESES DEVELOPED FROM A HOMEOSTATIC CONCEPTION OF SMALL GROUPS WERE STUDIED OVER TIME. AS EXPECTED, THE OUTCOME VARIABLES - ADAPTABILITY, GROUP NEED SATISFACTION (G.N.S.), AND FORMAL ACHIEVEMENT (F.A.) - MAINTAINED CONSIDERABLE STABILITY DURING PRE-DISTURBANCE GROUP SESSIONS. COMMUNICATIONS VARIABLES, HOWEVER, SHOWED SOME VOLATILITY PRIOR TO AND DURING BOTH THE INDUCED MINOR AND MAJOR DISTURBANCE. THE MINOR DISTURBANCES (ADDITION OF ANOTHER FEMALE OF THE SAME STATUS TO THE GROUP) TENDED TO CHANGE THE KINDS OF COMMUNICATION (PROPORTIONS OF DIALS GENERAL CATEGORIES OF COMMUNICATION) THAT OCCURRED IN THE GROUP MORE THAN THE COMMUNICATION ACTIVITY LEVEL OF THE GROUP, WHICH IN TURN TENDED TO BE MORE AFFECTED THAN THE PATTERN OF COMMUNICATION IN THE GROUP. SOME EVIDENCE OF HOMEOSTATIC READJUSTMENTS IN THESE VARIABLES IN POST-DISTURBANCE SESSIONS WAS FOUND, AS WELL AS SOME TENDENCY FOR THESE NEW LEVELS TO BE MAINTAINED IN SOME FIO CASES. IT IS ALSO CLEAR FROM THESE DATA THAT WHEN A MORE SEVERE DISTURBANCE OCCURRED (ENTRY OF A HIGHER STATUS PERSON INTO THE GROUP) GROUPS HIGH IN G.N.S. AND F.A. ADAPTED MORE ADEQUATELY TO THE MORE SEVERE DISTURBANCE THAN GROUPS THAT WERE MODERATE IN G.N.S. AND F.A., WHO IN TURN ADAPTED MORE ADEQUATELY THAN GROUPS THAT WERE LOW IN G.N.S. AND F.A. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 7UMK10

AD-403 913

PERSONNEL RESEARCH LAB LACKLAND AFB TEX

JAN: A TECHNIQUE FOR ANALYZING GROUP
JUDGMENT,

(U)

FEB 63

6P

CHRISTAL, RAYMOND E. J

PROJ: 7734

MONITOR: PRL TONK J

UNCLASSIFIED REPORT

DESCRIPTORS: REASONING, DECISION MAKING,
MATHEMATICAL PREDICTION, PSYCHOMETRICS,
CLASSIFICATION, SELECTION, JOB ANALYSIS,
GROUP DYNAMICS,

(U)

IDENTIFIERS: JAN (JUDGMENT ANALYSIS
TECHNIQUE).

(U)

THIS PAPER INDICATES HOW A TECHNIQUE WHICH CLUSTERS
CRITERIA IN TERMS OF THE HOMOGENEITY OF THEIR
PREDICTION EQUATIONS CAN BE USED TO IDENTIFY AND
DESCRIBE THE RATING POLICIES WITHIN A GROUP OR BOARD
OF JUDGES. THE TECHNIQUE MEASURES THE CONSISTENCY
OF RATINGS OBTAINED FROM INDIVIDUAL JUDGES, AND
INDICATES THE AMOUNT AND NATURE OF AGREEMENT BETWEEN
JUDGES OR GROUPS OF JUDGES. A PRACTICAL METHOD IS
SUGGESTED FOR HELPING A BOARD OR COMMITTEE TO REACH A
CONSENSUS CONCERNING HOW RELEVANT FACTORS SHALL BE
WEIGHTED IN FUTURE SITUATIONS SO AS TO CARRY OUT ITS
FINAL JOINT POLICY. EXAMPLES ARE GIVEN TO SHOW HOW
THE TECHNIQUE CAN BE USED TO DETERMINE THE
COMPOSITION OF A SERVICE SCHOOL SELECTION, TO
DETERMINE FACTOR WEIGHTS FOR A JOB EVALUATION PLAN,
AND TO DETERMINE HOW RELEVANT FACTORS SHOULD BE
COMBINED INTO A JOB-ORIENTED CRITERION COMPOSITE.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-404 212

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES

RESEARCH OFFICE

VIGILANCE PERFORMANCE AS A FUNCTION OF TASK AND

ENVIRONMENTAL VARIABLES,

(U)

DESCRIPTIVE NOTE: RESEARCH REPT.,

MAY 63 32P

BERGUM, BRUCE D.

LEHN, DONALD J.

REPT. NO. HUMHNO-RR-11

CONTRACT: DA-44-108-ARO-2

PROJ: 25024 701A712

UNCLASSIFIED REPORT

DESCRIPTORS: *ATTENTION, TEST METHODS, JOB

ANALYSIS, THEORY, TIME, MOTIVATION, VISUAL

SIGNALS, GROUP DYNAMICS, RADAR TRACKING,

EFFECTIVENESS.

(U)

FOURTEEN EXPERIMENTS WERE CONDUCTED TO COMPARE THE EFFECTS ON VIGILANCE OF PAIRED AND INDIVIDUAL

MONITORING, HIGH AND LOW SIGNAL RATES, REST PERIODS VERSUS CONTINUOUS MONITORING, KNOWLEDGE OF PRETEST

PERFORMANCE, PARTIAL AND COMPLETE KNOWLEDGE OF RESULTS OF MONITORING, MONETARY INCENTIVES,

KNOWLEDGE OF VIGIL LENGTH, SUPERVISION BY AN OFFICER, AND FALSE VISUAL AND AUDITORY SIGNALS.

SOME OF THE EXPERIMENTS COMBINED TWO OR MORE OF THESE VARIABLES; A FINAL STUDY COMPARED FOUR

COMBINATIONS OF THE THREE MOST EFFECTIVE VARIABLES.

THE THREE MOST EFFECTIVE VARIABLES WERE DETERMINED

TO BE MULTIPLE MONITORING, MONITORING WITH SPACED REST PERIODS, AND SUPERVISED MONITORING. IN

GENERAL, THE DATA TENDED STRONGLY TO SUPPORT A MOTIVATIONAL INTERPRETATION OF VIGILANCE. IN

SIMPLE TASKS, LEARNING APPEARS TO BE A TRIVIAL FACTOR AT BEST IN THE MAINTENANCE OF DETECTION PERFORMANCE.

THE RESULTS FOR THE OPTIMIZATION STUDY SUGGEST THAT SIGNIFICANTLY HIGH LEVELS OF PERFORMANCE CAN BE

MAINTAINED OVER FAIRLY EXTENDED TIME PERIODS, WITH CAREFUL SELECTION OF CONDITIONS. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-405 684

TEXAS CHRISTIAN UNIV FORT WORTH
INFORMATION PROCESSES IN INTERPERSONAL
RELATIONSHIPS,

(U)

APR 63 17P PALMER, GEORGE J. I

REPT. NO. TH7

CONTRACT: NUNH406700

PROJ: NM170 478

UNCLASSIFIED REPORT

DESCRIPTORS: PERCEPTION, PSYCHOMETRICS,
LEARNING, PROJECTIVE TECHNIQUES, PERSONALITY,
ATTITUDE TESTS, TEST METHODS, GROUP
DYNAMICS.

(U)

IN TRIAL STUDIES OF INTERPERSONAL RELATIONSHIPS
ASSOCIATED WITH INTERPERSONAL KNOWLEDGE, REAL
SIMILARITY, AND THE PSYCHOLOGICAL STRUCTURE OF
GROUPS, EACH MEMBER OF A GROUP COMPLETED MULTIPLE-
CHOICE, OBJECTIVE QUESTIONNAIRES ACCORDING TO HIS
BEST KNOWLEDGE OF EACH OTHER MEMBER, AND FOR HIMSELF
IN SELF-DESCRIPTION. ANALYSIS OF INTERPERSONAL
KNOWLEDGE AND SIMILARITY WHICH WERE OBTAINED FOR 36 3
TO 7-MAN STUDENT TEAMS IN MANAGEMENT GAMING
COMPETITION AND FOR THREE, 8 PATIENT
PSYCHOTHERAPEUTIC GROUPS IN A MENTAL HOSPITAL
RESULTED IN THESE CONCLUSIONS. INTERPERSONAL
RELATIONSHIPS IDENTIFIED IN INFORMATION AND
INTERPERSONAL LEARNING ARE MEASURABLE PROCESSES OF
ACQUISITION AND RELATIVE INTERPERSONAL
DISCRIMINATION, WHICH VARY POSITIVELY WITH DURATION
OF INTERACTION AND SIMILARITY, NEGATIVELY WITH SIZE
OF GROUP, AND DIFFERENTIALLY WITH CLASS OF
INFORMATION. (AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-407 175
MICHIGAN UNIV ANN ARBOR RESEARCH CENTER FOR GROUP
DYNAMICS
THE EFFECT OF APPARENT PERFORMANCE AND GROUP SUCCESS
ON CHANGES IN STATUS WITHIN A GROUP STRUCTURE, (U)
MAR 63 35P BURNSTEIN, EUGENE I
ZAJONC, ROBERT B.; TAYLOR, JAMES J.
REPT. NO. TR22
CONTRACT: NONR122434
PROJ: NM170 309

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS; PERFORMANCE (U)
TESTS; EFFECTIVENESS. (U)
IDENTIFIERS: STATUS. (U)

THIS STUDY EXAMIFORTS BY MEMBERS UNDER CON TINUOUS
OR UNDER INTERMITTENT GROUP SUCCESS TO INDUCE A
STATUS CHANGE WHICH WOULD MAXIMIZE THE VALUE OF GROUP
PERFORMANCES. COOPERATIVE FOUR MAN STATUS
HIERARCHIES PERFORMED A GROUP REACTION TIME TASK.
MEMBERS WERE TO REACT QUICKLY ENOUGH TO PREVENT THE
APPEARANCE OF A FAILURE SIGNAL. THE LATTER WAS
CONTROLLED BY E, APPEARING ACCORD ING TO A FIXED
SCHEDULE. GROUP SUCCESS OCCURRED WHEN AT LEAST TWO
MEMBERS BEAT THE SIGNAL (THE GROUP WAS ELIGIBLE TO
RECEIVE POINTS TOWARD A PRIZE). THE EXTENT OF
SUCCESS (NUMBER OF POINTS RECEIVED) DEPENDED ON
THE STATUS OF THE SUCCESS FUL INDIVIDUALS. HIGH
STATUS MEMBERS CONTRIBUTING MORE TO THE GROUP TOTAL
THAN LOW STATUS MEMBERS. FOLLOWING EACH BLOCK
MEMBERS VOTED PRIVATELY ON DESIRED STATUS
REASSIGNMENTS. VOTING INDICATED THAT EFFORTS AT
STATUS REASSIGNMENT WHICH RESTORE THE FIT BETWEEN
APPARENT AND APPROPRIATE SUCCESS OCCURRED MORE
RAPIDLY AND MORE FREQUENTLY UNDER CONTINUOUS THAN
UNDER INTERMITTENT GROUP SUCCESS. SUCH EFFORTS WERE
CURVILINEARLY RELATED TO STATUS WITH OCCUPANTS OF
EXTREME STATUSES MAKING EARLIER AND MORE FREQUENT
EFFORTS THAN OCCUPANTS OF IN TERMEDIATE STATUSES.
(AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-408 092

CINCINNATI UNIV OHIO

RESEARCH ON THE ACCEPTABILITY OF PRECOOKED DEMY-
DRATED FOODS DURING CONFINEMENT. (U)

DESCRIPTIVE NOTE: FINAL REPT., JAN-DEC 62,
JAN 63 3VP SENTER, R.J.:

CONTRACT: AF33 657 7456

PROJ: 7164

TASK: 71640M

MONITOR: AMML

TDR63 9

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON SPACE BIOLOGY
RESEARCH.

DESCRIPTORS: (FOOD, SPACE ENVIRONMENTAL CON-
DITIONS), DEMYDRATED FOODS, FROZEN FOODS, NU-
TRITIONS, SPACE FLIGHT, SPACE MEDICINE, DIET,
PHYSIOLOGY, PSYCHOLOGY, PSYCHOMOTOR TESTS, PER-
CEPTION, SOCIAL COMMUNICATION, GROUP DYNAMICS,
ACCEPTABILITY, BODY WEIGHT, BODY TEMPERATURE,
SLEEP. (U)

IDENTIFIERS: 1963. (U)

THE ESSENTIAL ELEMENTS OF THE RESEARCH INVOLVED AN
ANALYSIS OF SUBJECTS' REACTIONS TO MAINTENANCE ON A
PRECOOKED-DEHYDRATED SPACE RATIONS DIET DURING A 28
DAY PERIOD OF CONFINEMENT. FIVE GENERAL DEPENDENT
VARIABLES WERE CONSIDERED, I.E., (1)

PHYSIOLOGICAL EFFECTS OF DIET, (2) PSYCHOLO-
GICAL EFFECTS OF DIET, (3) EFFECTS OF DIET OF
PSYCHOMOTOR AND PERCEPTUAL PERFORMANCE, (4)
SOCIAL AND GROUP DYNAMIC EFFECTS OF DIET, AND
(5) ACCEPTABILITY OF DIETS. FOR PURPOSES OF

CONTROL, A GROUP OF SUBJECTS RECEIVING A DIET
COMPOSED OF FROZEN, FRESH, AND HEAT PROCESSED FOODS
WAS USED. THE CONTROL FOODS WERE CONSISTENTLY
JUDGED MORE ACCEPTABLE AND MORE PALATABLE THAN THE
SAME FOOD SUBSTANCES PRESENTED IN DEMYDRATED FORM.

ANALYSES OF THE DATA INDICATED THAT MAINTENANCE ON
THE PRECOOKED-DEHYDRATED DIET PRODUCED NO CONSISTENT
EFFECT ON THE PSYCHOLOGICAL, PHYSIOLOGICAL, PSY-
CHOMOTOR, OR SOCIAL FUNCTIONING OF THE SUBJECTS
UNDER THE CONDITIONS EXISTING DURING THE EXPERI-
MENTAL SESSIONS. NO GENERALIZATIONS WERE MADE
CONCERNING THE POSSIBLE EFFECTS OF THE PRECOOKED
DEHYDRATED DIET UNDER HIGH STRESS CONDITIONS.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-400 390

HAWAII UNIV HONOLULU

INTRA-GROUP POWER RELATIONS, STRATEGY, AND DECISIONS
IN INTER-TRIAD COMPETITION, (U)

MAY 63 IV VINACKE, R. EDGAR I

REPT. NO. TR4

CONTRACT: NONR374802

PROJ: PROJ. NM170 270

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS; ADJUSTMENT
(PSYCHOLOGY)), DECISION MAKING, PSYCHOLOGY,
BEHAVIOR; SOCIOMETRICS; SOCIAL COMMUNICATION,
GAME THEORY, THEORY. (U)

IDENTIFIERS: INTER-TRIAD COMPETITION, INTRA
GROUP POWER RELATIONS, 1963. (U)

TEN PAIRS OF TRIADS OF EACH SEX ENGAGED IN COM-
PETITION FOR MONETARY REWARDS IN A MULTIPLICATION
GAME AND A MATCHING GAME. IN EACH OF THESE
GAMES, THERE WERE 12 CONTESTS, FOUR EACH OF THREE
POWER-PATTERNS. IN EACH EVENT, THE TWO GROUPS CAST
TWO VOTES, (1) WHICH OF THREE ALTERNATIVES TO
ENTER INTO COMPETITION AGAINST THE CHOICE OF THE
OTHER GROUP, (2) HOW TO ALLOCATE A BONUS, IF THEY
WON. PLAYERS HAD THE NUMBER OF VOTES REPRESENTED
BY THEIR WEIGHTS, IN THE POWER-PATTERN FOR THAT
EVENT. IN COMPARISON WITH THE BOARD GAME USED
IN PREVIOUS EXPERIMENTS, THESE TRIADS REACHED A VERY
HIGH PROPORTION OF "TRIPLE ALLIANCES", TYPICALLY
ARRIVING AT CONSENSUS WITHOUT REGARD TO POWER
DIFFERENCES. A COMPARISON OF WINNING AND
LOSING GROUPS STRONGLY SUGGESTS THAT SKILL AND
DECISION MAKING EFFICIENCY ARE BOTH HIGHLY
SIGNIFICANT FACTORS IN WINNING. THESE RESULTS MAY
BE INTERPRETED IN TERMS OF THE DEVELOPMENT OF INTRA
GROUP COOPERATION UNDER CONDITIONS OF INTER GROUP
COMPETITION. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-409 096

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR
OFFICERS, (U)

DESCRIPTIVE NOTE: TECHNICAL REP.

JUN 63 SIP JACOBS, T.O.:

REPT. NO. HUMNRG-TR-24

CONTRACT: DA44 100AR02

PROJ: 2J024701A712

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, TRAINING), (GROUP
DYNAMICS, LEADERSHIP), REACTION (PSYCHOLOGY),
OFFICER PERSONNEL, MILITARY PSYCHOLOGY,
BEHAVIOR, MILITARY TRAINING, EFFECTIVENESS,
TEACHING METHODS, DESIGN (U)

IDENTIFIERS: 1963. (U)

A LEADERSHIP COURSE FOR JUNIOR OFFICERS WAS DEVELOPED, BASED ON RESEARCH FINDINGS THAT IDENTIFIED EFFECTIVE AND INEFFECTIVE LEADER ACTIONS AND ON LEADERSHIP TRAINING METHODS OF DEMONSTRATED EFFECTIVENESS. THE COURSE EMPHASIZED STUDY OF THE LEADER'S INTERACTIONS WITH HIS MEN IN THE ACCOMPLISHMENT OF ASSIGNED TASKS, AND THE EFFECT OF HIS ACTION ON THE MOTIVATION AND MORALE OF HIS MEN AND ON THE UNIT'S ABILITY TO PERFORM ASSIGNED TASKS. STUDENT REACTIONS TO THE COURSE IMMEDIATELY AFTER ITS COMPLETION WERE GOOD. FOLLOW-UP DATA FROM THE FINAL EVALUATION GROUP INDICATE THAT THESE FAVORABLE REACTIONS DO NOT DIMINISH SIGNIFICANTLY OVER A PERIOD OF FOUR MONTHS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-409 275

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

A CONTINGENCY MODEL FOR THE PREDICTION OF LEADER
SHIP EFFECTIVENESS.

(U)

MAY 63 46P FIEDLER, FRED E. I

REPT. NO. TR10

CONTRACT: NONH103436

PROJ: NR177 472

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, BEHAVIOR), (GROUP
DYNAMICS, LEADERSHIP), (ATTITUDES).

(U)

IDENTIFIERS: 1963.

(U)

A MODEL FOR THE PREDICTION OF GROUP PERFORMANCE IS DESCRIBED WHICH ATTEMPTS AN INTEGRATION OF THE GROUP EFFECTIVENESS RESEARCH CONDUCTED OVER THE PAST TWELVE YEARS WITH ASO AND LPC SCORES ON 21 DIFFERENT TYPES OF GROUPS. THE MODEL IS PREDICTED ON THE ASSUMPTION THAT THE TYPE OF LEADERSHIP BEHAVIOR REQUIRED FOR GOOD GROUP PERFORMANCE IS CONTINGENT UPON FAVORABLENESS OF THE GROUP TASK SITUATION FOR THE LEADER. GIVEN THE GROUP'S CLASSIFICATION, GROUP PERFORMANCE CAN THEN BE PREDICTED ON THE BASIS OF THE LEADER'S PERMISSIVE, NON-DIRECTIVE, CONSIDERATE (HIGH LPC) VS., CONTROLLING, MANAGING, DIRECTIVE (LOW LPC) LEADERSHIP BEHAVIOR. PREVIOUSLY OBTAINED DATA ARE CLASSIFIED IN ACCORDANCE WITH THREE MAJOR DIMENSIONS, VIZ., AFFECTIVE LEADER-MEMBER RELATIONS, TASK STRUCTURE, AND LEADER-POSITION POWER. A SUBSEQUENT ORDERING OF GROUPS ON THE UNDERLYING DIMENSION OF THE FAVORABLENESS OF THE GROUP-TASK SITUATION FOR THE LEADER CAN THEN BE COMPLETED. PLOTTING LEADER ATTITUDES AND BEHAVIORS AGAINST THE FAVORABLENESS OF THE SITUATION FOR THE LEADER GENERATES A U-SHAPED CURVE WHICH INDICATES THAT CONTROLLING, MANAGING, DIRECTIVE ATTITUDES ARE REQUIRED FOR CONDITIONS WHICH ARE VERY FAVORABLE OR VERY UNFAVORABLE TO THE LEADER, WHILE PERMISSIVE, NON-DIRECTIVE, AND CONSIDERATE BEHAVIOR IS REQUIRED FOR MODERATELY UNPLEASANT OR UNFAVORABLE-TASK SITUATIONS. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-410 474

EDUCATIONAL TESTING SERVICE PRINCETON N J
GAME INTERACTIONS WITH "HUMANS" AND "MACHINES"
AND THEIR RELATIONS TO TACTICAL BEHAVIOR AND
SUCCESS.

MAY 63 IV MYERS, ALBERT E. 16100, CECIL

A. MCCUNVILLE, CAROLYN D.

REPT. NO. R003 14

CONTRACT: NONH295900

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: (GAME THEORY, BEHAVIOR), (GROUP
DYNAMICS, GAME THEORY), (POSITIONING REACTIONS,
EFFECTIVENESS), BIONICS, DECISION MAKING,
SENSORY MECHANISM, HUMAN ENGINEERING, POSI
TIONING DEVICES, POSITIONING REACTIONS.

(U)

IDENTIFIERS: STRATEGY, TACTICAL BEHAVIOR, PATH
AND OBSTACLES, 1963, MAN-MACHINE.

(U)

AN EXPERIMENT WAS PERFORMED IN WHICH SS ENGAGED
IN A 'PATH AND OBSTACLES' GAME WHERE THE S HAD
THE TASK OF TRACING A PATH ON A 5 X 5 PLUG-BOARD IN
SUCH A WAY AS TO AVOID HITTING ANY OF THE FIVE
OBSTACLES THAT HAD BEEN PLACED BY THE OTHER PLAYER.
HALF THE SS WERE TOLD THAT THE OTHER PLAYER WAS
A MACHINE WHICH HAD BEEN PROGRAMMED TO PLAY THE GAME
AND THE OTHER HALF WERE LED TO BELIEVE THAT THEY
WERE PLAYING AGAINST ANOTHER HUMAN. IN ADDITION,
HALF THE PLAYERS WERE TOLD TO COMPETE AGAINST THE
OTHER PLAYER WHILE HALF WERE TOLD TO COOPERATE.
IN EVERY INSTANCE THE SETTING OF THE OBSTACLES BY
THE OTHER PLAYER WAS DETERMINED BY A PREARRANGED
PLAN. IN THE HUMAN CONDITION THE OTHER PLAYER WAS
AN ACCOMPLICE WHO PLAYED ACCORDING TO A PREARRANGED
PLAN. THE SAME PLANS, WHICH DETERMINED THE PLACEMENT
OF EVERY OBSTACLE ON EVERY TRIAL, WERE USED IN THE
MACHINE CONDITION. TWO STRATEGIES OF OBSTACLE PLACEMENT
WERE USED. STRIKING DIFFERENCES IN SUCCESS WERE
FOUND. THE SS PERFORMED MUCH BETTER WHEN THEIR
COMPETITIVE OPPONENT WAS A 'MACHINE' THAN THEY DID
WHEN HE WAS A 'HUMAN.' ON THE OTHER HAND, CO
OPERATION WITH 'HUMANS' WAS SIGNIFICANTLY MORE
SUCCESSFUL THAN COOPERATION WITH 'MACHINES.'
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-710 775

MILITARY ACADEMY WEST POINT N Y

A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL
DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES. (U)

APR 63 4P 60TTHILL, EDWARD I
MONITOR: MA TRY

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY PERSONNEL,
TRAINING), (PERSONALITY), (SOCIOMETRICS,
MILITARY PERSONNEL), (PERCEPTION,
ATTITUDES), (MILITARY TRAINING,
PSYCHOMETRICS), EFFECTIVENESS, MILITARY
PSYCHOLOGY, SOCIAL COMMUNICATION, LEADERSHIP (U)
PREDICTIONS (U)
IDENTIFIERS: ASO (ASSUMED SIMILARITY BETWEEN
OPPOSITES), PSYCHOLOGICAL DISTANCE (U)

IN A STUDY OF THE EFFECTIVENESS OF SQUADS OF CADETS
UNDERGOING FIELD MILITARY TRAINING, ONE OF THE
PREDICTION MEASURES USED WAS THE ASSUMED SIMI
LARITY BETWEEN OPPOSITES (ASO) SCORE. IN
STUDIES ELSEWHERE THIS SCORE HAS BEEN FOUND TO BE CON
SISTENTLY ASSOCIATED WITH GROUP EFFECTIVENESS IN MANY
DIFFERENT SITUATIONS, BUT THERE HAS BEEN QUESTION
ABOUT THE ATTRIBUTES OF PERSONALITY WHICH IT TAPPED.
IN THIS STUDY A NUMBER OF OTHER VARIABLES WERE
CONSIDERED WHICH APPEARED TO BE CONCEPTUALLY RELATED
TO ASO, SO THEIR INTERRELATIONSHIPS WERE EXPECTED
TO SHED SOME LIGHT ON THE MEANING OF ASO.
HOWEVER, ASO WAS NOT FOUND TO BE CONSISTENTLY
RELATED WITH OTHER PERSONALITY ATTRIBUTES, WITH THE
RESULT THAT THE INTERPRETATION OF THE ASO AS
PSYCHOLOGICAL DISTANCE SEEMS QUESTIONABLE.
(AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70410

AD-913 965

DELAWARE UNIV NEARBY

THE EFFECTS OF CHANGES IN GROUP COMPOSITION ON GROUP
PERFORMANCE. (U)

DESCRIPTIVE NOTE: FINAL REPT.

53 7P

CONTRACT: AFOSR 62 Y5

MONITOR: AFOSR 4447

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOLOGY),
PERFORMANCE TESTS, JOB ANALYSIS, REACTION
(PSYCHOLOGY), BEHAVIOR. (U)

IDENTIFIERS: 1963. (U)

THE EFFECTS OF CHANGES IN GROUP COMPOSITION ON GROUP
PERFORMANCE.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-915 033

FLORIDA UNIV GAINESVILLE

SCALING GROUP TASKS: A METHOD FOR DIMENSIONAL ANALYSIS.

JUL 63 133P

SHAW, MARVIN E. ;

(U)

REPT. NO. TR1

CONTRACT: NONR580 11

PROJ: NONR58011

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, FACTOR ANALYSIS),

BEHAVIOR, JOB ANALYSIS, DECISION MAKING, SCALE,

PSYCHOMETRICS, PERFORMANCE TESTS

(U)

IDENTIFIERS: DIMENSIONAL ANALYSIS, 1963

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-415 070

HARP, R. COLL. ENDICOTT N. Y.
THE PARTIBLE TYPEWRITERS: A TASK FOR LABORATORY
STUDIES OF SMALL GROUP ORGANIZATION, (U)
JOP THOR, DONALD B. I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (OTYPEWRITERS, OPERATIONS), DATA, DATA
PROCESSING SYSTEM, COMMUNICATION SYSTEM, ELECTRONICS,
ELECTRICAL EQUIPMENT, CONTROL, CONTROL SYSTEMS,
DECISION MAKING, GROUP DYNAMICS (U)
IDENTIFIERS: 1963 (U)

A NEW APPARATUS AND TASK, WHICH ARE DESCRIBED, MAKE
POSSIBLE THE COLLECTION OF RELIABLE DATA ON THE
PROCESS OF GROUP ORGANIZATION IN SMALL LABORATORY
GROUPS. THE TASK IS OF MEDIUM COMPLEXITY AND
PERMITS THE GROUPS TO INNOVATE ANY OF SEVERAL SYSTEMS
OF OPERATION SPECIFIABLE IN ADVANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-415 344

WASHINGTON UNIV ST LOUIS MO
THE INFLUENCE OF EXPERIMENTALLY PRODUCED AFFECT ON
TIME PERCEPTION, (U)

MAY 63 34P JOHNSON, THOMAS J. I

ECHARMS, RICHARD I
REPT. NO. TECHNICAL REPT. NO. 18

CONTRACT: NONR81611

PROJ: NR170 424

UNCLASSIFIED REPORT

DESCRIPTORS: (1) BEHAVIOR, GROUP DYNAMICS),
(1) PERSONALITY, THEORY), (1) BEHAVIOR, THEORY),
GROUP DYNAMICS, SOCIAL SCIENCES, TEST METHODS,
EMOTIONS, TIME, PERCEPTION, STIMULATION,

LIGHT. (U)

IDENTIFIERS: METHODOLOGY, TIME PERCEPTION,
1963. (U)

THE PRESENT STUDY INVESTIGATED THE RELATIONSHIP
BETWEEN EXPERIMENTALLY INDUCED EFFECT AND TIME
PERCEPTION. FORTY-EIGHT FEMALE UNDERGRADUATES WERE
RANDOMLY ASSIGNED TO EITHER A COMPETITIVE OR NON-
COMPETITIVE GROUP. THE SUBJECTS WERE PRETESTED
AND AFTER A PRACTICE SESSION PERFORMED 3 SERIES OF
PUZZLELIKE TASKS. SUCCESS AND FAILURE SYSTEMATICALLY
VARIED AND INDICATED BY DISCRETE STIMULI. IN
ADDITION, THE SUCCESS AND FAILURE OF THE COMPETING
PARTNER WAS INDICATED FOR SUBJECTS IN THE COMPETITIVE
SITUATION. AT THE CONCLUSION OF EACH SERIES OF
PUZZLES, EACH OF THE DISCRETE STIMULI (COLORED
LIGHTS) WAS PRESENTED TO THE SUBJECT TWICE FOR A
STANDARD 15" INTERVAL AND TIME ESTIMATES WERE MADE
USING THE METHOD OF REPRODUCTION. (AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-418 438

DELAWARE UNIV NEARAK

THE INCIDENCE OF MUTUAL GLANCES IN DYADS AS A FORM
OF COMMUNICATION: AVOIDANCE AS A FUNCTION ENVIRONMENTAL
CONTENT AND SEX OF INTERVIEWEE. (U)

AUG 63 39P EXLINE, RALPH ; GRAY, DAVID ;

SCHULTE, DOROTHY ;

REPT. NO. TH 10

CONTRACT: NUNM220502

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL COMMUNICATION, EYE),
(BEHAVIOR, GROUP DYNAMICS), (EYE, SOCIAL
COMMUNICATION), GROUP DYNAMICS, EMOTIONS,
ATTITUDES, MOTIVATION, TEST CONSTRUCTION
(PSYCHOLOGY), STRESS (PSYCHOLOGY),
VISUAL SIGNALS, MEASUREMENT, CONTROL,
INHIBITION, SEX. (U)

IDENTIFIERS: 1963. (U)

QUARTERLY PROGRESS REPORT ON SOLID STATE AND MOLECULAR
THEORY.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-421 742

TEXAS UNIV AUSTIN

THE REJECTION OF DEVIATES AS A FUNCTION OF
THREAT.

(U)

114P

HALL, ERNEST JAMES, JR.:

CONTRACT: AF AFOSR275 43

MONITOR: AFOSM

5348

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: DOCTORAL THESIS.

DESCRIPTORS: (1) BEHAVIOR, THEORY); (1) GROUP DYNAMICS,
ATTITUDES)

(U)

IDENTIFIERS: 1963, REJECTION

(U)

IT WAS HYPOTHESIZED THAT (A) SS FROM TWO-MAN
GROUPS WOULD BE MORE REJECTING OF DEVIATES THAN SS
FROM FOUR-MAN GROUPS; (B) HIGH STATUS DEVIATES
WOULD BE REJECTED MORE STRONGLY THAN LOW STATUS
DEVIATES; (C) HIGH DOGMATIC SS WOULD BE
GENERALLY MORE REJECTING OF DEVIATES THAN LOW
DOGMATIC SS; AND (D) THAT HIGH DOGMATIC SS
WOULD B MORE AATUS DEVIATES AND MORE REJECTING OF LOW
STATUS DEVIATES THAN WOULD LOW DOGMATIC SS. THE
RESULTS FAILED TO CONFIRM EITHER THE GROUP SIZE OR
DOGMATISM HYPOTHESIS, BUT LENT SIGNIFICANT SUPPORT TO
THE HYPOTHESES CONCERNING STATUS OF THE DEViate AND
THE INTERACTION OF STATUS AND DOGMATISM EFFECTS.
IN ADDITION, SIGNIFICANT DIFFERENCES WERE OBTAINED
IN REJECTION AND THREAT SCORES FROM SS OF THE TWO
ROTC BRANCHES. WHILE THE DATA INDICATE THAT A
POSITIVE AND SIGNIFICANT RELATIONSHIP DOES EXIST
BETWEEN MEASURES OF EXPERIENCED THREAT AND THE
STRENGTH OF SS' TENDENCY TO REJECT DEVIATES, THE
RELATIONSHIP APPEARS TO BE MORE COMPLEX THAN THAT
REFLECTED IN THE HYPOTHESES. RESULTS ARE DISCUSSED
IN TERMS OF POWER DYNAMICS AND AN AUTHORITARIAN-
EQUALITARIAN DIMENSION WHICH SEEMS TO UNDERLIE THE
RESPONSES OBTAINED. SUCH AN EXPLANATION IS IN
KEEPING WITH THE BASIC CONCERN FOR POWER AND SELF-
ESTEEM POSTULATED BY ASLOW 3 THE SOURCE OF
INTERPERSONAL THREAT. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-422 328

AMERICAN INST FOR RESEARCH PITTSBURGH PA
INCREASING TEAM PROFICIENCY THROUGH TRAINING. 4. A
LEARNING-THEORETIC ANALYSIS OF THE EFFECTS OF TEAM
ARRANGEMENT ON TEAM PERFORMANCE,

(U)

SEP 63 65P EGERMAN, KAHL GLASER, ROBERT

REPT. NO. 864 9 63TR

CONTRACT: N. NH255100

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, TRAINING),
(POSITIONING REACTIONS, GROUP DYNAMICS), (REACTION
(PSYCHOLOGY), GROUP DYNAMICS), (LEARNING, FEEDBACK),
FEEDBACK, THEORY, SCHEDULING, PROBABILITY, ANALYSIS OF
VARIANCE, PERFORMANCE TESTS

(U)

IDENTIFIERS: 1963, TEAMS

(U)

THE INFLUENCE OF FEEDBACK ABOUT TEAM PERFORMANCE
WAS HYPOTHESIZED TO DIFFERENTIALLY AFFECT TEAM
PERFORMANCE AS A FUNCTION OF TEAM ARRANGEMENT.
ARRANGEMENT WAS DEFINED AS THE MANNER IN WHICH THE
PERFORMANCE OF THE TEAM MEMBERS MUST INTERRELATE IN
ORDER FOR THEM TO COMPLETE THE TEAM TASK. THREE
TWO-MAN TEAM ARRANGEMENTS WERE CONSIDERED: IN THE
SERIES TEAM, BOTH MEMBERS WERE REQUIRED TO PERFORM
CONNECTLY IN ORDER TO COMPLETE THE TEAM TASK; IN THE
PARALLEL TEAM, CORRECT TEAM PERFORMANCE WAS A
FUNCTION OF THE CORRECT PERFORMANCE OF EITHER OF THE
MEMBERS; AND IN THE INDIVIDUAL TEAM, TEAM OUTPUT WAS
DETERMINED BY THE PERFORMANCE OF ONE SELECTED TEAM
MEMBER. THE RESULTS OF THIS STUDY INDICATED
(1) THERE WAS A SIGNIFICANT POSITIVE CORRELATION
BETWEEN PREDICTED AND OBSERVED INITIAL TEAM
PERFORMANCE; (2) TEAM MEMBER PROFICIENCY WAS
SIGNIFICANTLY RELATED TO THE SCHEDULE OF
REINFORCEMENT THE SUBJECT EXPERIENCED AS A TEAM
MEMBER; AND (3) TEAM PERFORMANCE DEMONSTRATED
CHARACTERISTICS WHICH HAD BEEN PREDICTED ON THE BASIS
OF THE FEEDBACK CONDITIONS TO THE TEAM MEMBERS.
THE RESULTS WERE INTERPRETED IN TERMS OF A
LEARNING-THEORETIC APPROACH TO TEAM PERFORMANCE.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-422 965

FLORIDA UNIV GAINESVILLE

EFFECTS OF NUMBER OF JUDGES UPON SCALE VALUES IN THE
ANALYSIS OF SMALL GROUP TASKS. (U)

OCT 63 8P SHAW, MARVIN E. ;
WORTHY, MORGAN ; BLUM, J. MICHAEL

REPT. NO. TR2

CONTRACT: NONH580 11

PROJ: NR170 266

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, FACTOR ANALYSIS),
PSYCHOMETRICS, STATISTICAL ANALYSIS, RELIABILITY,

MEASUREMENT

(U)

IDENTIFIERS: 1963, SCALE VALUES, RATING SCALES

(U)

THE DATA FROM A PREVIOUS STUDY OF A METHOD FOR
SCALING SMALL GROUP TASKS WERE PARTIALLY REANALYZED
TO DETERMINE THE EFFECTS OF NUMBER OF JUDGES UPON
SCALE AND Q VALUES. FIVE OF THE 10 DIMENSIONS
USED IN THE LAHLIER STUDY (COOPERATION
REQUIREMENTS, DECISION VERIFIABILITY, DIFFICULTY,
GOAL CLARITY, AND SOLUTION MULTIPLICITY) WERE
SELECTED FOR REANALYSIS. THESE DIMENSIONS
REPRESENTED A RANGE OF INTERJUDGE AGREEMENT, AS
INDICATED BY Q VALUES. THE FIRST TWENTY AND THE
LAST FIVE JUDGES RECRUITED FOR THE ORIGINAL STUDY
WERE USED AS NEW GROUPS FOR THE COMPUTATION OF SCALE
AND Q VALUES. CORRELATIONS BETWEEN SCALE VALUES
AND BETWEEN Q VALUES WERE COMPUTED FOR VARYING
NUMBER OF JUDGES. THE RESULTS INDICATED THAT
RELIABLE SCALE VALUES COULD BE OBTAINED FROM AS FEW
AS FIVE JUDGES FOR THE MOST RELIABLE DIMENSIONS AND
AS FEW AS 20 JUDGES FOR THE LESS RELIABLE DIMENSIONS.
STABLE Q VALUES REQUIRE A LARGER NUMBER OF
JUDGES, PROBABLY 50 OR MORE. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-423 904

STANFORD UNIV CALIF

CORRELATIONS BETWEEN SEVEN LEADERSHIP CRITERIA AND
SELECTED VARIABLES: (U)

NOV 63

21P

BURNHAM, LUCY E. ILEE, MANS

E. I

REPT. NO. TM4

CONTRACT: NUNN22562

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, PERSONALITY),
(PERSONALITY, LEADERSHIP), (SOCIOMETRICS,
LEADERSHIP), (GROUP DYNAMICS, LEADERSHIP),
(BEHAVIOR, LEADERSHIP), PERFORMANCE TESTS, STANDARDS,
STATISTICAL ANALYSIS, MATHEMATICAL PREDICTION,
STATISTICAL DISTRIBUTIONS (U)
IDENTIFIERS: 1963, AUTHORITARIANISM, RATING SCALES,
CRITERIA (U)

THE PURPOSE OF THIS STUDY WAS TO INDICATE WHETHER
PERSONALITY TEST VARIABLES WOULD BE USEFUL IN
PREDICTING CRITERIA OF LEADERSHIP AND TO STUDY THE
RELATIONSHIP BETWEEN THE TWO INSTRUMENTS FOR
MEASURING LEADERSHIP, OBSERVATION CODINGS AND
SOCIOMETRIC CHOICES, IN THE WAY THEY CORRELATED WITH
SELECTED MANAGEMENT POTENTIAL TEST BATTERY
VARIABLES. WHILE THE GPA-1 SHOWED SIGNIFICANT
CORRELATIONS WITH THE SOCIOMETRIC DATA, AVERAGE
CORRELATION IS +.57 WITH GUIDANCE OF THE GROUP,
GPA-1 WAS NOT HIGHLY CORRELATED WITH ANY OF THE
OBSERVATION DATA. IN ADDITION, THE PQD PROVED TO
BE SIGNIFICANTLY CORRELATED WITH BOTH THE OBSERVATION
DATA, AVERAGE CORRELATION WITH TASK-ORIENTED ACTS IS
+.50, AND THE SOCIOMETRIC DATA, AVERAGE CORRELATION
WITH GUIDANCE IS -.37. THESE RESULTS INDICATE THAT
THE SOCIOMETRIC CHOICES BY MEMBERS OF THE GROUP ARE
BASED ON DIFFERENT QUALITIES OF LEADERSHIP THAN ARE
OBSERVERS' RATINGS OF THE SAME GROUP BEHAVIOR. OF
THEORETICAL IMPORTANCE IS THE FINDING THAT
OBSERVATION CODINGS AND THE SOCIOMETRIC CHOICES SEEM
TO BE MEASURING TWO DIFFERENT TYPES OF LEADERSHIP
BEHAVIOR, TASK-ORIENTED BEHAVIOR AND SOCIO-EMOTIONAL
BEHAVIOR. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-424 391

WASHINGTON UNIV ST LOUIS MO

AGGRESSION AND THE DISRUPTION OF GROUPS, (U)

OCT 63 120P

HAMBLIN, ROBERT L. I

REPT. NO. TR19

CONTRACT: NONR816 11

PROJ: NR170 424

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: IN COOPERATION WITH DELAWARE
UNIV., NEWARK, CONTRACT NONR2208 04.

DESCRIPTORS: (GROUP DYNAMICS, CONFINED
ENVIRONMENTS), (ADJUSTMENT (PSYCHOLOGY)), (STRESS
(PSYCHOLOGY)), (TRAINING, SUBMARINE PERSONNEL),

(EMOTIONS, CONTROL), BEHAVIOR, SUBMARINES (U)

IDENTIFIERS: 1963, AGGRESSION (U)

A TWO-PRONGED APPROACH IS SUGGESTED TO MINIMIZE OR
TO AMELIORATE THE DISRUPTIVE PROCESSES IN THE FUTURE
UNDERSEA WEAPONS'S SYSTEMS. FIRST, TRAIN THE
INDIVIDUALS TO CONTROL THEMSELVES THROUGH AN
UNDERSTANDING OF THE DYNAMICS OF THEIR AGGRESSIVE
FEELINGS AND REACTIONS. TEACH THEM TO USE THE
RENUNCIATION, THE SUBSTITUTION, THE EXTINCTION
EFFECTS TO CONTROL THEIR EXPECTATIONS OF OTHERS, AND
TO HANDLE THEMSELVES IN CONFLICT. THIS TRAINING
WILL NOT ENTIRELY SOLVE THE PROBLEM OF AGGRESSION AND
THE DISRUPTION OF GROUPS. HOWEVER, IT WILL REDUCE
IT SUBSTANTIALLY. SECOND, THE SUGGESTION IS TO
OUTLAW THE USE OF MOST, IF NOT ALL, FORMS OF
AGGRESSION IN SETTLING CONFLICTS, AND AT THE SAME
TIME DEVELOP A PEER GROUP INSTITUTION FOR THE
RESOLUTION OF CONFLICTS WHICH INDIVIDUALS ARE UNABLE
TO RESOLVE USING THEIR OWN RESOURCES. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-424 944

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO

CALIF.

MEASUREMENT OF GROUP EFFECTIVENESS IN NATURAL

ISOLATED GROUPS.

(U)

11P

GUNDENSON, E. K. ERIC I

NELSON, PAUL D. I

MONITOR: AMNHU, NAVMED

63 161, MROUS 12 2004

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL COMMUNICATIONS, MEASUREMENT),

(SOCIOETHICS, GROUP DYNAMICS), GROUP DYNAMICS,

ATTITUDES, BEHAVIOR, STRESS (PHYSIOLOGY), ANALYSIS,

TEST METHODS, ECOLOGY

(U)

IDENTIFIERS: ANTARCTIC STATIONS, 1963

(U)

THE SYSTEMATIC STUDY OF INTERPERSONAL RELATIONS AND PRODUCTIVITY IN NATURAL ISOLATED GROUPS REQUIRES MEASUREMENT TECHNIQUES WHICH ARE PRACTICABLE FOR ADMINISTRATION IN GROUPS OPERATING UNDER VARIABLE OR EXTREME ENVIRONMENTAL CONDITIONS. IN THE PRESENT STUDY SIMPLE QUESTIONNAIRE SCALES DESIGNED TO MEASURE GROUP COOPERATION AND EFFECTIVENESS DEMONSTRATED ACCEPTABLE RELIABILITY AND WERE SHOWN TO RELATE CONSISTENTLY TO AN INDEPENDENT CRITERION OF GROUP EFFECTIVENESS. SIGNIFICANT CHANGES IN SOCIAL RELATIONS AND GROUP ACCOMPLISHMENT WERE RECORDED IN SEVERAL OF THE ANTARCTIC GROUPS STUDIED.

(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-426 661
LOCKHEED AIRCRAFT CORP MARIETTA GA
HUMAN GROUP PERFORMANCE DURING CONFINEMENT. (U)
NOV 63 72P ALLUISTI, EARL A. I
CHILDS, W. DEAN INALL, THOMAS J. INABRES, GLENN
R. I
CONTRACT: AF33 616 7607
PROJ: 1710
TASK: 171002
MONITOR: AMRL TOR63 87

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON TRAINING PERSONNEL AND
PSYCHOLOGICAL STRESS ASPECTS OF MICASTRONAUTICS.

DESCRIPTORS: (GROUP DYNAMICS, CONFINEMENT),
(SPACE FLIGHT, PERSONNEL), PERFORMANCE TESTS.
MILITARY PERSONNEL, MOTIVATION, EFFECTIVENESS. (U)
IDENTIFIERS: 1963, CREW. (U)

SIX AIR FORCE ACADEMY CADETS WERE CONFINED
FOR 18 DAYS IN A SIMULATED ADVANCED-SYSTEM CREW COM-
PARTMENT WHILE FOLLOWING A SCHEDULE OF 4-HOURS ON
DUTY AND 2-HOURS OFF, AND TWO 8-MAN CREWS OF USAF
PILOTS WERE CONFINED FOR 30 DAYS WHILE AT TERMINATING
SHIFTS ON A SCHEDULE OF 4-HOURS ON DUTY AND 4-HOURS
OFF. WHILE ON DUTY THE OPERATORS WERE TESTED WITH
A BATTERY OF 6 PERFORMANCE TASKS, 2 OF WHICH REQUIRED
INTERACTIONS AMONG CREWMEMBERS IN THE FORM OF
EXCHANGES OF INFORMATION, COOPERATION, AND TEMPORAL
COORDINATION. IN ADDITION, THE DATA OF THE PRESENT
STUDIES WERE COMPARED WITH THOSE OF TWO PREVIOUS 18-
DAY TESTS OF TWO CREWS WHO WORKED THE 4-2 SCHEDULE
WHILE BEING TESTED WITH A BATTERY OF 8 INDIVIDUAL
PERFORMANCE TASKS. THE DATA SUGGEST THAT WITH
PROPER CONTROL OF SELECTION AND MOTIVATIONAL FAC-
TORS, CREWS CAN WORK EFFECTIVELY FOR PERIODS OF AT
LEAST 2 WEEKS AND PROBABLY LONGER USING A SCHEDULE
OF 4-HOURS ON DUTY AND 2-HOURS OFF. CREWS CAN WORK
EVEN MORE EFFECTIVELY FOR PERIODS OF AT LEAST A
MONTH AND QUITE PROBABLY FOR 2 OR 3 MONTHS USING A
SCHEDULE OF 4-HOURS ON DUTY AND 4-HOURS OFF, AND
WITH THIS SCHEDULE LESS DEMANDING CONTROLS OF
SELECTION AND MOTIVATIONAL FACTORS ARE REQUIRED.
(AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-426 842

CALIFORNIA UNIV LOS ANGELES

DYNAMICS OF SOCIAL INFLUENCE.

(U)

DESCRIPTIVE NOTE: ANNUAL REPT. NO. 5, DEC 62-DEC 63.

DEC 63 SP HAVEN, BERTRAM W. I

CONTRACT: N00023354

PROJ: NM171 380

UNCLASSIFIED REPORT

DESCRIPTORS: 166GROUP DYNAMICS, PUBLIC RELATION, SOCIAL COMMUNICATION, BEHAVIOR, ATTITUDES, PARAPSYCHOLOGY, PERCEPTION.

(U)

IDENTIFIERS: ESP, 1963, BELIEFS, JUDGMENT, PREJUDICE.

(U)

ANNUAL REPORT DATA SUMMARIZED FROM PROJECT. DYNAMICS OF SOCIAL INFLUENCE.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-627 757

PRINCETON UNIV N J

ANALYSIS OF THE DEVELOPMENT OF PLANNING OF J-MAN
GROUPS IN A SIMULATED ECONOMIC ENVIRONMENT. (U)

DESCRIPTIVE NOTE: FINAL REPT., 18 JUNE 61-30 SEP 63.

SEP 63 9P KENNEDY, JOHN L. I

CONTRACT: NONH185036

PROJ: NR177 264

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (ECONOMICS, ANALYSIS), (MANAGEMENT
ENGINEERING, INDUSTRIAL PSYCHOLOGY), (INDUSTRIAL
PSYCHOLOGY, MANAGEMENT ENGINEERING), DESIGN,
SIMULATION, SOCIAL COMMUNICATION, PERFORMANCE TESTS,
QUALITY CONTROL, GAMES, GROUP DYNAMICS, BEHAVIOR,
LABOR, GAME THEORY, DECISION MAKING, TABLES, CONTROL,
COSTS, TEST METHODS (U)

IDENTIFIERS: (ECONOMICS, ANALYSIS),
(MANAGEMENT ENGINEERING, INDUSTRIAL
PSYCHOLOGY), (INDUSTRIAL PSYCHOLOGY,
MANAGEMENT ENGINEERING), DESIGN, SIMULATION,
SOCIAL COMMUNICATION, PERFORMANCE TESTS, QUALITY
CONTROL, GAMES, GROUP DYNAMICS, BEHAVIOR,
LABOR, GAME THEORY, DECISION MAKING, TABLES,
CONTROL, COSTS, TEST METHODS (U)

ANALYSIS OF THE DEVELOPMENT OF PLANNING OF J-
MAN GROUPS IN A SIMULATED ECONOMIC
ENVIRONMENT HAS AN ATTEMPT TO UTILIZE THIS
METHODOLOGY OF ENVIRONMENT SIMULATION TO STUDY THE
DEVELOPMENTAL SEQUENCE OF PLANS OR STRATEGIES
EMPLOYED BY 40 J-MAN TEAMS OF PRINCETON
UNDERGRADUATES AND GRADUATE STUDENTS COMPETING IN A
SERIES OF SPECIALLY-DESIGNED BUSINESS GAMES. THE
TYPICAL SEQUENCE OF A GAME INVOLVED THE PRE-TEST OF
THE PARTICIPANTS, AN ASSEMBLY INTO J-MAN TEAMS ON THE
BASIS OF EXPLICIT CRITERIA, AND THEN A 10-12 WEEK
SEQUENTIAL SERIES OF GAME SESSIONS IN WHICH THE TEAMS
ORGANIZED THEMSELVES AND CONDUCTED COMPETITIVE
OPERATIONS DURING A 2 OR 3-HOUR WEEKLY LABORATORY
SESSION. COMPARATIVE RANK IN WEEKLY AND CUMULATIVE
EARNINGS, COMMUNICATED TO ALL PARTICIPANTS, WAS THE
FORMAL REINFORCEMENT OR FEEDBACK AS THE TEAMS
COMPETED TO FINISH FIRST IN COMPARATIVE CUMULATIVE
GAME SCORES. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-428 615

SYSTEM RESEARCH LTD RESEARCH LABS RICHMOND (ENGLAND)

A STUDY OF GROUP DECISION MAKING AND COMMUNICATION
PATTERNS UNDER CONDITIONS OF STRESS AND OVERLOAD,

WHEN THE PARTICIPANTS ARE PERMITTED TO FUNCTION AS A
SELF-ORGANISING SYSTEM. (U)

DESCRIPTIVE NOTE: QUARTERLY TECHNICAL STATUS REPT. NO. 3,
1 JULY-30 SEP 63.

SEP 63 9P

CONTRACT: DA91 591EUC2753

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (•DECISION MAKING, GROUP DYNAMICS),
(•COMMUNICATION SYSTEMS, PATTERN RECOGNITION), SOCIAL
COMMUNICATION, CONTROL PANELS, DISPLAY SYSTEMS,
STRESSES, INTERCEPTION (U)

IDENTIFIERS: COMMUNICATION PATTERNS, OVERLOAD,
1963 (U)

A STUDY OF GROUP DECISION MAKING AND COMMUNICATION
PATTERNS UNDER CONDITIONS OF STRESS AND OVERLOAD, WHEN
PARTICIPANTS ARE PERMITTED TO FUNCTION AS A SELF-ORGANIZING
SYSTEM.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK:O

AD-430 511

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J

THE STUDY OF ORGANIZATIONAL AND RELEVANT SMALL GROUP
AND INDIVIDUAL DIMENSIONS, (U)

DEC 63 40P INDIK, BERNARD P. ;
BERNARD, F. K. I

REPT. NO. 13

CONTRACT: NONH404 10

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR), (BEHAVIOR,
MEASUREMENT), SOCIAL COMMUNICATION, SOCIOMETRICS,
ATTITUDES, MOTIVATION, THEORY, CULTURE, SOCIOLOGY,

PERCEPTION (U)

IDENTIFIERS: SMALL GROUPS, SMALL GROUP PROCESS, (U)

1963

THIS REPORT ATTEMPTS TO DEVELOP A TAXONOMY THAT
WILL BE USEFUL IN DEVELOPING AN APPROACH TO THE
INTEGRATION OF STUDIES OF INDIVIDUALS IN GROUPS WHICH
ARE EMBEDDED IN ORGANIZATIONAL SETTINGS WHICH
THEMSELVES ARE IN A SOCIOCULTURAL ENVIRONMENT. A
CLASSIFICATORY FRAMEWORK IS PRESENTED WHICH DEVELOPS
SEVEN PANELS OF VARIABLES THAT SHOULD BE CONSIDERED.
THEY INCLUDE TWO ORGANIZATION LEVEL PANELS -

ORGANIZATION STRUCTURE VARIABLES AND ORGANIZATION
PROCESS AND FUNCTION VARIABLES; TWO SMALL GROUP
PANELS - SMALL GROUP STRUCTURE VARIABLES AND SMALL
GROUP PROCESS VARIABLES; TWO INDIVIDUAL LEVEL PANELS

- ORGANIZATIONALLY RELEVANT INDIVIDUAL ATTITUDES,
PERCEPTIONS, ABILITIES, TEMPERAMENTS AND MOTIVATIONS

AND RELEVANT INDIVIDUAL BEHAVIOR VARIABLES; AND
FINALLY, A PANEL OF VARIABLES THAT IS DESCRIPTIVE OF
THE ORGANIZATIONAL ENVIRONMENT. EACH PANEL IS
DEFINED AND THE VARIABLES WITHIN EACH PANEL ARE

DESCRIBED IN DETAIL IN AN ATTEMPT TO APPROXIMATE A
SET OF CLASSIFICATORY VARIABLES CONSISTENT WITHIN

EACH PANEL. AN ATTEMPT WAS MADE TO HAVE EACH PANEL
BE A SET OF MUTUALLY EXCLUSIVE VARIABLES SO THEY

WOULD BE CLEARLY DISCRIMINABLE FROM EACH OTHER.

THIS WAS NOT ALWAYS POSSIBLE GIVEN OUR PRESENT

KNOWLEDGE. THIS CLASSIFICATORY SCHEMA ALSO

SUGGESTS HYPOTHESES ABOUT RELATIONSHIPS BETWEEN

VARIABLES IN ADJACENT PANELS AND, SUGGESTS WHAT

CATEGORIES OF VARIABLES SHOULD BE CONSIDERED RELEVANT

IN PREDICTION STUDIES OF VARIOUS ORGANIZATIONALLY

RELEVANT BEHAVIORAL OUTCOMES. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-430 800

WASHINGTON UNIV ST LOUIS MO

THE PHENOMENOLOGY OF AGREEMENT AND DISAGREEMENT IN
DYADS, (U)

JAN 64 2UP

WILLIS, RICHARD M. ;

CONTRACT: NONR81612

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*ADJUSTMENT (PSYCHOLOGY), SOCIAL
COMMUNICATION) (*PERSONALITY, ATTITUDES), (*BEHAVIOR,
PERSONALITY), (*SOCIAL COMMUNICATION, ATTITUDES),
PERCEPTION, EXPERIMENTAL DATA, GROUP DYNAMICS,
ADJUSTMENT (PSYCHOLOGY), CONDITIONED REFLEX (U)
IDENTIFIERS: DYADS, 1964, CONFORMITY, ANTICONFORMITY,
AGREEMENT, DISAGREEMENT, LARGE GROUPS (U)

A NUMBER OF EXPERIMENTS WITH DYADS AND LARGER
GROUPS HAVE BEEN CONCERNED WITH REACTIONS TO
VARIATIONS IN LEVEL OF CONSENSUS. THE PRESENT
EXPERIMENT EXTENDS THIS LINE OF INVESTIGATION BY
FOCUSING ON SHIFTS FROM INITIAL AGREEMENT TO
SUBSEQUENT DISAGREEMENT, AND FROM INITIAL
DISAGREEMENT TO SUBSEQUENT AGREEMENT. BY MEANS OF
A SIMULATED DYADIC INTERACTION PROCEDURE THE
BEHAVIOR OF PARTNERS, AS PERCEIVED BY SS, WAS
MANIPULATED ALONG TWO DIMENSIONS OF RESPONSE, VIZ.,
(A) PROBABILITY OF CHANGING A BINARY RESPONSE
FOLLOWING INITIAL AGREEMENT WITH S, AND (B)
PROBABILITY OF CHANGING A BINARY RESPONSE FOLLOWING
INITIAL DISAGREEMENT WITH S. PERCEPTIONS BY SS
OF PARTNERS WERE DETERMINED BY A POST-EXPERIMENTAL
QUESTIONNAIRE. A DOUBLE CLUSTER PATTERN CLEARLY
EMERGED. THE CONFORMITY AND VARIABILITY MODES
FORMED ONE CLUSTER WHILE THE INDEPENDENCE AND
ANTICONFORMITY MODES FORMED ANOTHER. THIS
PATTERNING APPLIED BOTH TO PERCEIVED CLOSENESS WITH
WHICH THE PARTNER ATTENDED TO RESPONSES OF S, AND
TO PERCEIVED EXTENT TO WHICH THE PARTNER ACCEPTED
THE RESPONSES OF S. MEANS BETWEEN CLUSTERS
DIFFERED AT A HIGH LEVEL OF SIGNIFICANCE.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-431 059

SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
APPROACHES TO TESTING THEORIES OF ORGANIZATION
DESIGN. (U)

JAN 64 16P GULLAHORN, JOHN T. I

GULLAHORN, JEANNE E. I

REPT. NO. SP1238 UDD 01

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (•MODELS (SIMULATIONS), DESIGN), (•GROUP
DYNAMICS, THEORY), TESTS, SOCIAL COMMUNICATION,
SIMULATION, COMPUTERS, VERBAL BEHAVIOR, EXPERIMENTAL
DATA, BEHAVIOR, MATHEMATICAL MODELS (U)
IDENTIFIERS: SMALL GROUP STUDIES, ORGANIZATION
DESIGN, 1964, TESTING THEORIES (U)

AMONG CONVENTIONAL APPROACHES TO TESTING THEORIES
OF ORGANIZATION DESIGN IS THE PILOT PLANT STUDY, A
FIELD APPROXIMATION TO THE LABORATORY INVESTIGATION.
PROBLEMS OF ETHICS ARE RAISED BY THE EXPERIMENTAL
MANIPULATION OF PEOPLE IN CONTINUING ROLE
RELATIONSHIPS THAT HAVE SIGNIFICANCE FOR THEIR SELF-
DEFINITIONS. SMALL-GROUP STUDIES OR MORE ABSTRACT
INVESTIGATIONS OF MATHEMATICAL MODELS OF THEORETICAL
CONSTRUCTS PROVIDE VARIABLES. COMPUTER SIMULATION
PROVIDES A VEHICLE FOR ASSESSING THE DYNAMIC
IMPLICATIONS OF RELATIVELY LARGE SYSTEMS OF
THEORETICAL CONSTRUCTS. TRANSLATING A VERBAL
FORMULATION INTO THE MORE PRECISE LANGUAGE OF A
COMPUTER MODEL ENABLES THE THEORIST TO PRE-TEST
EXPERIMENTAL MANIPULATIONS, INTRODUCE A BROADER RANGE
OF VARIABLES THAN ORDINARILY FEASIBLE IN LABORATORY
STUDIES, AND RUN NUMEROUS REPLICATIONS IN ORDER TO
ACQUIRE EVIDENCE CONCERNING THE EXTENDED OUTCOMES
THAT FOLLOW LOGICALLY FROM THE HYPOTHEZIZED PROCESSES
OF HIS FORMAL SYSTEM. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-451 634

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS LAB OF
AVIATION PSYCHOLOGY

TERM EXPECTATION AND UNCERTAINTY IN HUMAN DECISION
BEHAVIOR, (U)

NOV 63 18P TATE, JERRY D. ;

HOWELL, WILLIAM C. ;

CONTRACT: AF33 616 7122

PROJ: 7184

TASK: 718403

MONITOR: AMKL

TDR63 118

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON HUMAN PERFORMANCE IN
ADVANCED SYSTEMS.

DESCRIPTORS: (*BEHAVIOR, DECISION MAKING), (*DECISION
MAKING, MOTIVATION), ANALYSIS, EFFECTIVENESS,
LANGUAGE, PERFORMANCE TESTS, GROUP DYNAMICS (U)

IDENTIFIERS: HUMAN DECISION BEHAVIOR, DECISIONS
(PREDICTIONS), TERM EXPECTATION, 1963, DFL INDEX,
POINT SCORE (U)

THIS STUDY WAS CONDUCTED TO INVESTIGATE THE MANNER
AND DEGREE TO WHICH A DECISION MAKERS SEQUENCE OF
DECISIONS IS INFLUENCED BY OBJECTIVES OF VARYING
REMOTENESS (TERM EXPECTATION) AND BY
INFORMATIONAL UNCERTAINTY. THE EFFECTS OF THESE TWO
VARIABLES ON SEQUENTIAL DECISION PERFORMANCE WERE
STUDIED IN A 4 X 4 FACTORIAL EXPERIMENT. TERM
EXPECTATION WAS DEFINED AS THE NUMBER OF PROBLEMS
OVER WHICH THE DECISION MAKER ACCUMULATED HIS SCORE.
UNCERTAINTY WAS MANIPULATE BY CONTROLLING THE
NUMBER OF EVENTS FROM WHICH THE SUBJECT WAS TO
PREDICT A TERMINAL EVENT. DECISIONS
(PREDICTIONS) WERE MADE EITHER AT PRESCRIBED
UNCERTAINTY LEVELS OR ON A FREELY CHOSEN BASIS
(DEPENDING ON THE PREVAILING EXPERIMENTAL
CONDITIONS), AND A RANGE OF CHOICES VARYING IN
DEGREE OF RISK AND PAYOFF WAS AVAILABLE AT EACH
UNCERTAINTY LEVEL. THE SAME FIVE SUBJECTS SERVED
IN ALL CONDITIONS OF THE EXPERIMENT. CHOICES WERE
EVALUATED IN TERMS OF RISK, EXPECTED VALUE, AND
AVERAGE DEPARTURE FROM LINEAR PROGRESSION TO MEAN
WINNING SCORE (DFL). NO SIGNIFICANT DIFFERENCES
WERE OBTAINED FOR TERM EXPECTATION, PER SE.
MAXIMUM EXPECTED VALUES WERE ACHIEVED AT
INTERMEDIATE LEVELS OF UNCERTAINTY. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-434 029

STANFORD UNIV CALIF
PERCEPTION OF LEADERSHIP IN SMALL GROUPS, (U)
JAN 64 18P HARRELL, THOMAS W. ;
LEE, HANS E. ;
REPT. NO. 5
CONTRACT: DNR225 62

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTES: REPORT ON A STUDY OF SOME
CRITERIA OF MANAGEMENT SUCCESS.

DESCRIPTORS: (MANAGEMENT ENGINEERING, LEADERSHIP),
(LEADERSHIP, MANAGEMENT ENGINEERING), PERCEPTION,
EFFECTIVENESS, MATHEMATICAL PREDICTIONS,
PSYCHOMETRICS, TABLES, EDUCATION, GROUP DYNAMICS (U)
IDENTIFIERS: TEST SCORES, BUSINESS ADMINISTRATION,
BUSINESS SCHOOL, EXECUTIVE DEVELOPMENT PROGRAM,
MANAGERIAL SUCCESS, 1964, LEADERSHIP RANK, SMALL
GROUPS (U)

THIS STUDY REPRESENTS AN ATTEMPT TO DEVELOP VALID
AND PREDICTABLE CRITERIA OF SUCCESS BASED ON THE
STUDY OF DATA FROM THE PARTICIPANTS IN THE THREE
CLASSES OF THE EXECUTIVE DEVELOPMENT PROGRAM AT
THE GRADUATE SCHOOL OF BUSINESS, STANFORD
UNIVERSITY. IT RECORDS AN EFFORT TO DEVELOP
SUCCESS CRITERIA TO BE USED IN CONNECTION WITH A
LARGE SCALE STUDY TO PREDICT MANAGEMENT POTENTIAL OF
CANDIDATES FOR THE MASTER OF BUSINESS
ADMINISTRATION (MBA) WHICH IS BEING CONDUCTED.
THUS, IF SUITABLE CRITERIA OF SUCCESS COULD BE
FOUND IN A GROUP OF MEN WHO MIGHT ALL BE CONSIDERED
SUCCESSFUL, BUT IN VARYING DEGREE, THESE CRITERIA
MIGHT BE USED IN THE FOLLOW-UP STUDIES TO
DIFFERENTIATE THE HIGHLY SUCCESSFUL FROM THE NOT SO
SUCCESSFUL MBAs AFTER THEY HAVE GRADUATED FROM
THE BUSINESS SCHOOL. USING THESE SUCCESSFUL
MBAs AND EDPS (EXECUTIVES WHO HAVE
PARTICIPATED IN THE EXECUTIVE DEVELOPMENT
PROGRAM) AS CRITERION GROUPS, THE FINAL GOAL IS
TO PREDICT BEFORE THE MBA APPLICANTS ENTER THE
BUSINESS SCHOOL WHICH OF THE APPLICANTS HAVE GREATER
POTENTIAL FOR BECOMING SUCCESSFUL GENERAL MANAGERS ON
THE BASIS OF THE SMPTB. ANOTHER PURPOSE FOR
STUDYING CRITERIA OF MANAGEMENT SUCCESS IS TO EXAMINE
THE RELATIONSHIP BETWEEN MANAGERIAL SUCCESS IN THE
BUSINESS WORLD AND LEADERSHIP IN SMALL GROUP
DISCUSSIONS. IT IS HYPOTHEZIZED THAT SUCCESS
DEPENDS, IN PART, ON LEADERSHIP QUALITIES.

(AUTHOR)

UNCLASSIFIED

DDI REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-432 564

DELAWARE UNIV NEWARK

THE EFFECTS OF CHANGES IN GROUP COMPOSITION ON GROUP
PERFORMANCE. (U)

DESCRIPTIVE NOTE: FINAL REPT.,

64 11P ZILLER, R. C. ;

CONTRACT: AF AFOSR116 63

MONITOR: AFOSR 64 0202

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOLOGY), BEHAVIOR,
ATTITUDES, LEADERSHIP, SOCIAL COMMUNICATION,
ADJUSTMENT (PSYCHOLOGY) (U)

IDENTIFIERS: 1964 (U)

THE EFFECTS OF CHANGES IN GROUP COMPOSITION ON GROUP
PERFORMANCE.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-433 823

SENENDIPITY ASSOCIATES LOS ANGELES CALIF
RESEARCH ON MECHANISMS FOR THE CONTROL OF
STRESS.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,

JAN 64 6UP SMITH, EWART E. ;

CONTRACT: AF49 638 1216

MONITOR: AFOSH 64 0190

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (STRESS (PSYCHOLOGY), THEORY), (LABOR,
STRESS (PSYCHOLOGY)), GROUP DYNAMICS, AIR DEFENSE
COMMAND, LEADERSHIP, ATTITUDES, EMOTIONS, PERSONALITY,
BEHAVIOR, SOCIAL COMMUNICATION, SOCIAL SCIENCE (U)
IDENTIFIERS: 1964, PERSONNEL PROJECT, SARCASTIC WIT,
JOKING, SOCIAL STRESSOR, UNEMPLOYMENT, ROLE
EXPECTATION, CLIQUE BARRIER, UNITED STATES EMPLOYMENT
SERVICE (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK13

AD-452 877

ILLINOIS UNIV URBANA

THE INFLUENCE OF LEADER AND MEMBER BEHAVIOR ON THE
ADJUSTMENT AND TASK EFFECTIVENESS OF NEGOTIATION
GROUPS. (U)

OCT 63 44P JULIAN, JAMES W. ;

MCGNATH, JOSEPH E. ;

REPT. NO. 17

CONTRACT: DA49 19JMD2060

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTES:

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS),
(BEHAVIOR, LEADERSHIP), (SOCIAL COMMUNICATION,
PERSONALITY), ADJUSTMENT (PSYCHOLOGY), JOB ANALYSIS,
STIMULATION (U)

IDENTIFIERS: NEGOTIATION GROUPS, 1963, MEMBER
BEHAVIOR, INFLUENCE (U)

THIS STUDY INVESTIGATED GROUP INTERACTIONS WHICH
MEDIATE THE OBSERVED RELATIONSHIPS BETWEEN
EXPERIMENTAL INPUT CONDITIONS AND GROUP OUTPUT. THE
STUDY EXAMINED THREE MAJOR SETS OF RELATIONSHIPS:
(1) THE DIFFERENT PATTERNS OF CHAIRMAN BEHAVIOR
WHICH ARE ASSOCIATED WITH DIFFERENCES IN THE
CHAIRMAN'S PERCEPTION OF CO-WORKERS; (2) THE
PATTERNS OF CHAIRMAN INTERACTION WHICH LEAD TO MORE
SUCCESSFUL NEGOTIATIONS; AND (3) THE
CHARACTERISTICS OF THE GROUP INTERACTION THAT
INCREASE THE SATISFACTION AND PERFORMANCE OF THE
GROUP MEMBERS. THE MAJOR CONCLUSIONS OF THE STUDY
WERE: (1) THE MORE PSYCHOLOGICALLY DISTANT
(LOW LPC) CHAIRMEN WERE MORE ACTIVE, DOMINANT,
AND EMOTIONALLY NEGATIVE IN THEIR INTERPERSONAL
BEHAVIOR, AND THE PSYCHOLOGICALLY CLOSER (HIGH
LPC) CHAIRMEN WERE MORE PASSIVE, ACCEPTING AND
POSITIVE IN THEIR BEHAVIOR. (2) CHAIRMEN WHO
WERE MORE ACTIVE, DOMINANT, BUT POSITIVE LED MORE
SUCCESSFUL NEGOTIATION GROUPS. (3) THE
COMMUNICATION OF MORE POSITIVE, AND LESS NEGATIVE,
FEELING BY GROUP MEMBERS WAS ASSOCIATED WITH HIGHER
GROUP MEMBER SATISFACTION, INTERPERSONAL ESTEEM, AND
NEGOTIATION SUCCESS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-433 863

STATE UNIV OF NEW YORK BROOKLYN DOWNSTATE MEDICAL

CENTER

STRATEGY IN THREE GAMES: A REPLICATION, (U)

FEB 64 21P VINACKE, W. EDGAR I
RAGUSA, DONALD ICHOWELL, DOVIS;

REPT. NO. 5

CONTRACT: NONR4374 00

TASK: NONR43700

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PROJECTIVE
TECHNIQUES), (PROJECTIVE TECHNIQUES, GROUP DYNAMICS),
SEX, SOCIOMETRICS; TEST CONSTRUCTION (PSYCHOLOGY) (U)
IDENTIFIERS: 1964, COMPETITION, ROLE (SOCIOLOGY) (U)

AN ATTEMPT WAS MADE TO REPLICATE THE SITUATIONS IN WHICH SIGNIFICANT DIFFERENCES IN STRATEGY OCCURRED BETWEEN THE SEXES AS A FUNCTION OF DIFFERENCES IN THE CHARACTER OF GAMES PLAYED BY TRIADS. EACH OF TWO EXPERIMENTERS RAN 12 TRIADS THROUGH THE MASCULINE BOARD GAME, THE MASCULINE QUIZ GAME, AND THE FEMININE QUIZ GAME, WITH ORDER OF GAMES COUNTERBALANCED. THREE CONTESTS OF EACH OF FOUR POWER PATTERNS WERE USED, NAMELY, ALL-EQUAL, ONE STRONGER, ALL-DIFFERENT, AND ALL-POWERFUL. CUMULATIVE SCORES WERE MAINTAINED AS AN INCENTIVE CONDITION. THE SEX DIFFERENCES PREVIOUSLY ASCERTAINED OCCURRED ALSO IN THIS EXPERIMENT, BUT THE INDEX OF STRATEGY DID NOT SIGNIFICANTLY DIFFERENTIATE THE THREE KINDS OF GAMES. THE FEMININE QUIZ GAME DID NOT SIGNIFICANTLY INCREASE ACCOMMODATIVE STRATEGY, AS MEASURED BY THIS INDEX, ALTHOUGH THE TWO SEXES DIFFERED SIGNIFICANTLY IN THE PREDICTED DIRECTION IN EACH OF THE GAMES. THE FEMININE QUIZ GAME ELICITED LESS BARGAINING IN THE MALE TRIADS AND MORE BARGAINING IN THE FEMALE TRIADS THAN DID THE OTHER TWO GAMES. IN THE FEMININE QUIZ GAME THERE WAS A GREATER TENDENCY IN THE FEMALE TRIADS FOR THE TWO PLAYERS BEHIND TO ALLY, AND AN OPPOSITE TENDENCY IN MALE TRIADS. BOTH CHARACTERISTICS CAN BE INTERPRETED AS REFLECTING DIFFERENTIAL INTEREST IN THE GAMES. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-434 864

STANFORD UNIV CALIF

PREDICTABILITY OF SMALL GROUP LEADERSHIP CRITERIA,

(U)

APR 64 14P

LEE, HANS E. I

REPT. NO. TH7

CONTRACT: NONR22562

PROJ: NM171 306

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (GROUP DYNAMICS, LEADERSHIP),
(LEADERSHIP, GROUP DYNAMICS), (SOCIOMETRICS, GROUP
DYNAMICS), STANDARDS, SOCIAL COMMUNICATION,
MATHEMATICAL PREDICTION, STUDENTS, PSYCHOMETRICS,
EMOTIONS, PERSONALITY, ACHIEVEMENT TESTS, PROJECTIVE
TECHNIQUES, TEST CONSTRUCTION (PSYCHOLOGY) (U)
IDENTIFIERS: PREDICTABILITY, MMPI, STRONG VOCATIONAL
INTEREST BLANK, GUILFORD-ZIMMERMAN TEMPERMENT
SURVEY (U)

FROM BOTH OBSERVATIONAL AND SOCIOMETRIC DATA, SEVEN
CRITERIA OF EMERGENT SMALL GROUP LEADERSHIP WERE
OBTAINED. THE RELATIONSHIPS BETWEEN EACH OF THESE
AND 42 PSYCHOLOGICAL SCALES FROM TESTS INCLUDING THE
MMPI, STRONG VOCATIONAL INTEREST BLANK, AND
THE GUILFORD-ZIMMERMAN TEMPERAMENT SURVEY,
WERE EXAMINED BY CONSTRUCTING, BY MULTIPLE REGRESSION
TECHNIQUES, EQUATIONS TO PREDICT EACH CRITERIA FROM
SOME SUBSET OF THE 42 PREDICTORS. WHEN THE
PREDICTED SCORE AND THE ACTUAL SCORE FOR EACH
CRITERIA WAS CORRELATED, NO EQUATION LED TO AN R
SIGNIFICANTLY DIFFERENT FROM ZERO. THE SUBJECTS,
GRADUATE STUDENTS IN BUSINESS ADMINISTRATION, WERE IN
EITHER ONE OF 10 GROUPS OF 4 MEN EACH OR IN ONE OF 15
GROUPS OF 5 MEN EACH. (AUTHOR) (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTRL NO. /UMK10

AD-434 865

STANFORD UNIV CALIF

INVESTIGATION OF THE PRODUCT MOMENT INTERCORRELATIONS
AMONG SMALL GROUP LEADERSHIP CRITERIA, (U)

MAR 64 17P LEE, HANS E. I

REPT. NO: TR6

CONTRACT: NONR225 62

PROJ: NM171 388

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS), (GROUP
DYNAMICS, LEADERSHIP), (SOCIOMETRICS, GROUP
DYNAMICS), SOCIAL COMMUNICATION, EMOTIONS,
CLASSIFICATION, STANDARDS (U)
IDENTIFIERS: SMALL GROUPS, MOMENT INTERCORRELATIONS,
TASK LEADER (U)

THIS STUDY REPORTS THE PRODUCT-MOMENT
INTERCORRELATIONS AMONG SEVEN CRITERIA OF EMERGENT
LEADERSHIP. THE SUBJECTS, GRADUATE STUDENTS IN
BUSINESS, PARTICIPATED IN A SMALL GROUP CASE
DISCUSSION. THE CRITERIA OF LEADERSHIP WERE FROM
NON-PARTICIPANT OBSERVERS WHO CLASSIFIED THE ACTION
WHILE THE DISCUSSION WAS IN PROGRESS AND FROM THE
RESPONSES OF THE PARTICIPANTS THEMSELVES TO A
SOCIOMETRIC QUESTIONNAIRE. THE HIGHEST CORRELATION
BETWEEN THE OBSERVATIONAL AND SOCIOMETRIC DATA WAS
BETWEEN TOTAL ACTIVITY AND THE SOCIOMETRIC
QUESTION "WHICH MEMBER OF THE GROUP STOOD OUT MOST
DEFINITELY AS THE LEADER IN THE DISCUSSION."
THERE WAS ALSO FOUND A TENDENCY TOWARDS THE
DIFFERENTIATION OF THE TASK FROM THE SOCIAL-EMOTIONAL
LEADER. THE PRINCIPAL FINDING WAS THAT THE TASK
LEADER ACTED THE MOST, AND THAT THE PERSON WHO ACTED
THE MOST WAS THE TASK LEADER. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-435 569

ILLINOIS UNIV URBANA

A SOCIAL PSYCHOLOGICAL APPROACH TO THE STUDY OF
NEGOTIATION, (U)

APR 64 SUP MCGRATH, JOSEPH E. I

CONTRACT: AF49 638 1291

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL PSYCHOLOGY, DECISION MAKING),

(GROUP DYNAMICS, APPLIED PSYCHOLOGY), SOCIAL
COMMUNICATION (U)

IDENTIFIERS: 1964, SMALL GROUPS, NEGOTIATION PROCESS

(SOCIOLOGY) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHX10

AD-435 598

MICHIGAN UNIV ANN ARBOR RESEARCH CENTER FOR GROUP
DYNAMICS

THE EFFECT OF TWO METHODS OF VARYING GROUP TASK
DIFFICULTY ON INDIVIDUAL AND GROUP PERFORMANCE, (U)
63 10P ZAJONC, ROBERT B. I

TAYLOR, JAMES J. I

CONTRACT: NONR122434

PROJ: NR170 309

UNCLASSIFIED REPORT

REPRINT FROM HUMAN RELATIONS, PP. 359-368,
1963. (COPIES NOT SUPPLIED BY DDC)

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, LEARNING),
(*PERFORMANCE TESTS, GROUP DYNAMICS), REACTION
(PSYCHOLOGY), PROBABILITY, ANALYSIS OF VARIANCE,
BEHAVIOR, REASONING (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-438 513

WASHINGTON UNIV ST LOUIS MO

STRUCTURAL FACTORS AND INDIVIDUAL NEEDS IN GROUP
BEHAVIOR. (U)

DESCRIPTIVE NOTE: ANNUAL REPT.,

NOV 63 72P DECHARMS, RICHARD I

HAMBLIN, ROBERT L. :

CONTRACT: NONR81611

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, BEHAVIOR), STRUCTURAL
PROPERTIES, MOTIVATION, PERSONALITY, ABNORMAL
PSYCHOLOGY, THEORY, SOCIOMETRICS, SOCIAL
COMMUNICATION, PATHOLOGY, LEADERSHIP, ADJUSTMENT
PSYCHOLOGY, BIBLIOGRAPHIES (U)

IDENTIFIERS: (*GROUP DYNAMICS, BEHAVIOR),
STRUCTURAL PROPERTIES, MOTIVATION, PERSONALITY,
ABNORMAL PSYCHOLOGY, THEORY, SOCIOMETRICS,
SOCIAL COMMUNICATION, PATHOLOGY, LEADERSHIP,
ADJUSTMENT PSYCHOLOGY, BIBLIOGRAPHIES (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-434 430
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
PIONEER VI, CONFORMITY TO A GROUP NORM AS A FUNCTION
OF SENSORY DEPRIVATION AND SOCIAL ISOLATION, (U)
DESCRIPTIVE NOTE: RESEARCH MEMO.,
NOV 63 SOP SMITH, SEWARD MYERS, THOMAS
J. MURPHY, DONALD B.;
CONTRACT: DA44 188A02

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, SENSORY DEPRIVATION),
(SOCIAL COMMUNICATION, GROUP DYNAMICS), BEHAVIOR,
EXPERIMENTAL DATA, ERRORS, TEST METHODS,
PSYCHOMETRICS (U)
IDENTIFIERS: CONFORMITY, ISOLATION, CGN TEST, GROUP
NORM, QUESTIONNAIRE (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK1U

AD-440 133

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO

CALIF

VALUE AND PERSONALITY DIFFERENCES BETWEEN OFFENDERS
AND NONOFFENDERS, (U)

FEB 63 4P

KNAPP, ROBERT H. 1

MONITOR: NMNRU, NMDRU

63 6: MR005 12 2201

UNCLASSIFIED REPORT

REPRINT FROM JNL. OF APPLIED PSYCHOLOGY, 48:1, PP.

59-62, 1964. (COPIES NOT SUPPLIED BY DDC)

SUPPLEMENTARY NOTE:

DESCRIPTORS: (•CRIMINOLOGY, SOCIAL COMMUNICATION),
(•PERSONALITY, CRIMINOLOGY), (•ADJUSTMENT (PSYCHOLOGY),
PSYCHOMETRICS), PSYCHOMETRICS, NAVAL PERSONNEL,
TABLES, APPLIED PSYCHOLOGY, MOTIVATION, LEADERSHIP,
SELECTION (U)

IDENTIFIERS: OFFENDERS, NONOFFENDERS, SOCIALIZATION,
VALUES, CPI (CALIFORNIA PSYCHOLOGICAL INVENTORY),
CONFORMITY SCORES, DELINQUENT (U)

THE SOCIALIZATION (SO) SCALE OF THE
CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI), THE
OF OPINION SURVEY, AND A MEASURE OF 6
INTERPERSONAL VALUES WERE ADMINISTERED TO AN OFFENDER
AND A NONOFFENDER NAVY ENLISTED SAMPLE TO INVESTIGATE
ANY DIFFERENCES IN VALUES HELD BY THESE GROUPS,
INDEPENDENT OF THE USUALLY DISCRIMINANT VARIABLES OF
VERBAL APTITUDE AND EDUCATION, THE CPI SO
SCALE, 3 SCALES FROM THE OF OPINION SURVEY, AND
2 SCALES FROM THE MEASURE OF INTERPERSONAL VALUES
DIFFERENTIATED SIGNIFICANTLY BETWEEN THE 2 GROUPS.
THE PRESENT NAVY OFFENDER SAMPLE WAS
CHARACTERIZED AS HAVING ATTITUDES FAVORABLE TOWARD
ESCAPISM AND TOWARD NONCONFORMITY TO RULES AND
REGULATIONS, AND AS BEING LOWER ON A CONTINUUM OF
SOCIALIZATION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-442 698

PITTSBURGH UNIV PA

DYADIC BEHAVIOR OF SELF-, INTERACTION-, AND
TASK-ORIENTED SUBJECTS IN A TEST SITUATION, (U)

NOV 62 SP STIMPSON, DAVID V. I
BASS, BERNARD M. I

CONTRACT: N70NR35609

UNCLASSIFIED REPORT

REPRINT FROM JNL. OF ABNORMAL AND SOCIAL PSYCHO-

LOGY, 68:5, PP. 558-562, MAY 64. (COPIES NOT SUPPLIED BY
DDC)

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH
CALIFORNIA UNIV., BERKELEY.

DESCRIPTORS: (1) BEHAVIOR, SOCIAL COMMUNICATION),

(1) SOCIAL COMMUNICATION, TRAINING), (1) LEARNING, SOCIAL
COMMUNICATION), LEADERSHIP, EDUCATION, STIMULATION,

TABLES, REACTION (PSYCHOLOGY), GROUP DYNAMICS (U)

IDENTIFIERS: DYADIC BEHAVIOR, SELF-ORIENTATION, TASK-

ORIENTED SUBJECTS, INTERPERSONAL ORIENT (U)

FIFTEEN SELF-ORIENTED, 15 INTERACTION-ORIENTED,
AND 15 TASK-ORIENTED UPPER UNDERGRADUATES TOOK 3
MIDTERM EXAMINATIONS. EACH TIME AFTER RESPONDING
ALONE, THEY MET WITH A PARTNER TO DISCUSS THE
ANSWERS, THEN TOOK THE TEST AGAIN. RESPONSES AND
CHANGES OF RESPONSE OF S AND PARTNER YIELDED

OBJECTIVE INDEXES OF ACCURACY, STABILITY,
COALESCENCE, SUCCESSFUL LEADERSHIP, AND PROFITABILITY
OF THE DISCUSSION. ATTITUDES TOWARD THE
DISCUSSION WERE ALSO COLLECTED. EACH S MET WITH
A PARTNER OF EACH OTHER ORIENTATION IN A
COUNTERBALANCED ORDER. INTERACTION-ORIENTED SS
COALESCED LESS, CAUSED PARTNERS TO EXPERIENCE MORE
CONFLICT, ALLOWED PARTNERS TO BE LESS SUCCESSFUL AS
LEADERS, CAUSED PARTNERS TO PARTICIPATE LESS, AND TO
MAKE THEM FEEL LESS RESPONSIBLE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-442 740

PITTSBURGH UNIV PA

DEFENSIVENESS AND SUSCEPTIBILITY TO COERCION AS A
FUNCTION OF SELF-, INTERACTION-, AND TASKORIENTATION.

(U)

7P

BASS, BERNARD M. I

DUNTEMAN, GEORGE I

CONTRACT: N7UNR35609

UNCLASSIFIED REPORT

REPRINT FROM THE JNL. OF SOCIAL PSYCHOLOGY, 62, PP.
335-341, 1964. (COPIES NOT SUPPLIED BY DDC)

SUPPLEMENTARY NOTE:

DESCRIPTORS: (0BEHAVIOR, SOCIAL COMMUNICATION),
(0SOCIAL COMMUNICATION, BEHAVIOR), GROUP DYNAMICS,
TABLES, LEADERSHIP, TRAINING, REACTION (PSYCHOLOGY),
STIMULATION

(U)

IDENTIFIERS: DEFENSIVENESS, CONFORMITY, SENSITIVITY
TRAINING, ORIENTATION, SOCIAL STIMULI, TASK
ORIENTATION

(U)

AFTER AN INTENSIVE DAY-AND-A-HALF EXPERIENCE IN
SENSITIVITY TRAINING, 24 SELF-, INTERACTION-, AND
TASK-ORIENTED SECRETARIES WERE HANDED WRITTEN STAFF
REPORTS FALSELY DISPARAGING THEIR INTELLIGENCE, DESIRE
TO LEARN, AND SOCIABILITY. IN RESPONSE TO THIS EGO
THREAT, SELF- AND INTERACTION-ORIENTED SS REPORTED
TWO TO THREE TIMES AS MANY DEFENSIVE FEELINGS UPON
RECEIPT OF THESE EVALUATIONS THAN DID TASK-ORIENTED
SS. IN A SECOND EXPERIMENT, 65 SS, IN GROUPS OF
FIVE EACH OF EITHER MALE OR FEMALE COMPOSITION, FIRST
REPORTED PUBLICLY THEIR OPINIONS ABOUT THREE CASES.
THE PUBLIC AND PRIVATE OPINIONS OF INTERACTION-
ORIENTED WOMEN WERE SIGNIFICANTLY MORE DISCREPANT
THAN THE PUBLIC AND PRIVATE OPINIONS OF TASK-ORIENTED
COLLEGE WOMEN. NO SUCH DIFFERENCES IN
SUSCEPTIBILITY TO COERCION WAS FOUND FOR COLLEGE MEN.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0M110

AD-442 721
PITTSBURGH UNIV PA
BUSINESS GAMING FOR ORGANIZATIONAL RESEARCH, (U)
12P BASS, BERNARD M. I
CONTRACT: N70NR35609

UNCLASSIFIED REPORT
REPRINT FROM MANAGEMENT SCIENCE, 10:3, PP.545-556,
APR 64. (COPIES NOT SUPPLIED BY DDC)
SUPPLEMENTARY NOTE:

DESCRIPTORS: (MANAGEMENT ENGINEERING, COMMERCE),
(COMMERCE, GROUP DYNAMICS), (INDUSTRIAL PSYCHOLOGY,
THEORY), GAME THEORY, DECISION MAKING, COMPUTERS,
COSTS, ANALYSIS, ECONOMICS, LABOR, PERSONNEL
MANAGEMENT, OPERATIONS, LEADERSHIP (U)
IDENTIFIERS: BUSINESS GAMING (U)

A NON-COMPUTER BUSINESS GAME IS DESCRIBED WHICH
CAN BE USED TO TEST HYPOTHESES ABOUT THE EFFECTS OF
DIFFERENT ORGANIZATIONAL STRUCTURES ON MATERIAL AND
SOCIAL PSYCHOLOGICAL OUTCOMES. THE COMPETITIVE
GAME REQUIRES FIRMS OF ABOUT 15 MEN EACH TO COMPETE
IN A COMMON MARKET. MARKETS ARE BASED ON
MANAGERIAL DECISIONS OF THE COMPETING FIRMS. IN
THE FIRST THREE COMPETITIONS, IT WAS OBSERVED THAT
THE SIMPLER ORGANIZATIONAL STRUCTURE SERVED MORE
ADEQUATELY THAN THE MORE COMPLEX HIERARCHY THAT WAS
DESIGNED FOR THE PROBLEM. WHETHER OR NOT A
RADICALLY DIFFERENT STRUCTURE, WITHOUT A HIERARCHY,
WORKED WELL, DEPENDED UPON THE EXTENT THE REAL-LIFE
MANAGERS OPERATING THE ORGANIZATION HAD BEEN
INDOCTRINATED SUFFICIENTLY INTO THE RATIONALE BEHIND
THE INNOVATION AND HAD ACCEPTED IT AS DESIRABLE.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-443 102

PITTSBURGH UNIV PA

AMOUNT OF PARTICIPATION, COALESCENCE, AND
PROFITABILITY OF DECISION MAKING DISCUSSIONS. (U)

MAY 62 3P BASS, BERNARD M. I
CONTRACT: N735609

UNCLASSIFIED REPORT

REPRINT FROM JNL. OF ABNORMAL AND

SOCIAL PSYCHOLOGY, 67:1, PP. 92-94, 1963. (COPIES NOT

SUPPLIED BY DDC)

SUPPLEMENTARY NOTE:

DESCRIPTORS: (+DECISION MAKING, GROUP DYNAMICS),

SOCIAL PSYCHOLOGY, MOTIVATION (U)

IDENTIFIERS: COALESCENCE, PROBLEM SOLVING (U)

FIFTY-ONE GROUPS OF 255 ROTC CADETS, VARYING IN
MOTIVATION AND STRATIFICATION, WERE EXAMINED IN
GROUPS OF 5 AS THEY DISCUSSED THE CORRECT RANKINGS
OF THE FAMILIARITY OF WORDS. MEASURES OF TIME
TALKED, COALESCENCE, AND PROFIT FROM DISCUSSION WERE
COLLECTED ON EACH OF 10 PROBLEMS SOLVED BY EACH
GROUP. WHERE MEMBERS WERE EQUAL IN STATUS, MUCH
PARTICIPATION WAS ASSOCIATED WITH INCREASED DECISION
ACCURACY, PARTICULARLY WHEN MEMBERS WERE HIGHLY
MOTIVATED; BUT THE CONVERSE WAS TRUE WHEN GROUPS
WERE STRATIFIED, PARTICULARLY WHERE THEY WERE ALSO
UNMOTIVATED. COALESCENCE WAS ASSOCIATED WITH
INCREASED ACCURACY OF DECISIONS IN MODERATELY
MOTIVATED GROUPS, AND IN UNSTRATIFIED GROUPS.
INDIVIDUAL ATTEMPTS TO LEAD WERE MORE LIKELY TO BE
SUCCESSFUL WHERE MEMBERS WERE MOTIVATED AND WHERE
MEMBERS VARIED IN STATUS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-444 127
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
SIMILARITIES AND DIFFERENCES AMONG LEADERS AND
FOLLOWERS, (U)
OCT '62 7P NELSON, PAUL D. I
REPT. NO. 62 15
PROJ: HRGUS 12 2004

UNCLASSIFIED REPORT

REPRINT FROM JNL. OF SOCIAL PSYCHOLOGY, 63, PP. 161-
167, 1964. (COPIES NOT SUPPLIED BY DDC)
SUPPLEMENTARY NOTE:

DESCRIPTORS: (PERSONNEL, PERSONALITY),
(PERSONALITY, PERSONNEL), ATTITUDES, JOB ANALYSIS,
CLASSIFICATION, GROUP DYNAMICS, LEADERSHIP, EMOTIONS,
CONTRCL, SOCIOMETRICS, ADJUSTMENT (PSYCHOLOGY),
MOTIVATION, EFFECTIVENESS, BEHAVIOR (U)
IDENTIFIERS: ADAPTABILITY, AGGRESSIVENESS,
ACCEPTANCE, SELF-CONFIDENCE (U)

A TOTAL OF 72 MEN WHO HAD WINTERED-OVER AT FOUR
ANTARCTIC SCIENTIFIC STATIONS SERVED AS SS.
BASED UPON A YEAR'S EXPERIENCE WITH THE MEN AT
THEIR STATIONS, TWO SUPERVISORS AT EACH STATION
INDEPENDENTLY EVALUATED ALL STATION MEMBERS ON
SEVERAL ATTITUDINAL AND BEHAVIORAL CHARACTERISTICS,
ONE OF WHICH WAS A LEADERSHIP-FOLLOWERSHIP SCALE AND
ANOTHER OF WHICH WAS A LIKABILITY SCALE. BY
DICHOTOMIZING THE MEMBERS OF EACH STATION ON BOTH THE
LEADERSHIP AND THE LIKABILITY SCALES, FOUR
EXPERIMENTAL GROUPS OF LIKED AND LESS-LIKED LEADERS
AND FOLLOWERS WERE OBTAINED FOR COMPARISON ON OTHER
PERSONAL CHARACTERISTICS. BOTH LIKED AND LESS-LIKED
LEADERS WERE MORE SELF-CONFIDENT, ALERT, JOB
MOTIVATED, AND AGGRESSIVE THAN THE FOLLOWER GROUPS OF
COMPARABLE LIKABILITY. ON THE OTHER HAND, LIKED
LEADERS AND LIKED FOLLOWERS, IN CONTRAST TO THE LESS-
LIKED LEADERS AND FOLLOWERS, WERE MORE SATISFIED WITH
THE ASSIGNMENT, EMOTIONALLY CONTROLLED, ACCEPTING OF
AUTHORITY, AND MOTIVATED TO BE EFFICIENT GROUP
MEMBERS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-445 210

MCHAETER UNIV HAMILTON (ONTARIO)
PARTICIPATION AND OPINION CHANGE AS RELATED TO
COHESIVENESS AND SEX OF SS IN TWO-PERSON GROUPS. (U)
MAR 64 BP CARMENT, D. W. SCHWARTZ, F. S. I
MILLS, C. G. I

UNCLASSIFIED REPORT
REPRINT FROM PSYCHOLOGICAL REPORTS, 14, PP. 695-702,
1964. (COPIES NOT SUPPLIED BY DDC)
SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL PSYCHOLOGY, GROUP DYNAMICS),
(GROUP DYNAMICS, VERBAL BEHAVIOR), SEX, DECISION
MAKING, ATTITUDES, EMOTIONS, REACTION (PSYCHOLOGY),
REASONING (U)
IDENTIFIERS: OPINIONS (U)

THREE SETS OF EQUAL NUMBERS OF MALE AND FEMALE
PAIRS OF SS WERE STUDIED. IN ONE SET BOTH MEMBERS
OF EACH PAIR HAD BEEN TOLD THAT THEY SHOULD LIKE EACH
OTHER. IN A SECOND SET, ONE MEMBER HAD BEEN GIVEN
THIS INFORMATION WHEREAS THE OTHER HAD BEEN TOLD THAT
THERE WAS NO REASON TO BELIEVE HE WOULD GET ALONG
WITH THE OTHER. IN A THIRD SET, BOTH PAIR MEMBERS
HAD BEEN GIVEN THE NEGATIVE PRE-INSTRUCTION. THE
DEPENDENT MEASURES WERE THE AMOUNT OF PARTICIPATION
AND EXTENT OF OPINION CHANGE DURING AND AFTER AN
INFORMAL DEBATE. IT WAS FOUND THAT PARTICIPATION
WAS AFFECTED ONLY BY THE SEX OF SS, WHEREAS OPINION
CHANGE WAS RELATED TO BOTH SEX AND THE NATURE OF THE
PRIOR INFORMATION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-446 25J

NAVAL MEDICAL RESEARCH INST BETHESDA MD
MAINSTREAMS OF RESEARCH ON SMALL GROUPS,

(U)

63 6P ALTHAN, IRWIN I
HUNTON; NAVMED MNOOS 12 2005 DIR1,

UNCLASSIFIED REPORT

REPRINT FROM PUBLIC ADMINISTRATION REVIEW, 23:4, PP.

203-208, DEC 63. (COPIES NOT SUPPLIED BY DDC)

SUPPLEMENTARY NOTE: NO FOREIGN.

DESCRIPTORS: (PROFESSIONAL PERSONNEL, GROUP
DYNAMICS), BEHAVIOR, SOCIAL COMMUNICATION, SCIENTIFIC
RESEARCH, LEADERSHIP, SOCIAL PSYCHOLOGY, MOTIVATION,
PERFORMANCE (HUMAN), PERSONALITY (U)

IN EXECUTIVE DEVELOPMENT PROGRAMS, IN CONTACTS
WITH CONSULTANTS, AND IN THE LITERATURE OF PUBLIC
ADMINISTRATION THE PUBLIC EXECUTIVE IS MORE AND MORE
COMING FACE-TO-FACE WITH ATTEMPTS TO APPLY THE
RESULTS OF RESEARCH ON SMALL GROUPS. IN THIS
ARTICLE THE AUTHOR GIVES A MUCH NEEDED ASSIST TO THE
PUBLIC EXECUTIVE AS HE ATTEMPTS TO ANSWER QUESTIONS
ABOUT HOW MUCH HE KNOW ABOUT SMALL GROUP BEHAVIOR
AND HOW THAT KNOWLEDGE MAY HAVE IMPLICATIONS FOR THE
PROBLEMS THAT BESET THE PUBLIC EXECUTIVE.

(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-466 142
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF
SUITABILITY OF A SIMPLE TASK FOR THE STUDY OF TEAM
TRAINING PROBLEMS. (U)
DESCRIPTIVE NOTE: FINAL REPT.,
JUN 65 10P PAYNE, WILLIAM M. ;
BRAUNSTEIN, DANIEL N. ;
REPT. NO. SHM-65-5
PROJ: 01703 02 08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (NAVAL TRAINING, PERFORMANCE
TESTS), VISUAL SIGNALS, SIGNALS, DETECTION,
TRAINING, SIGNAL-TO-NOISE RATIO,
PROGRAMMING (COMPUTERS), GROUP DYNAMICS,
PERFORMANCE (HUMAN), NAVAL PERSONNEL, VISUAL
PERCEPTION (U)

FOUR TEAMS OF FOUR SUBJECTS WERE GIVEN A SIGNAL
DETECTION TASK UNDER THREE ORGANIZING CONDITIONS.
STIMULUS MATERIALS WERE RIGIDLY CONTROLLED, AND
ORDER OF CONDITIONS WAS COUNTERBALANCED. NO
SIGNIFICANT DIFFERENCES WERE FOUND IN NUMBER OF
SIGNALS DETECTED. EXPERIMENTS USING SIMILARLY
CONTROLLED STIMULUS MATERIALS, BUT INVOLVING MORE
COMPLEX TASKS AND ORGANIZING CONDITIONS ARE SUGGESTED
IN ORDER TO STUDY THE EFFECT OF TEAM ORGANIZING
CONDITIONS ON PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-468 312

CENTRAL INST FOR THE DEAF ST LOUIS MO
THE METHOD OF SINGLE DESCENT IN GROUP
AUDIOMETRY,

(U)

OCT 56 18P
CONTRACT: NONR1151 02
PROJ: NR146 042
MONITOR: NAVMED

HARD, DIXON I

NM-001-102-502-2.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (JET ENGINE NOISE,
TOLERANCES(PHYSIOLOGY)), (AUDIOMETRY, JET
ENGINE NOISE), (PSYCHOMETRICS, AUDITORY
PERCEPTION), HEARING,
THRESHOLD(PHYSIOLOGY), AUDITORY ACUITY,
AVIATION PERSONNEL, TEST MEDICINE,
STRESS(PHYSIOLOGY), EXPERIMENTAL DATA,
PSYCHOPHYSIOLOGY, GROUP DYNAMICS,
ADJUSTMENT(PSYCHOLOGY)

(U)

VARIOUS METHODS FOR DETERMINING THRESHOLD IN A
GROUP TESTING SITUATION WERE COMPARED. NO
SIGNIFICANT DIFFERENCES IN RELIABILITY WERE FOUND
BETWEEN THE METHOD OF ADJUSTMENT (EITHER DIRECT OR
INDIRECT) AND THE METHOD OF 'SINGLE DESCENT,' IN
WHICH THE LISTENER PRESSES A BUTTON 'JUST WHEN THE
BEEPS DISAPPEAR.' HOWEVER, THE METHOD OF SINGLE
DESCENT IS INDEPENDENT OF INDIVIDUAL DIFFERENCES IN
ADJUSTMENT TIME AND REQUIRES A MINIMUM OF APPARATUS.
THRESHOLDS DETERMINED BY SINGLE DESCENT WERE
AFFECTED ONLY SLIGHTLY BY RATE OF DESCENT, STARTING
LEVEL AND PRACTICE FACTORS. A COMPARISON BETWEEN
SINGLE DESCENT AND THE STANDARD CLINICAL TECHNIQUE
SHOWED THE THRESHOLDS TO BE VALID. FIELD
PERFORMANCES OF THE METHOD, IN A 10-MAN GROUP
AUDIOMETER, HAS FULFILLED EXPECTATIONS FROM THE PILOT
STUDIES. (AUTHOR)

(U)

UNCLASSIFIED

/OMK10

UNCLASSIFIED

DLC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

10-478 712 5/5
OFFICE OF THE CHIEF OF RESEARCH AND DEVELOPMENT (ARMY)
WASHINGTON D C
ANNUAL ARMY HUMAN FACTORS RESEARCH AND DEVELOPMENT
CONFERENCE (11TH) HELD AT JOHN F. KENNEDY CENTER FOR
SPECIAL WARFARE FORT BRAGG, NORTH CAROLINA, 3-6 OCT
1965. (U)
OCT 65 362P

UNCLASSIFIED REPORT

DESCRIPTORS: (HUMAN ENGINEERING, SYMPOSIA),
CLASSIFICATION, NIGHT WARFARE, VIETNAM,
SIMULATION, TRAINING, COUNTERINSURGENCY,
SOCIAL SCIENCES, APPLIED PSYCHOLOGY,
CYBERNETICS, REACTION(PSYCHOLOGY), REFLEXES,
ARMED FORCES OPERATIONS, ARMY PERSONNEL,
MILITARY TACTICS, STABILITY,
STRESS(PSYCHOLOGY), PSYCHOLOGICAL WARFARE,
PERSONNEL, PSYCHIATRY, URBAN AREAS, GROUP
DYNAMICS, PRISONERS, PSYCHOMETRICS (U)
IDENTIFIERS: INSURGENCY, STABILITY OPERATIONS,
CIVIL DISTURBANCES (U)

CONTENTS: SOME REFLECTIONS ON SOCIAL
SCIENCES SUPPORT FOR STABILITY OPERATIONS -
PAST AND FUTURE; THE ARMY'S ROLE IN
PREVENTING INSURGENCIES; THE PRESENT
CHALLENGE - COUNTERINSURGENCY OPERATIONS;
TOWARD DEFINING AN APPROPRIATE ROLE FOR THE
MILITARY IN STABILITY OPERATIONS; THE
THEORETICAL DEFICIENCY AND PROBLEMS OF
PROFESSIONALISM AND CIVIL-MILITARY RELATIONS;
RESPONSE OF US PERSONNEL TO LOCAL CUSTOMS IN
STABILITY OPERATIONS; THE ROLE OF MINORITY
GROUPS IN COUNTERINSURGENCY; OPERATIONAL
PSYCHIATRIC RESEARCH IN THE FIELD IN SOUTH
VIETNAM; THE ORGANIZATION AND EVALUATION OF
DATA ON URBAN AREAS IN COUNTERINSURGENCY
PLANNING; THE ROLE OF CROWDS IN CIVIL
DISTURBANCES; PRISONER BEHAVIOR IN SIMULATED
INTERROGATIONS; SOME NOTES ON EXPLORATORY
RESEARCH ON THE GENESIS OF SOCIAL CONFLICT;
TOWARD THE DEVELOPMENT OF CIVIC ACTION
DOCTRINE; PSYCHOLOGICAL WARFARE RESEARCH IN
MALAYA, 1952-65; SELECTION AND CLASSIFICATION
RESEARCH IN KOREA; DEVELOPMENT OF A SHORT,
PRACTICAL, PROGRAMMED VIETNAMESE COURSE;
SIMULATION TECHNIQUES FOR AREA TRAINING;
PSYCHOLOGICAL FACTORS IN SELECTION OF SPECIAL
FORCES OFFICERS; SOME EFFECTS OF STRESS ON (U)

150

UNCLASSIFIED

/OMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-460 533 14/5 15/4
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C
TEAM PROCEDURES IN IMAGE INTERPRETATION. (U)
DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
DEC 65 32P HOLIN, STANLEY F. ISADACCA
, ROBERT; MARTINEK, HAROLD;
REPT. NO. APRO-TRN-164
PROJ: DA-2J620901A721

UNCLASSIFIED REPORT

DESCRIPTORS: (PHOTOINTERPRETATION, GROUP
DYNAMICS), AERIAL PHOTOGRAPHY, PERFORMANCE TESTS,
ARMY PERSONNEL, PROCESSING, EFFECTIVENESS,
ANALYSIS OF VARIANCE, AERIAL PHOTOGRAPHY (U)

PRESENT STUDY WAS ONE IN A SERIES CONCERNED WITH
THE DEVELOPMENT OF EFFECTIVE IMAGE INTERPRETER TEAM
TECHNIQUES AND ORGANIZATION. TEN DIFFERENT TEAM
PROCEDURES WERE COMPARED WITH EACH OTHER AND WITH
INDIVIDUAL INTERPRETERS ON EIGHT PERFORMANCE TESTS
BASED ON PHOTOGRAPHY FROM FOUR AERIAL SURVEILLANCE
MISSIONS OF WORLD WAR II AND FOUR MISSIONS
FLOUN DURING THE KOREAN WAR. DEGREE OF
COOPERATION AND WORKING METHODS WERE SYSTEMATICALLY
VARIED IN 80 MATCHED TEAMS OF TWO OR THREE ARMY
IMAGE INTERPRETERS. RIGHTS AND WRONGS SCORES WERE
BASED ON A CONSENSUS OF EITHER TWO OR THREE TEAM
MEMBERS. THREE-MAN TEAMS, WITH INDIVIDUALS WORKING
INDEPENDENTLY, PROVED CONSISTENTLY SUPERIOR TO THE
AVERAGE INDIVIDUAL INTERPRETER ATTAINING THE SAME
LEVEL OF COMPLETENESS AS THE AVERAGE INDIVIDUAL WITH
SUBSTANTIAL INCREASES IN ACCURACY. ON THE EIGHT-
MISSION PERFORMANCE TESTS USED IN THIS EXPERIMENT,
THE THREE-MAN INDEPENDENT TEAMS HAD AVERAGE ACCURACY
SCORES RANGING FROM 528 TO 1008 VERSUS 128 TO
398 FOR THE AVERAGE INDIVIDUAL. TWO-MAN
INDEPENDENT TEAMS ALSO SHOWED GAINS IN ACCURACY BUT
WITH REDUCED COMPLETENESS COMPARED WITH INDIVIDUAL
PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

/DHK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-600 181

SYSTEM RESEARCH LTD RESEARCH LABS RICHMOND (ENGLAND)
A STUDY OF GROUP DECISION MAKING AND COMMUNICATION
PATTERNS UNDER CONDITIONS OF STRESS AND OVERLOAD,
WHEN THE PARTICIPANTS ARE PERMITTED TO FUNCTION AS A
SELF-ORGANISING SYSTEM. (U)

DESCRIPTIVE NOTE: FINAL TECHNICAL REPT., 1 JAN-31 DEC
63.

64 95P

CONTRACT: DA91 591EUC275J

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (0DECISION MAKING, GROUP DYNAMICS),
(0GROUP DYNAMICS, DECISION MAKING), PATTERN
RECOGNITION, STRESS (PSYCHOLOGY), SOCIAL PSYCHOLOGY,
LEARNING, REACTION PSYCHOLOGY, SOCIAL COMMUNICATION,
DISPLAY SYSTEMS, COMMUNICATION SYSTEMS (U)

EXPERIMENTS ON GROUP DECISION MAKING UNDER
CONDITIONS THAT CAN BE AUTOMATICALLY AND ADAPTIVELY
CONTROLLED ARE DESCRIBED. PILOT EXPERIMENTS WERE
CONDUCTED WITH THREE-PERSON GROUPS, IN WHICH A
TRAJECTORY-INTERCEPTION TASK WAS SPLIT INTO THREE
SEQUENTIALLY DEPENDENT SUB-TASKS, DETECTION, CODING,
AND DECISION. THE ORIGINAL DESIGN WAS MODIFIED TO
A TWO-PERSON GAME CONSISTING OF TWO SUB-TASKS WHICH
COULD BE ASSIGNED, JOINTLY OR SEVERALLY TO THE TWO
PLAYERS IN FIVE DIFFERENT WAYS. ONLY THREE OF THE
SUB-TASK ASSIGNMENTS WERE UTILIZED. A STRATEGY
WAS DESIGNED TO DETERMINE HOW THESE MIGHT BE
ADAPTIVELY VARIED TO COUNTERACT THE EFFECTS OF STRESS
AND OVERLOAD. THE STRATEGY EMBODIES TWO DECISION
RULES, ONE SPECIFYING THE TIME OF REASSIGNMENT, AND
ONE THE CHOICE OF REASSIGNMENT. THIS STRATEGY WAS
TESTED AND COMPARED TO BEAKER STRATEGIES EMBODYING
JUST ONE ADAPTIVE DECISION RULE. STATISTICAL
ANALYSIS OF THE DATA SHOWED THAT THE TWO-RULE
STRATEGY GIVES SIGNIFICANT INCREASES IN EFFICIENCY,
BUT BEAKER STRATEGIES ARE LIKELY TO BE WORSE THAN THE
MAINTENANCE OF FIXED SUB-TASK ASSIGNMENTS.
WHENEVER THERE IS A RELIABLE WARMING-UP OR
SETTLING-IN PERIOD AFTER SUB-TASK REASSIGNMENTS, THE
TIME-COURSE EFFICIENCY CAN BE CHANGED WITHOUT RAISING
THE OVERALL EFFICIENCY. (SEE ALSO AD-928 615)
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-601 826

DUKE UNIV DURHAM N C

THE SUBJECT ROLE IN SMALL GROUP EXPERIMENTS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 12

43 19P BACK, KURT W. ; HOOD, THOMAS

C. BREHM, MARY L. I

CONTRACT: NONR-110111, PHS-M-5356

PROJ: NR177 470

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
(PERCEPTION (PSYCHOLOGY), GROUP DYNAMICS), SOCIAL
PSYCHOLOGY, PSYCHOMETRICS, MODELS (SIMULATIONS) (U)

THE SOCIAL PSYCHOLOGICAL EXPERIMENT IS SEEN AS A SYSTEM OF EXPERIMENTERS AND SUBJECTS, INSTEAD OF THE CLASSICAL EXPERIMENTAL MODEL OF INTRODUCTION OF SINGLE VARIABLES INTO A CONTROLLED SITUATION. THE EXPERIMENT IS A SPECIAL KIND OF INTERPERSONAL SYSTEM, VERY SIMILAR TO THAT DESCRIBED AS PLAY, NAMELY SEPARATE IN TIME AND SPACE, UNCERTAIN, UNPRODUCTIVE, FREE AND GOVERNED BY RULES AND MAKE BELIEVE. METHODOLOGICAL DIFFICULTIES OCCUR BECAUSE EXPERIMENTERS AND SUBJECTS DO NOT PLAY THE SAME GAME AND BECAUSE OF THE OVERLAP OF THE GAME SYSTEM WITH THE PART OF THE SUBJECT'S LIFE SITUATION. SEVERAL STUDIES ARE DESCRIBED WHICH INVESTIGATE THE EFFECTS OF THE DIFFICULTIES IN TAKING THE SUBJECT ROLE. ONE STUDY SHOWED THE DIFFERENT MEANINGS OF VOLUNTEERING FOR AN EXPERIMENT FOR MEN AND WOMEN. ANOTHER SET OF EXPERIMENTS SHOWED, THROUGH PSYCHOLOGICAL MEASURES, THE MEANING OF DIFFERENT PHASES OF THE EXPERIMENT FOR THE SUBJECT. EXAMINATION OF THESE METHODOLOGICAL STUDIES SHOWS THE GAIN FOR THE UNDERSTANDING OF EXPERIMENTAL RESULTS THROUGH THE USE OF THE PLAY-MODEL.

(AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-601 868

MICHIGAN UNIV ANN ARBOR INST FOR SOCIAL RESEARCH
INDIVIDUAL TASK PERFORMANCE IN A CHANGING SOCIAL
STRUCTURE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 28,
JUN 64 23P BURNSTEIN, EUGENE I
ZAJONC, ROBERT B. ;
CONTRACT: NONR, 224 34
PROJ: NR170 309

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS), (PERFORMANCE TESTS),
(MOTIVATION), REACTION (PSYCHOLOGY), EFFECTIVENESS,
REFLEXES, STIMULATION, BEHAVIOR, PERFORMANCE (HUMAN),
STRESS (PSYCHOLOGY), CONTROL, SOCIOMETRICS, SOCIAL
COMMUNICATION, STATISTICAL ANALYSIS, SOCIAL
PSYCHOLOGY, ANALYSIS OF VARIANCE (U)
IDENTIFIERS: STATUS (U)

THE RELATIONSHIP BETWEEN CHANGES IN STATUS AND TASK
PERFORMANCE INVOLVING SIMPLE REACTION TIME RESPONSES
IS STUDIED. STATUS IS MANIPULATED BY ASSIGNING TO
GROUP MEMBERS DIFFERENT DEGREES OF CONTROL OVER THE
GROUP PRODUCT AND BY SUBSEQUENTLY CREATING CONDITIONS
WHICH REQUIRE THAT CONTROL BE REALLOCATED. THE
DEGREE OF CONTROL MEMBERS HAVE OVER THE GROUP PRODUCT
DEFINES THEIR STATUS RANK IN THE GROUP. TWO
EXPERIMENTS ARE PRESENTED IN WHICH PERFORMANCE
EFFECTS DERIVING FROM STATUS CHANGES ARE EXAMINED.
IN THE FIRST, THE HIGHEST RANKED MEMBER IS DEMOTED
AND THE LOWEST RANKED MEMBER, PROMOTED. IN THE
SECOND EXPERIMENT MEMBERS OF INTERMEDIATE RANKS ARE
SHIFTED BOTH UP AND DOWN. BOTH EXPERIMENTS
DEMONSTRATE THAT A MEMBER'S PERFORMANCE IMPROVES WHEN
HIS STATUS IS INCREASED AND HIS PERFORMANCE SUFFERS
WHEN HIS STATUS IS DECREASED. (AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-601 972

ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

PEER RATING STABILITY IN CHANGING GROUPS.

(U)

APR 64 12P MEDLAND, FRANCIS F. :

OLANS, JEROME L. :

PROJ: 2J024701A722

MONITOR: APRO

THN142

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, DETERMINATION), (ARMY
PERSONNEL, LEADERSHIP), STATISTICAL ANALYSIS,
STATISTICAL FUNCTIONS, GROUP DYNAMICS, MILITARY
PSYCHOLOGY, MILITARY TRAINING

(U)

IDENTIFIERS: PEER RATINGS, SMALL GROUPS

(U)

THE PURPOSE OF THE PROJECT WAS TO EVALUATE PEER
RATINGS AS PREDICTORS OF NCO POTENTIAL AND TO STUDY
THE RELATIVE EFFECTIVENESS OF VARIOUS METHODS OF
OBTAINING PEER RATINGS. OPERATIONAL PEER RATINGS
OBTAINED IN FOUR COMPANIES AT THE END OF FOUR WEEKS
OF BASIC COMBAT TRAINING WERE COMPARED WITH
PEER RATINGS AT THE END OF THE 8TH WEEK. FOR TWO
COMPANIES, SQUADS WITHIN A COMPANY WERE REARRANGED SO
THAT THE SECOND RATING WAS MADE BY DIFFERENT RATERS
THAN THE FIRST. IN THE TWO REMAINING COMPANIES,
SQUADS REMAINED INTACT. CADRE RATINGS WERE
OBTAINED FOR COMPARISON WITH PEER RATINGS, AS WERE
ALSO LATER PEER AND CADRE RATINGS FOR THOSE MEN IN
AVAILABLE AIT ASSIGNMENTS. PEER RATINGS OF
LEADERSHIP POTENTIAL IN GROUPS OF 12 TO 16 MEN HAD
SUBSTANTIAL RELIABILITY OVER 4 TO 16 WEEKS. THE
RELIABILITY HELD WHETHER INDIVIDUALS WERE IN STABLE
GROUPS AND RATED BY THE SAME MEN A SECOND TIME, OR IN
CHANGING GROUPS AND RATED BY DIFFERENT MEN. PEER
RATINGS WERE MORE RELIABLE THAN CADRE RATINGS
OBTAINED UNDER COMPARABLE CIRCUMSTANCES. SINCE A
MAN RATED HIGH AS A LEADER IN ONE GROUP IS LIKELY TO
BE EQUALLY ACCEPTABLE AS A LEADER IN A DIFFERENT
GROUP, MANAGEMENT CAN USE PEER RATINGS AS DEPENDABLE
INDICES IN ASSIGNING MEN TO POSITIONS OF LEADERSHIP
REGARDLESS OF THE COMPOSITION OF THE GROUP.

(AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-603 030

STATE UNIV OF NEW YORK BUFFALO

THU TESTS TO MEASURE EXPLOITATIVE AND ACCOMMODATIVE STRATEGY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 7,

JUL 64 27P

VINACKE, D. EDGAR :

RAGUSA, DONALD :

CONTRACT: NONR4374 00

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (ATTITUDES, PSYCHOMETRICS), (TEST CONSTRUCTION (PSYCHOLOGY), GROUP DYNAMICS), (PSYCHOMETRICS, TEST CONSTRUCTION (PSYCHOLOGY)), BEHAVIOR, PROJECTIVE TECHNIQUES, CORRELATION TECHNIQUES, RELIABILITY, PERSONALITY (U)

AN EXPLORATORY STUDY WAS CONDUCTED TO EXAMINE THE POSSIBILITY OF ASSESSING TENDENCIES TO EXPRESS ATTITUDES HYPOTHEZIZED TO BE ACCOMMODATIVE AND EXPLOITATIVE IN TYPICAL COMPETITIVE SITUATIONS. THE CHARACTERISTICS IN QUESTION ARE BASED UPON A SERIES OF EXPERIMENTS WITH TRIADS, IN WHICH POWER-RELATIONSHIPS AMONG THE MEMBERS WERE VARIED. AN OBJECTIVE (MULTIPLE-CHOICE) INSTRUMENT OF 12 ITEMS WAS DEVISED, IN WHICH STATEMENTS WERE PREPARED TO COVER THE JUST-MENTIONED CHARACTERISTICS. SIMILARLY, A SEMI-PROJECTIVE TEST, MODELED AFTER THE FRENCH TEST OF INSIGHT, OF 14 ITEMS, WAS DEVELOPED. A PILOT RELIABILITY STUDY ON THOSE 55 FOR WHOM HLTESTS WERE AVAILABLE PRODUCED SATISFACTORY RESULTS. USING BEHAVIORAL MEASURES FROM THE BOARD AND QUIZ GAMES, A CONSIDERABLE NUMBER OF SIGNIFICANT CORRELATIONS WITH TEST SCORES WERE FOUND, FOR BOTH SCALES, ESPECIALLY IN THE BOARD GAME, AND ESPECIALLY FOR THE OBJECTIVE TESTS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-603 179

PRINCETON UNIV N J

THE EFFECT OF STRUCTURAL ABSTRACTNESS IN
INTERPERSONAL STIMULI ON THE LEADERSHIP ROLE. (U)

DESCRIPTIVE NOTE: REPT. NO. 3.

JUN 64 13P

SCHRODER, M. M. ISTREUFERT, S.

NEEDEN, D. C. :

CONTACT: NONR1858 42

PROJ: NR154 244

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY TACTICS, DECISION MAKING),
(DECISION MAKING, LEADERSHIP), (GAME THEORY,
MILITARY TACTICS), (LEADERSHIP, DECISION MAKING),
PERSONALITY, STIMULATION, ADJUSTMENT (PSYCHOLOGY),
BEHAVIOR, PERFORMANCE (HUMAN), MILITARY STRATEGY,
FEEDBACK, PERFORMANCE TESTS, CLASSIFICATION, GROUP
DYNAMICS, REACTION (PSYCHOLOGY), ANALYSIS, STUDENTS,
MALES (U)

THE STUDY WAS CONCERNED WITH THE EFFECTS OF THE
INTEGRATIVE COMPLEXITY OF SELECTED SUBJECTS ON
LEADERSHIP FORMATION IN GROUPS CONSISTING OF
INDIVIDUALS WITH HIGH INTEGRATIVE COMPLEXITY
(STRUCTURALLY ABSTRACT) VERSUS THOSE CONSISTING
OF INDIVIDUALS WITH LOW INTEGRATIVE COMPLEXITY
(STRUCTURALLY CONCRETE) IN THE AREA OF
INTERPERSONAL STIMULI AND UNCERTAINTY. THERE WERE
FOURTEEN TEAMS OF FOUR SUBJECTS -- SEVEN TEAMS OF
STRUCTURALLY ABSTRACT INDIVIDUALS AND SEVEN TEAMS OF
STRUCTURALLY CONCRETE INDIVIDUALS. THE EXPERIMENT
WAS DIVIDED INTO SEVEN PERIODS OF PLAYING TIME.
AFTER EACH PERIOD THE SUBJECTS FILLED OUT
'COMMANDER REPORTS' THAT INCLUDED A SCALE ON WHICH
EACH SUBJECT WAS TO RATE HIMSELF AND HIS THREE FELLOW
SUBJECTS ON THE AMOUNT OF LEADERSHIP THAT EACH
CONTRIBUTED TO THE GROUP DURING THE PAST PLAYING
PERIOD. IT WAS HYPOTHESIZED THAT THERE SHOULD BE
LESS LEADERSHIP CHANGES OVER GROUP MEMBERS IN THE
CONCRETE GROUPS, I.E., LESS SUBSTITUTABILITY OF
LEADERSHIP ROLE. RESULTS SUPPORTING THE HYPOTHESIS
ARE PRESENTED. THIS MEANS THAT THE LEVEL OF
INTEGRATIVE COMPLEXITY OF THE GROUP MEMBERS HAS A
PREDICTABLE EFFECT ON THE TYPE OF LEADERSHIP
STRUCTURE FORMED WITHIN THE GROUP AT ITS EARLY STAGES
OF DEVELOPMENT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-603 241

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAM

APPLICATION OF A NEW SYSTEM OF INTERACTION ANALYSIS
TO THE RELATIONSHIPS BETWEEN LEADER ATTITUDES AND
BEHAVIOR IN PROBLEM SOLVING GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 14.

MAR 64 139P

MORRIS, CHARLES G. ;

FIEDLER, FRED E. ;

CONTRACT: NONR1834 36

PROJ: NM177 472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (ATTITUDES, BEHAVIOR), (GROUP
DYNAMICS, BEHAVIOR), (LEADERSHIP, ATTITUDES), SOCIAL
PSYCHOLOGY, STRESS (PSYCHOLOGY), JOB ANALYSIS (U)

A NEW SYSTEM OF INTERACTION ANALYSIS WAS APPLIED TO
THE TRANSCRIPTS OF 54, THREE-MAN PROBLEM SOLVING
GROUPS ON TWO TASKS. THE BEHAVIOR OF GROUPS AND
LEADERS WAS STUDIED. SIGNIFICANT BEHAVIORAL
CHANGES WERE FOUND ACROSS TASKS AND FROM STAGE TO
STAGE WITHIN TASKS. THESE CHANGES WERE SHOWN TO
AFFECT THE RELATIONSHIPS BETWEEN LEADER ATTITUDES AND
BEHAVIOR. THE BEHAVIORAL EFFECTS OF LEADER
ATTITUDES, ALONE AND IN COMBINATION WITH STRESS
CONDITIONS AND LEADER INTELLIGENCE, WERE PRESENTED
AND DISCUSSED. THE RESULTS WERE RELATED TO PAST
STUDIES ON THE INTERPRETATION OF LEADER LPC SCORES
AND TO FUTURE STUDIES ATTEMPTING TO RELATE SPECIFIC
BEHAVIORS TO GROUP CREATIVITY IN SOLVING PROBLEMS.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-603 465

ARIZONA STATE UNIV TEMPE

THE EFFECTS OF COMPETING CONTINGENCIES UPON FIXED
RATIO BASELINES IN A SMALL GROUP SITUATION, (U)

JUN 64 17P WITERS, D. R. I

BACHMACH, ARTHUR J. I

CONTRACT: NONK2794 03

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS; VERBAL BEHAVIOR);
(VERBAL BEHAVIOR; REACTION (PSYCHOLOGY)); PERFORMANCE
(HUMAN); MOTIVATION; SCHEDULING (U)

THREE FEMALE UNIVERSITY STUDENTS WERE PLACED INTO A
GROUP SITUATION EACH BEING PUT ON HER OWN FR
SCHEDULE. WHEN EACH S SHOWED A STABLE BASELINE
PERFORMANCE, COMPETING SCHEDULES OF REINFORCEMENT
WERE INTRODUCED FOR TWO OF THE SS. IT WAS FOUND
THAT INDIVIDUAL BASELINES COULD BE ESTABLISHED AND
THAT COMPETITION AT HIGH FRs COULD NOT BE
MAINTAINED WHILE COMPETITION AT LOWER FRs COULD BE
MAINTAINED. THE DENSITY OF REINFORCEMENT SEEMED TO
BE THE IMPORTANT VARIABLE IN PRODUCING THIS
DIFFERENCE IN RATE OF VERBALIZATION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-603 408

ARIZONA STATE UNIV TEMPE

INDIVIDUAL BASELINE BEHAVIOR IN A SMALL GROUP ON A
CHAINED SCHEDULE OF REINFORCEMENT, (U)

JUN 64 15P BACHRACH, ANTHUR J. ;

CLARK, JOHN ; WITTENS, DONALD R. ; FLEMING-

HOLLAND, ANDREE ;

CONTRACT: NONR2794 U3

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (VERBAL BEHAVIOR, GROUP DYNAMICS),
(GROUP DYNAMICS, VERBAL BEHAVIOR), DECISION MAKING,
REACTION (PSYCHOLOGY), PERFORMANCE TESTS, BEHAVIOR,
CONDITIONED REFLEX, FEMALES (U)

THREE FEMALE SUBJECTS (SS) WERE USED TO
ESTABLISH BASELINES FOR A CHAINED DIFFERENTIAL
REINFORCEMENT OF LOW RATES (URL) FIXED RATIO (FR)
SCHEDULE OF VERBAL RESPONDING. IT WAS FOUND THAT
SUCH BASELINES COULD BE ACQUIRED AND MAINTAINED UNDER
EXPERIMENTAL STIMULUS CONTROL AND COULD BE SHIFTED
FROM ONE S TO ANOTHER. HOWEVER, SS WHOSE
REINFORCEMENTS WERE NON-CONTINGENT UPON THEIR OWN
VERBAL BEHAVIOR DID NOT EXHIBIT STABLE BASELINES
WITHIN OR BETWEEN SESSIONS. IT WAS FOUND THAT A
URL PUNISHMENT CONTINGENCY LOWERED RESPONSE RATES
IN THE SUCCEEDING FR COMPONENT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-603 498

ARIZONA STATE UNIV TEMPE

FIXED RATIO PERFORMANCE OF PSYCHIATRIC PATIENTS'
VERBAL BEHAVIOR IN A SMALL GROUP SITUATION,

(U)

JUN 64

JIP

WITTERS, D. R. :

CONTRACT: NONR2794 03

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (VERBAL BEHAVIOR, STIMULATION),
(PERFORMANCE TESTS, VERBAL BEHAVIOR), PSYCHIATRY,
PERFORMANCE (HUMAN), REACTION (PSYCHOLOGY), GROUP
DYNAMICS, ABNORMAL PSYCHOLOGY, MOTIVATION
IDENTIFIERS: REINFORCEMENT (PSYCHOLOGY)

(U)

(U)

THREE IN-PATIENTS OF A V.A. PSYCHIATRIC WARD WERE
USED TO STUDY THE PERFORMANCE OF FIXED RATIO VERBAL
BEHAVIOR IN A SMALL GROUP SITUATION. THE BEHAVIOR
OF ONLY ONE OF THE SS CONTROLLED THE REINFORCEMENT
OF ALL THE SS. IT WAS SHOWN THAT INCREASED RATES
WERE PRODUCED WHEN S'S REINFORCEMENT WAS CONTINGENT
UPON HIS VERBAL RESPONSES. WHEN REINFORCEMENT WAS
NON-CONTINGENT S'S PERFORMANCE WAS CHARACTERIZED BY
A LOWERED RATE. WHEN S'S BEHAVIOR WAS MADE
CONTINGENT HE WOULD IMMEDIATELY INCREASE HIS VERBAL
RATE. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-603 554

WASHINGTON UNIV ST LOUIS MO
SOCIAL INFLUENCE, INFORMATION PROCESSING, AND NET
CONFORMITY IN DYADS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JUL 64 25P WILLIS, RICHARD M. :

CONTRACT: NONR416 12

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOMETRICS),
(PERCEPTION (PSYCHOLOGY), MOTIVATION), DECISION
MAKING, JOB ANALYSIS, PERSONALITY, REACTION
(PSYCHOLOGY), PHOTOGRAPHS (U)

SUBJECTS, VARIOUSLY MOTIVATED; RANKED TEN STIMULUS
PHOTOGRAPHS ACCORDING TO JUDGED ARTISTIC MERIT.
ANALYSIS AND SUBSEQUENT INTERPRETATION OF THE
RANKINGS SUPPORTED THE FOLLOWING HYPOTHESES:

(1) SUBJECTS PERCEIVING PARTNERS TO BE SUPERIOR
TO THEMSELVES IN TASK COMPETENCE WILL EXHIBIT MORE
NET CONFORMITY TO PARTNERS' JUDGMENTS THAN WILL
SUBJECTS PERCEIVING PARTNERS TO BE INFERIOR TO
THEMSELVES IN TASK COMPETENCE; (2) THE EFFECT
DESCRIBED IN (1) WILL BE MORE PRONOUNCED IN A
CONTEXT STRESSING AN INFORMATION PROCESSING
ORIENTATION THAN IN ONE PLACING EXPLICIT STRESS ON A
SOCIAL ORIENTATION; (3) THE EFFECT DESCRIBED IN
(2) WILL BE MORE PRONOUNCED IN THE CASE OF MALE
SUBJECTS THAN IT WILL IN THE CASE OF FEMALE SUBJECTS;
(4) SUBJECTS WILL EXHIBIT A GREATER DEPENDENCE
UPON PARTNERS IN THE INFORMATION PROCESSING SET THAN
IN THE EXPLICIT SOCIAL SET. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UM 10

AD-603 530

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

AN EVALUATION OF A POPULAR LEADER, (U)

JUN 64 7P NELSON, PAUL D. I

TASK: MR005 12 2004

MONITOR: NMNRU , 63 9

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, SOCIOMETRICS), (NAVAL
PERSONNEL, LEADERSHIP), (GROUP DYNAMICS, LEADERSHIP),
MOTIVATION, ADJUSTMENT (PSYCHOLOGY), SOCIAL
PSYCHOLOGY, PSYCHOMETRICS, BEHAVIOR, EFFECTIVENESS,
STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THE PURPOSE OF THE PRESENT STUDY WAS TO FOLLOW-UP
PREVIOUS FINDINGS CONCERNING THE SIMILARITIES AND
DIFFERENCES BETWEEN POPULAR AND UNPOPULAR LEADERS IN
SMALL GROUPS. ATTENTION WAS NOT GIVEN TO THE NON-
LEADER GROUP IN THIS STUDY. THREE HYPOTHESES WERE
ESTABLISHED: (1) POPULAR AND UNPOPULAR LEADERS
ARE NOT DIFFERENT FROM ONE ANOTHER ON CHARACTERISTICS
DENOTING INDIVIDUAL PROMINENCE; (2) POPULAR AND
UNPOPULAR LEADERS ARE NOT DIFFERENT FROM ONE ANOTHER
ON CHARACTERISTICS DENOTING TASK-MOTIVATION; AND
(3) POPULAR LEADERS HAVE A MORE POSITIVE SOCIAL-
EMOTIONAL ORIENTATION THAN UNPOPULAR LEADERS AS
EVIDENCED THROUGH GREATER SELF-CONTROL, FLEXIBILITY,
AND CONCERN FOR GROUP RELATIONS AND HARMONY. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-603 793

STANFORD UNIV CALIF

PERCEPTION OF LEADERSHIP IN SMALL GROUPS: A RANK
ORDER INVESTIGATION OF THE EMERGENCE OF THE
LEADERSHIP ROLE IN SMALL GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 9,

JUL 64 13P MARKEL, THOMAS B. ; LEE, MANS

E. ;

CONTRACT: NUNM25 62

PROJ: NM171 300

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, PERCEPTION (PSYCHOLOGY)),
(PERCEPTION (PSYCHOLOGY); LEADERSHIP), (GROUP
DYNAMICS, PSYCHOMETRICS), SELECTION, SOCIAL
PSYCHOLOGY, SOCIOMETRICS (U)

TO STUDY THE PROCESS WHEREBY SMALL GROUPS COME TO
IDENTIFY ONE OF THEIR MEMBERS AS A LEADER AND TO
INVESTIGATE WHETHER SUCH EMERGENT LEADERSHIP COULD BE
PREDICTED FROM A KNOWLEDGE OF OTHER VARIABLES, 49
GROUPS OF EITHER 4 OR 5 MEN WERE ASSEMBLED TO DISCUSS
A HUMAN RELATIONS CASE. WITHIN EACH GROUP, THE
RANK ORDER OF THE MEN ON 42 PSYCHOLOGICAL TEST
VARIABLES, 6 OBSERVATIONAL AND SOCIOMETRIC VARIABLES,
AND 6 PEER RATING VARIABLES WAS COMPUTED. THE
DISTRIBUTION OF THESE RANKS FOR EACH VARIABLE, FOR
THOSE SUBJECTS WHO RECEIVED THE HIGHEST RANK IN
RESPONSE TO THE SOCIOMETRIC QUESTION, WHICH MEMBER
OF THE GROUP WOULD YOU SAY STOOD OUT MOST DEFINITELY
AS LEADER IN THE DISCUSSION, WAS CONTRASTED WITH
THE DISTRIBUTION ON THE SAME VARIABLE FOR THOSE
SUBJECTS WHO RECEIVED THE LOWEST RANK TO THE
LEADERSHIP QUESTION. THE CLEARER REASON THAT WAS
FOUND TO EXPLAIN WHY MEN WERE DESIGNATED AS THE
LEADER WAS THAT THEY HAD A HIGHER RATE OF
INTERACTION. THOSE WHO ACTED THE MOST WERE THE
MOST LIKELY TO BE JUDGED TO HAVE BEEN THE LEADER.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-663 944

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

AN ANALYSIS OF THE METHOD OF TRIADS IN RESEARCH ON
THE MEASUREMENT OF MEANING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 17.

JUN 64 25P FORSTER, KENNETH I. I

TRIANDIS, HARRY C. ; OSGOOD, CHARLES E. I

CONTRACT: NONR1034 36

PRJ: NR177 472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (1) WORD ASSOCIATION, SOCIAL
COMMUNICATION, (2) SOCIAL COMMUNICATION, WORD
ASSOCIATION, (3) LANGUAGE, GROUP DYNAMICS,
PSYCHOMETRICS, REACTION (PSYCHOLOGY), BEHAVIOR,
CULTURE, STIMULATION, CORRELATION TECHNIQUES,
ATTITUDES, TESTS, SOCIAL PSYCHOLOGY, SOCIOMETRICS
IDENTIFIERS: SEMANTICS, LINGUISTICS (U)

AS PART OF AN ATTEMPT TO DEVELOP QUANTITATIVE
MEASURES OF MEANING THAT DIFFER FROM THE MEASURES OF
AFFECTIVE MEANING THAT ARE ALREADY AVAILABLE, THE
PRESENT STUDY FOCUSED ON THE RELATIONSHIPS BETWEEN
INDICES OF MEANING SIMILARITY OBTAINED FROM THE
SEMANTIC DIFFERENTIAL, THE METHOD OF ASSOCIATIVE
OVERLAP AND THE METHOD OF TRIADS. CONCEPTS HAVING
SIMILAR SEMANTIC DIFFERENTIAL PROFILES WERE SELECTED,
AND MEANING SIMILARITY INDICES BY THE ABOVE MENTIONED
THREE METHODS WERE COMPARED. IT WAS FOUND THAT THE
ASSOCIATIVE OVERLAP INDICES WERE HIGHLY CORRELATED
WITH THE JUDGMENTS OF MEANING SIMILARITY OBTAINED BY
THE METHOD OF TRIADS. THE AFFECTIVE CODING OF WORDS
WAS ALSO RELATED TO THE TRIADIC JUDGMENTS, BUT THIS
EFFECT WAS SLIGHT. IT IS CONCLUDED THAT S'S
JUDGMENTS OF MEANING SIMILARITY ARE CAUSALLY
DEPENDENT ON ASSOCIATIVE CONNECTIONS BETWEEN WORDS
RATHER THAN A KNOWLEDGE OF FORMAL SEMANTIC
RELATIONSHIP BETWEEN WORDS, SUCH AS SYNONYMY OR
MUTUAL SUBSTITUTABILITY. THE METHOD OF ASSOCIATIVE
OVERLAP APPEARS TO PROVIDE A PROMISING PROCEDURE FOR
THE MEASUREMENT OF MEANING SIMILARITY. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-603 945

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

PERSON PERCEPTION AMONG AMERICAN AND INDIAN STUDENTS
AND CREATIVE PROBLEM SOLVING IN CULTURALLY
HETEROGENEOUS GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NOS. 15 AND 16,

JUN 64 121P TRIANDIS, MARTIN C. ;

FISHBEIN, MARTIN ; HALL, ELEANOR R. ;

CONTRACT: NONR1034 36

PROJ: NH177 472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, ATTITUDES),
(PERCEPTION (PSYCHOLOGY), GROUP DYNAMICS), (CHARACTER
RECOGNITION, FACTOR ANALYSIS), BEHAVIOR, STIMULATION,
CULTURE, SOCIAL PSYCHOLOGY, ANTHROPOLOGY, REACTION
(PSYCHOLOGY), PSYCHOMETRICS, SOCIOMETRICS,
PERSONALITY, SOCIAL COMMUNICATION, ANALYSIS OF
VARIANCE, CORRELATION TECHNIQUES, STUDENTS (U)
IDENTIFIERS: ETHNIC GROUPS, STEREOTYPES (U)

THE GENERALITY OF THE ANALYSES REPORTED BY
TRIANDIS (1964B), IN WHICH THE BEHAVIORAL
DIFFERENTIAL WAS EMPLOYED WITH AMERICAN STUDENTS,
WAS CHECKED WITH A SAMPLE OF AMERICAN AS WELL AS A
SAMPLE OF INDIAN STUDENTS, AND WITH A DIFFERENT SET
OF STIMULUS PERSONS. THE FINDINGS APPEAR TO BE
QUITE STABLE ACROSS SAMPLES OF SS. THE
RELATIONSHIPS BETWEEN THE BEHAVIORAL AND SEMANTIC
DIFFERENTIALS WERE EXAMINED IN DETAIL. IN GENERAL,
THE FIRST FACTOR OF THE BEHAVIORAL AND SEMANTIC
DIFFERENTIAL ARE HIGHLY INTERCORRELATED, BUT FOR
CERTAIN STIMULUS PERSONS THIS CORRELATION BREAKS
DOWN. THE DETERMINANTS OF SIMILARITY AND
DIFFERENCE IN THE RESULTS OBTAINED FROM THE TWO
INSTRUMENTS ARE DESCRIBED. TWELVE DYADS CONSISTING
OF TWO AMERICANS, 12 CONSISTING OF TWO INDIANS,
AND 22 CONSISTING OF ONE AMERICAN AND ONE INDIAN
WERE GIVEN A PROBLEM THAT WAS DESIGNED TO PRODUCE
DISAGREEMENT BETWEEN AN AMERICAN 'TECHNOLOGICAL
EXPERT' AND AN INDIAN. THE DYADS PRODUCED BOTH A
VARIETY OF SOLUTIONS TO THE PROBLEM AND THEN A SINGLE
INTEGRATIVE SOLUTION. THESE SOLUTIONS WERE RATED
ON THEIR ORIGINALITY, EFFICIENCY, ACCEPTABILITY TO
INDIAN VILLAGERS, AND ACCEPTABILITY TO INDIAN
STUDENTS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0NK10

AD-603 940

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

SOME EFFECTS OF LEADERSHIP TRAINING ON INTERCULTURAL
DISCUSSION GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 10.

JUN 64 150P

ANDERSON, LYNN B. :

CONTRACT: NONN1234 36

PROJ: NM177 472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, TRAINING), (GROUP
DYNAMICS, LEADERSHIP), (PERSONALITY, LEADERSHIP),
CULTURE, ATTITUDES, BEHAVIOR, PERFORMANCE (HUMAN),
SOCIAL PSYCHOLOGY, SOCIOMETRICS, PSYCHOMETRICS, STRESS
(PSYCHOLOGY), PERFORMANCE TESTS, REACTION
(PSYCHOLOGY), SOCIAL COMMUNICATION, CORRELATION
TECHNIQUES (U)
IDENTIFIERS: ETHNIC GROUPS (U)

EIGHTEEN AMERICAN SS WERE GIVEN LEADERSHIP
TRAINING WHICH WAS 'REDUNDANT' TO THEIR PERSONAL
LEADERSHIP STYLE AS MEASURED BY FIEDLER'S LPC
SCORE (ESTEEM FOR LEAST PREFERRED CO-WORKER).
ANOTHER 18 SS WERE GIVEN TRAINING WHICH WAS
'COMPLEMENTARY' TO THEIR PERSONAL LEADERSHIP STYLE IN
SUGGESTING AN ADDITIONAL SET OF LEADERSHIP BEHAVIORS.
THE LEADERS WERE THEN APPOINTED CHAIRMEN OF GROUPS
COMPOSED OF ONE OTHER AMERICAN S AND ONE INDIAN
S. RESULTS INDICATED THAT (A) LEADERS GIVEN
COMPLEMENTARY TRAINING HAD SOMEWHAT HIGHER
PERFORMANCE ($P < .10$) THAN LEADERS GIVEN
REDUNDANT INSTRUCTIONS ON A CREATIVITY TASK ALTHOUGH
NO DIFFERENCES WERE FOUND ON AN INTERCULTURAL
NEGOTIATION TASK; (B) A CURVILINEAR RELATIONSHIP
WAS EVIDENT BETWEEN THE CORRELATION OF LEADER LPC
AND GROUP PERFORMANCE WHEN THE 'EFFECTIVE POWER' OF
THE LEADER WAS CONSIDERED; (C) INDIVIDUAL
MEASURES OF SOCIAL DISTANCE TOWARD THE OPPOSITE
CULTURE WERE NEGATIVELY RELATED TO GROUP PERFORMANCE;
(D) INTELLIGENCE AND CREATIVITY SCORES WERE
COMPLETELY DEPENDENT UPON THE TASK AND THE CULTURE AND
ROLE OF THE INDIVIDUAL. (AUTHOR) (U)

UNCLASSIFIED

DUL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMR10

AD-603 996

MANO CURP SANTA MONICA CALIF

A PREFERENCE EXPERIMENT (SERIES 2, TRIAL 1), (U)

DEC 51 44P FLOOD, M. M. ;

REPT. NO. P-252

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, DECISION MAKING),
(GAME THEORY, DECISION MAKING), (DECISION MAKING,
GROUP DYNAMICS), PSYCHOMETRICS (U)

AN EXPERIMENT IS REPORTED IN WHICH A GROUP OF SEVEN
SUBJECTS WERE REQUIRED TO SELECT ONE FROM AMONG
ELEVEN OBJECTS AND TO DISPOSE OF IT AMONG THEMSELVES.
THEIR SOLUTION IS COMPARED WITH OTHERS POSSIBLE,
SUCH AS THOSE SUGGESTED BY GAME-THEORETIC
CONSIDERATIONS, AND IT IS CONSIDERED THAT THE GROUP
FAILED BY A SUBSTANTIAL MARGIN TO FIND AN OPTIMAL
SELECTION AND DISPOSITION. DEFICIENCIES OF
MAJORITY VOTING, AS A DECISION PROCESS, ARE NOTED AND
PSYCHOLOGICAL FACTORS ENTER INTO THE GROUP PROCESS IN
AN IMPORTANT FASHION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-604 007

MANO CORP SANTA MONICA CALIF

A PREFERENCE EXPERIMENT (SERIES 2, TRIALS 2, 3, 4)

(U)

JAN 52 24P FLOOD, M. M. I
REPT. NO. P-263

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: LEGIBILITY OF THIS DOCUMENT IS IN PART
UNSATISFACTORY. REPRODUCTION HAS BEEN MADE FROM BEST
AVAILABLE COPY.

DESCRIPTORS: (0GAME THEORY, (0GROUP DYNAMICS), (0GROUP
DYNAMICS, DECISION MAKING), (0DECISION MAKING, GROUP
DYNAMICS), PSYCHOMETRICS (U)

TRIALS 2, 3, AND 4 OF A PREFERENCE EXPERIMENT
DESCRIBED IN AUGUST 1948 ARE REPORTED. A GROUP OF
SEVEN SUBJECTS WAS REQUIRED TO SELECT ONE FROM AMONG
2 GROUP OF OBJECTS AND TO DISPOSE OF IT AMONG
THEMSELVES. THE OBJECTS WERE MISCELLANEOUS ITEMS
SUCH AS A BANJO, FLOWER BOWL, ETC., DONATED BY THE
SUBJECTS. THE SUBJECTS WERE ALL HAND EMPLOYEES.
THE TRIALS REPORTED HERE WERE CONCERNED WITH NON-
ZERO-SUM GAME THEORY AND CLOSELY RELATED MATHEMATICAL
THEORIES RELATING TO GROUP DECISION PROCESSES, AS IN
THE FIRST TRIAL. VARIATIONS WERE INTRODUCED IN
THESE TRIALS BY USING EXPERIENCED SUBJECTS, AND BY
USING CHANCES AT OBJECTS IN PLACE OF THE OBJECTS USED
IN TRIAL 1. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-604 135

HAND CORP SANTA MONICA CALIF
TESTING ORGANIZATION THEORIES,
NOV 52 24P FLOOD, M. M. ;

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (DECISION MAKING, MATHEMATICAL MODELS);
(MATHEMATICAL MODELS, DECISION MAKING), GROUP
DYNAMICS, LEARNING, BEHAVIOR, STOCHASTIC PROCESSES,
GAME THEORY, TEST METHODS, STATISTICAL ANALYSIS (U)

A DISCUSSION OF A FEW TYPICAL THEORIES OF DECISION
MAKING IN SMALL HUMAN GROUPS, AND DESCRIPTION OF A
FEW PILOT EXPERIMENTS ILLUSTRATING THE KIND OF
THEORETICAL AND EXPERIMENTAL PROBLEMS THAT ARE MET IN
TESTING THESE THEORIES. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AL-604 504

RAND CORP SANTA MONICA CALIF
SOCIAL INTERACTION,

(U)

28P

DALES, ROBERT F. ;

REPT. NO. P-507

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL COMMUNICATION, GROUP DYNAMICS),
(GROUP DYNAMICS, SOCIAL COMMUNICATION), SOCIAL
PSYCHOLOGY, DECISION MAKING, TEST METHODS,
EXPERIMENTAL DATA

(U)

SOCIAL INTERACTION AND GROUP DYNAMICS ARE
DISCUSSED.

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-604 525

HEBR, W UNIV JERUSALEM (ISRAEL)

CORRELATES OF AMBIVALENCE, RISK-TAKING AND
RIGIDITY. (U)

DESCRIPTIVE NOTE: SCIENTIFIC REPT. NO. 1,

JUN 64 70P HINKOWICH, A. ;

CONTRACT: AF 60403 62

MONITOR: AFOSR , 64 1466

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (DECISION MAKING, PERSONALITY),
(BEHAVIOR, CORRELATION TECHNIQUES), (PERSONALITY,
PSYCHOMETRICS), ATTITUDES, PERCEPTION (PSYCHOLOGY),
PROBABILITY, ANXIETY, LEADERSHIP, GROUP DYNAMICS, ARMY
PERSONNEL, STUDENTS, ISRAEL (U)

AN EXAMINATION WAS MADE OF THE RELATIONSHIPS OF
OVER 40 VARIABLES IN 3 SAMPLES OF SUBJECTS. THE
VARIABLES BELONGED TO 5 CLASSES: (1)
PERSONALITY TRAITS (AMBIVALENCE TOWARD PARENTS,
SIBLINGS AND AUTHORITY FIGURES, HOSTILITY TOWARD THE
SAME FIGURES, MANIFEST ANXIETY, VACILLATION
TENDENCIES IN RISK TAKING AND PERCEPTION); (2)
SOCIALIZATION EXPERIENCES (AMOUNT OF PARENTAL
REWARD AND PUNISHMENT EXPERIENCED DURING CHILDHOOD,
FREQUENCY OF PSYCHOLOGICAL DISCIPLINE AND CORPORAL
PUNISHMENT ADMINISTERED BY EACH OF THE PARENTS,
STRICTNESS OF RELIGIOUS UPBRINGING); (3)
PERCEPTUAL STYLES (FIELD DEPENDENCE, PERCEPTUAL
RIGIDITY, INTOLERANCE OF AMBIGUITY); (4) SOCIAL
ATTITUDES AND COGNITIVE STYLES (AUTHORITARIANISM,
DOGMATISM); (5) RISK-TAKING BEHAVIOR
(PLAYFUL RISK, FINANCIAL RISK, PHYSICAL RISK, RISK
OF PRESTIGE). (U)

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-604 700

RAND CORP SANTA MONICA CALIF

SYSTEMS BEHAVIOR. 1. THE LEARNING PROCESS.
SP ALEXANDER, LAWRENCE T. 1

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (AIR DEFENSE COMMAND, SYSTEMS
ENGINEERING), (GROUP DYNAMICS, LEARNING), (LEARNING,
GROUP DYNAMICS), BEHAVIOR, ADJUSTMENT (PSYCHOLOGY),
AVIATION PERSONNEL, PERFORMANCE (HUMAN), STRESS
(PSYCHOLOGY), DEFENSE SYSTEMS (U)

BEHAVIORAL CHANGES THAT OCCURRED DURING THE AIR
DEFENSE EXPERIMENTS ARE DISCUSSED. EVIDENCE THAT
LEARNING TOOK PLACE IN THE EXPERIMENTS IS BASED ON
THE OCCURRENCE OF BEHAVIORAL CHANGES WHICH ENABLED
THE AIR DEFENSE CREWS TO DEAL WITH THE TASK
ENVIRONMENT MORE ADEQUATELY. (U)

UNCLASSIFIED

JDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-604 847

HAND CURP SANTA MONICA CALIF
INSIDE BUREAUCRACY,

(U)

AUG 64 30P

REPT. NO. P-2963

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH REAL
ESTATE RESEARCH CORP., CHICAGO.

DESCRIPTORS: (SOCIOLOGY, DECISION MAKING),
(DECISION MAKING, SOCIOLOGY), (GROUP DYNAMICS,
MANAGEMENT CONTROL SYSTEM), ECONOMICS, SOCIAL
SCIENCES, GOVERNMENT EMPLOYEES, PERFORMANCE (HUMAN),
COMMUNICATION SYSTEMS, SOCIAL COMMUNICATION, GROUP
DYNAMICS, BEHAVIOR, POLITICAL SCIENCE, MANAGEMENT
ENGINEERING, LEADERSHIP

(U)

IDENTIFIERS: ORGANIZATIONS, ORGANIZATION THEORY

(U)

A THEORY OF BUREAUCRATIC DECISIONMAKING IS
PRESENTED. THE THEORY IS BASED UPON THE FUNDAMENTAL
HYPOTHESIS THAT BUREAUCRATIC OFFICIALS, LIKE ALL
OTHER AGENTS IN SOCIETY, ARE MOTIVATED BY THEIR OWN
SELF INTERESTS AT LEAST PART OF THE TIME.
THEREFORE, THIS THEORY FOLLOWS THE TRADITION OF
ECONOMIC THOUGHT FROM ADAM SMITH FORWARD, AND IS
CONSISTENT WITH RECENT CONTRIBUTIONS TO POLITICAL
SCIENCE MADE BY SUCH WRITERS AS SIMMEL, TRUMAN,
SCHATTSCHEIDER, BUCHANAN, TULLOCK, RIKER AND
SIMON. THE THEORY CONSISTS OF THE FOLLOWING
PARTS: (1) DEFINITION OF TERMS, (2) A FEW
CENTRAL HYPOTHESES, (3) AN ASSUMED ENVIRONMENT,
AND (4) A SERIES OF PROPOSITIONS ARRIVED AT BY
LOGICALLY APPLYING THE HYPOTHESES TO THE ENVIRONMENT.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /GHE10

AD-604 930

RAND CORP SANTA MONICA CALIF

DEMOGRAPHIC INTERACTION ANALYSIS AND ITS BEARING ON
SMALL GROUP STUDIES, (U)

AUG 55 14P

IKLE, P. C. I

REPT. NO. P-720

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTES:

DESCRIPTORS: (+SOCIOMETRICS, URBAN AREAS), (+SOCIAL
COMMUNICATION, POPULATION), (+POPULATION, FUNCTIONAL
ANALYSIS), SOCIAL SCIENCES, GROUP DYNAMICS,
STATISTICAL ANALYSIS, CORRELATION TECHNIQUES,
BEHAVIOR

IDENTIFIERS: DEMOGRAPHY (U)
(U)

THE INTERACTIONS OF POPULATION IN SPATIALLY
SEPARATED AREAS IS ANALYZED. STATISTICAL AND
CORRELATION ANALYSIS OF URBAN AREAS AND POPULATION
FUNCTIONS ARE USED TO DETERMINE INTERACTION
FREQUENCIES. (U)

UNCLASSIFIED

DOL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-604 869

AKRON, OHIO UN10

SOCIAL BACKGROUND AND THE PLAY OF GAMES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 2.

44 36P RASHBURN, NORMAN F. I

DANMUFALL, LECIL ; JOHNSON, TOMMY G. ; THIO, ALER
U. I

CONTRACT: NUN4304 GU

PROJ: NH177 JS6

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (DECISION MAKING, GROUP DYNAMICS),
(SOCIAL PSYCHOLOGY, DECISION MAKING), SOCIONETRICS,
PSYCHOMETRICS, GAME THEORY, PERFORMANCE TESTS,
BEHAVIOR, EDUCATION, REACTION (PSYCHOLOGY), MALES,
FEMALES, STUDENTS, SCIENTIFIC PERSONNEL, ENGINEERING
PERSONNEL, TEST METHODS, CORRELATION TECHNIQUES (U)

TO GAIN INSIGHT INTO DIFFERENCES IN THE WAYS TASK-
ORIENTED GROUPS SOLVE PUZZLES, TAKE RISKS, AND MAKE
STRATEGIC DECISIONS, TWO- AND THREE-PERSON GROUPS
WERE OBSERVED PLAYING PUZZLES, GAMES OF CHANCE, AND
GAMES OF STRATEGY. DATA WERE GATHERED TO INDICATE
PREFERENCES AND PERFORMANCE AND USED TO TEST THE
HYPOTHESES THAT MALE UPPER COLLEGE STUDENTS WHO MAJOR
IN SCIENCE OR ENGINEERING WOULD TEND TO PREFER AND BE
BETTER AT PUZZLES; MALE UPPER COLLEGE STUDENTS WHO
MAJOR IN NON-SCIENTIFIC FIELDS WILL PREFER AND BE
BETTER AT GAMES OF CHANCE AND STRATEGY, AND THAT
FEMALES WHO MAJOR IN NON-SCIENTIFIC FIELDS WILL
PREFER AND BE BETTER AT GAMES OF STRATEGY. THE
FINDINGS SUPPORT THE HYPOTHESES CONCERNING
PREFERENCE, AND ALSO SHOW A SLIGHT RELATIONSHIP
BETWEEN PREFERENCE AND PERFORMANCE. THEY DO NOT,
HOWEVER, SUPPORT THE PREDICTED RELATIONSHIP BETWEEN
ACADEMIC FIELD AND PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-605 106

RAND CORP SANTA MONICA CALIF
A DISPLAY TECHNIQUE FOR PLANNING.

(U)

OCT 56 12P KENNEDY, JOHN L. I
REPT. NO. P-965

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MANAGEMENT PLANNING, DISPLAY SYSTEMS),
(APPLIED PSYCHOLOGY, DISPLAY SYSTEMS), HUMAN
ENGINEERING, MANAGEMENT ENGINEERING, MOTIVATION, GROUP
DYNAMICS, PERSONNEL (U)

THIS PAPER DESCRIBES A DISPLAY TECHNIQUE WHICH CAN
BE DEVELOPED AND USED BY TEAMS OF PLANNERS AND
DECISIONMAKERS WHEN FACED WITH THE COMPLEXITIES OF
PLANNING AND DEVELOPING LARGE INTERACTING SYSTEMS.
IN PARTICULAR, IT IS PROPOSED THAT THE CONTEXTUAL
MAP WILL SUBSTANTIALLY ASSIST DECISION-MAKING IN
AIR FORCE RESEARCH AND DEVELOPMENT, WHERE
DECISIONS MUST HAVE CRITICAL CONSEQUENCES FOR NATIONAL
SECURITY. (U)

UNCLASSIFIED

DOL REF. RT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AU-605 151

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE EFFECTS OF PAIRING, REST INTERVALS, SIGNAL RATE,
AND TRANSFER CONDITIONS ON VIGILANCE PERFORMANCE. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,

MAR 62 104P

MERGUM, BRUCE O. ;

LEHR, DONALD J. ;

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: UNDER CONTRACT WITH THE DEPARTMENT
OF THE ARMY.

DESCRIPTORS: (ATTENTION, PERFORMANCE (HUMAN)),
(PERFORMANCE (HUMAN)), ANALYSIS OF VARIANCE), JOB
ANALYSIS, GROUP DYNAMICS, FACTOR ANALYSIS,
PERSONALITY, SCHEDULING, MONITORS, DISPLAY SYSTEMS,
SIGNALS (U)

SEVEN EXPERIMENTS WERE CONDUCTED. THESE INCLUDED
COMPARISONS SHWS BETWEEN MULTIPLE AND SINGLE
MONITORED SYSTEMS; PAIRED AND ISOLATED MONITORS AT
HIGH AND AT LOW SIGNAL RATES; SPACED AND MASSED
MONITORING AT HIGH AND AT LOW SIGNAL RATES; A
COMPARISON BETWEEN SPACED, PAIRED, AND A COMBINA TION
OF SPACED AND PAIRED MONITORING; AND A COMPARISON OF
TRANSFER EFFECTS IN GOING FROM HIGH TO LOW AND FROM
LOW TO HIGH SIGNAL RATES IN TERMS OF TWO DIFFERENT
DISPLAYS. THE RESULTS OF THESE STUDIES AND THE
CONCLUSIONS GRUBING OUT OF THESE RESULTS ARE
SUMMARIZED UNDER RR FOUR HEADINGS: MULTIPLE
MONITORING, SPACED MONITORING, SPACED-PAIRED
MONITORING, AND TRANSFER. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AJ4605 752

DUKE UNIV DUNHAM N C
THE DECISION TO PARTICIPATE IN SMALL GROUPS
EXPERIMENTS: PATTERNS OF SELF-DISCLOSURE AND THE
VOLUNTEER. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 19,
SEP 64 OF HOOD, THOMAS I

CONTRACT: NONF1181 11

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (PERSONALITY, SOCIAL PSYCHOLOGY),
(SOCIAL PSYCHOLOGY, PERSONALITY), BEHAVIOR, MALAS,
FENALLS, PSYCHOMETRICS, GROUP DYNAMICS, SOCIOMETRICS,
MOTIVATION, ANALYSIS OF VARIANCE (U)
IDENTIFIERS: VOLUNTEERING (U)

THE RESULTS OF LABORATORY STUDIES IN SOCIAL
PSYCHOLOGY ARE CRITICIZED AS UNREPRESENTATIVE OR
INVALID. THE FIRST ARGUMENT IS THAT THE VOLUNTEERS
OFTEN USED ARE A SPECIAL KIND OF POPULATION.
SECOND, THE VOLUNTEER IS THOUGHT TO HAVE CERTAIN
CHARACTERISTICS WHICH INTERACT WITH THE VARIABLES
UNDER OBSERVATION OR TO BE AN INFORMED PARTICIPANT
WHO TRIES TO INFLUENCE THE RESULTS OF THE EXPERIMENT
ACCORDING TO HIS OWN IDEAS. CRISWELL, RIECKEN
AND ORNE ALL NOTE THAT THE SUBJECT MAY RESPOND TO
CUES OR OTHER THAN THE VARIABLES MANIPULATED IN THE
EXPERIMENT. ORNE SUGGESTS THAT SUBJECTS MAY
ACTUALLY STRIVE TO AID THE EXPERIMENTER IN CONFIRMING
HIS HYPOTHESIS. ALL OF THESE OBSERVATIONS RAISE
DOUBTS ABOUT THE USE OF VOLUNTEER SUBJECTS IN
LABORATORY EXPERIMENTS. THESE DOUBTS HAVE LED TO
ATTEMPTS TO UNDERSTAND THE VOLUNTEERING PROCESS AND
TO ATTEMPT TO DISCOVER THE CHARACTERISTICS OF
VOLUNTEERS. IF THE VARIABLES THAT EFFECT
VOLUNTEERING ARE KNOWN, THEN MEASURES OF CONTROL CAN
BE INSTITUTED WHEN VOLUNTEERS ARE USED IN
EXPERIMENTS. STUDIES SUGGEST THAT
UNCONVENTIONALITY ANXIETY, ADJUSTMENT, SOCIAL
EXTRAVERSION, NEED ACHIEVEMENT, AUTONOMY AND
INTELLIGENCE ARE RELATED TO VOLUNTEERING. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. JUNK10

AD-605 834

FLORIDA UNIV GAINESVILLE

EFFECTS OF LEADERSHIP STYLE UPON GROUP PERFORMANCE AS
A FUNCTION OF TASK STRUCTURE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 3.

AUG 64

6P

SHAW, MARVIN E. TOLSON, J.

MICHAEL :

CONTACT: NUNK10U 11

PRQJ: NM170 446

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS), (GROUP
DYNAMICS, LEADERSHIP), BEHAVIOR, ATTITUDES,
PERSONALITY, VERBAL BEHAVIOR, PERFORMANCE (HUMAN),
SOCIAL COMMUNICATION, SOCIOMETRICS, CORRELATION
TECHNIQUES, SOCIAL PSYCHOLOGY, EFFECTIVENESS (U)

FIEDLER'S CONTINGENCY MODEL FOR THE PREDICTION OF
LEADERSHIP EFFECTIVENESS HOLDS THAT DIRECTIVE
LEADERSHIP IS MORE EFFECTIVE WHEN THE GROUP-TASK
SITUATION IS EITHER HIGHLY FAVORABLE OR HIGHLY
UNFAVORABLE FOR THE LEADER, WHEREAS NONDIRECTIVE
LEADERSHIP IS MORE EFFECTIVE IN THE INTERMEDIATE
RANGES OF FAVORABILITY. AN EXPERIMENT WAS
CONDUCTED TO TEST THIS HYPOTHESIS. FIVE-PERSON
GROUPS ATTEMPTED THREE TASKS UNDER EITHER DIRECTIVE
OR NONDIRECTIVE LEADERSHIP. LEADERSHIP BEHAVIOR
WAS MANIPULATED BY INSTRUCTIONS. THE THREE TASKS
WERE SELECTED TO VARY ALONG THE SOLUTION
MULTIPLICITY DIMENSION, HENCE PRESUMED TO REFLECT
DIFFERENT LEVELS OF FAVORABILITY FOR THE LEADER.
THE RESULTS INDICATED THAT THE DIRECTIVE LEADER WAS
MORE EFFECTIVE THAN THE NONDIRECTIVE LEADER ONLY WHEN
THE GROUP-TASK SITUATION WAS HIGHLY FAVORABLE FOR THE
LEADER, THUS ONLY PARTIALLY SUPPORTING THE
HYPOTHESIS. THE DISCREPANCY BETWEEN THEORETICAL
EXPECTATIONS AND OBTAINED RESULTS WAS DISCUSSED IN
TERMS OF THE EXPERIMENTAL MANIPULATIONS OF THE
FAVORABILITY CONTINUUM AND THE INCOMPLETENESS OF THE
CONTINGENCY MODEL. IT WAS SUGGESTED THAT A
CONSIDERATION OF TASK REQUIREMENTS IN RELATION TO
LEADER BEHAVIOR WOULD ADD TO THE COMPREHENSIVENESS OF
THE MODEL. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIOBIOGRAPHY SEARCH CONTROL NO. /OMK10

AUGUST 1955

FLORIDA UNIV GAINESVILLE

GROUP EFFECTIVENESS AS A FUNCTION OF GROUP MEMBER
COMPATIBILITY AND COOPERATION REQUIREMENTS OF THE
TASK. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 4.

AUG 65 OF SPED. MARVIN E. I

NICHOLS, SHINLEY A. :

CONTACT: NONR500 11

PROJ: NA170 26

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, COMPATIBILITY),
(COMPARISON, GROUP DYNAMICS), PERFORMANCE (HUMAN),
PERSONALITY, EFFECTIVENESS, SOCIOMETRICS, SOCIAL
PSYCHOLOGY, CORRELATION TECHNIQUES (U)

THIS RESEARCH EXAMINED THE HYPOTHESIS THAT
COMPATIBILITY OF GROUP MEMBERS INFLUENCES GROUP
EFFECTIVENESS ON TASKS THAT ARE HIGH ON THE
COOPERATION REQUIREMENTS DIMENSION, BUT HAS LITTLE
INFLUENCE ON GROUP EFFECTIVENESS FOR TASKS THAT ARE
LOW ON THIS DIMENSION. THIRTY GROUPS OF FIVE
PERSONS EACH WERE ASSEMBLED RANDOMLY AND REQUIRED TO
ATTEMPT TWO TASKS, ONE HIGH AND ONE LOW ON THE
COOPERATION REQUIREMENTS DIMENSION.
COMPATIBILITY SCORES WERE COMPUTED FOR EACH GROUP,
BASED UPON THE RESPONSES OF MEMBERS TO THE FIED-0
SCALES. SCHUTZ'S FORMULAS WERE USED FOR THIS
COMPUTATION. CORRELATION COEFFICIENTS WERE COMPUTED
BETWEEN COMPATIBILITY SCORES (K, RK, OK, AND
AK) AND MEASURES OF GROUP BEHAVIOR (TIME SCORES
AND QUESTIONNAIRE RATINGS). THE RESULTS FAILED
TO SUPPORT THE HYPOTHESIS, ALTHOUGH DIFFERENCES WERE
IN THE EXPECTED DIRECTION. RATINGS OF EFFORT
EXPENDED TRYING TO GET THE GROUP TO ACCEPT ONE'S OWN
POSITION CORRELATED SIGNIFICANTLY WITH K AND WITH
OK, SUGGESTING THAT MEMBERS TRY HARDER TO GET THEIR
VIEWS ACCEPTED IN COMPATIBLE THAN IN INCOMPATIBLE
GROUPS. IT WAS SUGGESTED THAT THE RELATIONSHIP
BETWEEN COMPATIBILITY AND GROUP EFFECTIVENESS CAN BE
ESTABLISHED ONLY BY SELECTING GROUP MEMBERS SO THAT
THE TOTAL RANGE OF COMPATIBILITY IS REPRESENTED BY
THE SAMPLE OF GROUPS INVESTIGATED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /04X10

AD-606 2/3

RAND CORP SANTA MONICA CALIF

THE SYSTEMS RESEARCH LABORATORY'S AIR DEFENSE
EXPERIMENTS, (U)

OCT 57 SIP BIEL, A. C. ; CHAPMAN, R.

L. ; KENNEDY, J. L. ; NEWELL, A. ;

REPT. NO. P-1202

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: LEGIBILITY OF THIS DOCUMENT IS IN PART
UNSATISFACTORY. REPRODUCTION HAS BEEN MADE FROM BEST
AVAILABLE COPY.

DESCRIPTORS: (1) SYSTEMS ENGINEERING, AIR DEFENSE
COMMAND, (1) SYMPOSIA, HUMAN ENGINEERING),
(1) AIR DEFENSE COMMAND, OPERATIONS RESEARCH),
PERFORMANCE (HUMAN), LEARNING, BEHAVIOR,
SIMULATION, AIR FORCE PERSONNEL, DEFENSE
SYSTEMS, MANNING SYSTEMS, LEADERSHIP,
MOTIVATION, TRACKING,

ADJUSTMENT (PSYCHOLOGY)

IDENTIFIERS: MAN-MACHINE SYSTEMS (U)

THE DESIRED PERFORMANCE OF COMPLEX SYSTEMS CAN BE
REALIZED ONLY THROUGH DESIGNING AND MANAGING THEM FOR
OPERATIONAL FLEXIBILITY. THIS CAN BE DONE BY
HARNESSING THE LEARNING ABILITY OF MEN IN
ORGANIZATIONS. CONDITIONS FOR ENCOURAGING MEN TO
ADAPT SYSTEM'S RESOURCES TO MOST EFFICIENT USE FOLLOW
FROM THE ORGANISM ANALOGY--A KEY NOTION FOR
EXPLAINING THE BEHAVIOR OF THE FOUR CREWS STUDIED.
IN ADDITION, THE SIMULATION TECHNIQUES DEVELOPED IN
THE COURSE OF THE RESEARCH PROVIDE A MEANS FOR
CONTINUED 'HEAD-ON' ATTACKS ON A CRUCIAL PROBLEM OF
THE PRESENT DAY--THAT OF BETTER UNDERSTANDING OF THE
ADAPTATION PROCESS IN ORGANIZATIONS, SO THAT IT CAN
BE USED AND CONTROLLED. THE PAPER IS IN THE FORM
OF A REPORT OF A SCIENTIFIC SEARCH. THE STORY OF
EXPERIMENTAL MISTAKES, MODIFICATIONS IN METHOD, AND
SUCCESSIVE INSIGHTS IS PRESENTED TO CONVEY THE
ESSENCE OF AN AMBITIOUS INVESTIGATION AT THE FRONTIER
OF KNOWLEDGE WHERE THE TERRAIN IS NOT WELL-MAPPED AND
THE RESEARCH TOOLS ARE BEING DEVELOPED AS NEEDED.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-607 243

EDUCATIONAL TESTING SERVICE PRINCETON N J

SOME EFFECTS OF COMMUNICATION RESTRAINTS ON PROBLEM-SOLVING BEHAVIOR. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. AND RESEARCH BULLETIN,

SEP 64 4P

MC CONVILLE, CAROLYN B. I

HEMPHILL, JOHN K. ;

REPT. NO. RB-64-44

CONTRACT: NONR2959 00

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, SOCIAL COMMUNICATION),

(SOCIAL COMMUNICATION, PERFORMANCE (HUMAN)),

BEHAVIOR, SOCIAL PSYCHOLOGY, PSYCHOMETRICS, STUDENTS, FEMALES (U)

IDENTIFIERS: PROBLEM-SOLVING (U)

THE PRESENT EXPERIMENT TESTS THE HYPOTHESIS THAT COMMUNICATION FACILITATES THE DEVELOPMENT OF STRUCTURE-IN-INTERACTION AND THUS CONTRIBUTES TO THE EFFECTIVENESS OF THE GROUP'S PROBLEM-SOLVING ACTIVITIES. THE SUBJECTS, 120 WOMEN, MOST OF WHOM WERE COLLEGE GRADUATES AND RANGED IN AGE FROM 20 TO 40 YEARS, WERE DIVIDED INTO 30 GROUPS OF FOUR MEMBERS EACH. ONE-THIRD WERE DESIGNATED AS FREE COMMUNICATION GROUPS, ANOTHER THIRD AS LIMITED COMMUNICATION GROUPS, AND THE FINAL THIRD AS NO COMMUNICATION GROUPS. THE TASK FOR ALL GROUPS WAS IDENTICAL: TO LIGHT A GOAL SQUARE IN A 5 X 5 ELECTRICAL PLUGBOARD IN A MINIMUM NUMBER OF MOVES. RULES DEFINING PERMISSIBLE MOVES WERE IMPOSED TO CREATE A MUTUAL TASK. THE FREE COMMUNICATION GROUPS WERE PERMITTED TO SEND A WRITTEN MESSAGE TO ANY (ALL) OF THEIR PARTNERS BETWEEN TRIALS; THE LIMITED COMMUNICATION GROUPS WERE REQUIRED TO SEND A MESSAGE TO EACH OF THEIR PARTNERS BETWEEN TRIALS; THE NO COMMUNICATION GROUPS WERE REQUIRED TO SEND A MESSAGE TO THE EXPERIMENTER AT THE END OF EACH TRIAL. MEASURES RELATING TO TASK EFFECTIVENESS SHOWED THE NO COMMUNICATION GROUPS TO BE THE MOST COMPETENT, THE FREE COMMUNICATION GROUPS NEXT MOST COMPETENT, AND THE LIMITED GROUPS LEAST COMPETENT. THIS RESULT WAS NOT ANTICIPATED. DETAILED ANALYSIS SUGGESTS THAT UNDER CERTAIN CONDITIONS GROUP TASK PERFORMANCE MAY BE HINDERED RATHER THAN FACILITATED BY CERTAIN TYPES OF COMMUNICATION. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-607 289

NORTHWESTERN UNIV EVANSTON ILL

MANIFEST ANXIETY AND CLINICAL JUDGMENT IN A GROUP
SETTING. (U)

43 4P WALKER, RONALD E. ;

WALKER, WILLIAM E. ; SCHWARTZ, MELVIN L. ;

CONTRACT: NONN1228 18

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH LOYOLA
UNIV., CHICAGO, ILL. TO BE PUBLISHED IN THE
JOURNAL OF SOCIAL PSYCHOLOGY.

DESCRIPTORS: (+ANXIETY, PERFORMANCE (HUMAN)), (+GROUP
DYNAMICS, ANXIETY), SOCIAL PSYCHOLOGY, PERFORMANCE
TESTS, REACTION (PSYCHOLOGY), BEHAVIOR, RELIABILITY,
PSYCHOMETRICS, CORRELATION TECHNIQUES, STRESS
(PSYCHOLOGY) (U)

IDENTIFIERS: JUDGMENT (U)

THE RESULTS IN THE PRESENT SERIES OF STUDES, MA
SUBJECTS DEMONSTRATING EQUAL OR BETTER PERFORMANCE
THAN LA SUBJECTS, COULD BE EXPLAINED BY INTEGRATING
THE FORMULATION OF CHILD (1954) AND A LATER
FORMULATION BY SPENCE (1963). CHILD HAS
HYPOTHEZIZED BETTER PERFORMANCE FOR MA WHEN
IRRELEVANT RESPONSE TENDENCIES DO NOT INTERFERE WITH
TASK RELEVANT BEHAVIOR. SPENCE HAS MAINTAINED THAT
THE INTENSITY OF TASK IRRELEVANT RESPONSES IS A
FUNCTION OF THE DEGREE OF PSYCHOLOGICAL STRESS IN AN
EXPERIMENT. BOTH THE THREE INDIVIDUAL (MUNT AND
WALKER, 1963) AND THE PRESENT THREE GROUP
PERFORMANCE STUDIES WERE RUN UNDER NEUTRAL OR
NONSTRESS CONDITIONS. IT IS ASSUMED, HOWEVER, THAT
IF THE TWO SERIES OF STUDIES WERE PLACED ON A STRESS
CONTINUUM, THE GROUP CONDITION WOULD BE JUDGED AS
LESS STRESSFUL FOR SUBJECTS AND THUS LESS CONDUCTIVE
TO THE AROUSAL OF TASK IRRELEVANT RESPONSES. IF
THE GROUP CONDITION ACTUALLY DID RESULT IN THE
AROUSAL OF FEWER TASK IRRELEVANT RESPONSES, THE MA
SUBJECTS WITH HIGHER DRIVE (U) WOULD BE EXPECTED TO
PERFORM AT LEAST AS WELL AS OR BETTER THAN THE LA.
EVEN ON A RELATIVELY COMPLEX JUDGMENT TASK.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-607 336

CALIFORNIA UNIV BERKELEY

BEHAVIORAL RESEARCH DURING THE 1963 AMERICAN MOUNT

EVEREST EXPEDITION.

(U)

DESCRIPTIVE NOTE: ANNUAL REPT. NO. 2 (FINAL),

SEP 64 64P

LESTER, JAMES T. JR.:

CONTRACT: NONN3930 00

PROJ: NR171 257

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (0)BEHAVIOR, STRESS (PHYSIOLOGY), (0)GROUP
DYNAMICS, BEHAVIOR), (0)PERSONALITY, PSYCHOMETRICS),

SOCIOMETRICS, ATTITUDES, PERFORMANCE (HUMAN),

REASONING, SOCIAL PSYCHOLOGY

(U)

IDENTIFIERS: DEMOGRAPHY

(U)

THIS PROJECT WAS DESIGNED TO TAKE ADVANTAGE OF AN
UNUSUAL OPPORTUNITY TO OBSERVE MEN UNDER PRESUMABLY
SEVERE REAL-LIFE STRESS, NAMELY THE AMERICAN
MOUNT EVEREST EXPEDITION OF 1963. AN

EXTENSIVE PERSONALITY ASSESSMENT WAS DONE BEFORE THE
TEAM LEFT THIS COUNTRY. THE PRINCIPAL INVESTIGATOR
ACCOMPANIED THE TEAM TO THE MOUNTAIN AND MADE
INFORMAL OBSERVATIONS OF THE MEN IN THE FIELD. TEAM
MEMBERS FILLED OUT VARIOUS QUESTIONNAIRES AND RATING
SCALES BEFORE, DURING, AND AFTER THE EXPEDITION.

THIS DATA COLLECTION PROGRAM WAS MEANT TO GIVE
INFORMATION CONCERNING INDIVIDUAL PERSONALITY

STRUCTURES AND DYNAMICS, REACTIONS TO ACTUAL STRESS,
INTERPERSONAL BEHAVIOR IN THE FIELD, AND THE PROCESS

OF DEVELOPING STABLE INTERPERSONAL RELATIONSHIPS
WITHIN THE GROUP, AS THIS PROCESS HAS BEEN CONCEIVED
AND STUDIED BY NEWCOMB.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-608 309

OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS LAB OF
AVIATION PSYCHOLOGY
EXPERIMENTS ON TEAM TRAINING IN A CIC-TYPE TASK
ENVIRONMENT, (U)

JUN 64 42P BRIGGS, GEORGE E. :

NAYLOR, JAMES C. :

CONTRACT: N61339 1327

MONITOR: NAVTRADDEVGEN , 1327 1

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY TRAINING, COMBAT INFORMATION
CENTERS), (COMBAT INFORMATION CENTERS, TRAINING
DEVICES), RADAR INTERCEPTION, SIMULATION, LEARNING,
GROUP DYNAMICS (U)

IDENTIFIERS: TEAM TRAINING (U)

THREE SEPARATE BUT RELATED LABORATORY EXPERIMENTS
WERE PERFORMED WITH THREE-MAN TEAMS IN A SIMULATED
RADAR-CONTROL INTERCEPTION TASK. EXPERIMENT I
INVESTIGATED THE INFLUENCE OF A REPLACEMENT OF ONE
TEAM MEMBER WITH A NEW OPERATOR, THE LATTER HAVING
EITHER MORE OR LESS ON-THE-JOB EXPERIENCE THAN THE
MAN REPLACED. ALSO INVESTIGATED WAS THE INFLUENCE
OF TASK ORGANIZATION AND TASK COMPLEXITY. IN
EXPERIMENT II THE INFLUENCE OF TRAINING TASK
FIDELITY, TRAINING TASK ORGANIZATION, AND TRANSFER
TASK ORGANIZATION WAS EXAMINED. FINALLY,
EXPERIMENT III EXAMINED THE INFLUENCE OF
DIFFERENT AMOUNTS OF EXPERIENCE ON TWO KINDS OF
TRAINING TASK ORGANIZATION AND OF TRANSFER TASK
ORGANIZATION. REPLACEMENT EFFECTS WERE SIGNIFICANT
BUT OF SHORT DURATION, BUT TRANSFER TASK ORGANIZATION
EFFECTS WERE OF LONGER DURATION WITH PERFORMANCE ON
AN INDEPENDENT TASK ORGANIZATION SUPERIOR TO THAT ON
AN INTERACTION VERSION EXCEPT WHEN PRECEDED BY
INDIVIDUAL TRAINING AND/OR TRAINING SPECIFICALLY ON
COMMUNICATION PROCEDURES. (AUTHOR) (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-608 406

DUKE UNIV DURHAM N C
BASES AND CONSEQUENCES OF SYSTEMS OF
COMMUNICATION. (U)
DESCRIPTIVE NOTE: ANNUAL STATUS REPT. FOR 1 OCT 63-30
SEP 64.
SEP 64 40P BACK, KURT N. ;
CONTRACT: NONR1181 11
PROJ: NR177 470

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL COMMUNICATION,
PSYCHOPHYSIOLOGY), (PSYCHOPHYSIOLOGY, SOCIAL
COMMUNICATION), STRESS (PHYSIOLOGY), SOCIAL
PSYCHOLOGY, GROUP DYNAMICS, MOTIVATION, PERSONALITY,
ADAPTATION (PHYSIOLOGY), REACTION (PSYCHOLOGY), STRESS
(PSYCHOLOGY), FATTY ACIDS, METABOLISM, OBESITY,
APPETITE, NERVOUS SYSTEM, ATHEROSCLEROSIS, LEADERSHIP,
ANXIETY, PERFORMANCE TESTS, SOCIOMETRICS,
PSYCHOMETRICS (U)
IDENTIFIERS: CONFORMITY (U)

THE AREAS OF RESEARCH ARE DIVIDED INTO THE
FOLLOWING CATEGORIES: (A) SOCIO-PHYSIOLOGY
STUDIES: THESE STUDIES ARE DESIGNED TO DETERMINE
THE RELATIONSHIP BETWEEN CONFORMITY, PHYSIOLOGICAL
AROUSAL, AND SUCH FACTORS AS STRUCTURE AND IMPORTANCE
OF GROUP, ACCEPTANCE OR REJECTION BY GROUP,
IMPORTANCE OF TASK, DEGREE OF MOTIVATION AND
JUSTIFICATION FOR COMMITMENT, INDIVIDUAL'S
PHYSIOLOGICAL MAKE-UP, ETC. THE PLASMA FREE FATTY
ACID (FFA) LEVEL IS USED AS AN INDICATOR OF THE
DEGREE OF STRESS WHICH SUBJECTS EXPERIENCE DURING THE
EXPERIMENTAL MANIPULATIONS! (B) COMMUNICATION IN A
NATURAL SETTING: THESE STUDIES CAN BE DIVIDED
INTO TWO GROUPS--(1) EMPATHY AND GROUP
STRUCTURE STUDIES WHICH ARE DESIGNED TO DETERMINE
THE RELATIONSHIP BETWEEN GROUP STRUCTURE AND
COMMUNICATION PROCESSES AND (2) METHODOLOGICAL
STUDIES IN COMMUNICATION, WHERE THE MAIN INTEREST
IS THAT OF STUDYING DIFFERENT TECHNIQUES OF MEASURING
VERBAL COMMUNICATION AS IT TAKES PLACE IN A NATURAL,
NON-LABORATORY, SETTING; AND (C) METHODS OF
SOCIAL RESEARCH: THESE STUDIES DIFFER IN
DESIGN FROM THE METHODOLOGICAL STUDIES OF (B) IN
THE SENSE THAT THEY ARE DESIGNED TO DETERMINE AND
MEASURE ANY FACTOR, CONNECTED WITH COMMUNICATION
PROCESSES, THAT MAY CAUSE INCONSISTENCY OR BIAS IN
THE COLLECTION AND INTERPRETATION OF DATA. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-608 420

EDUCATIONAL TESTING SERVICE PRINCETON N J
PSYCHOLOGICAL ADVANTAGES IN GAMBLING.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT. AND RESEARCH BULLETIN,
AUG 64 J4P MYERS, ALBERT E. I

REPT. NO. AD-64-43

CONTRACT: NONR2954 UU

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PERFORMANCE (HUMAN)),
(DECISION MAKING, GAME THEORY), (SOCIAL PSYCHOLOGY,
MOTIVATION), PSYCHOMETRICS, BEHAVIOR, ATTITUDES,
PERCEPTION (PSYCHOLOGY), RECALL, PROBABILITY,
SOCIOMETRICS

(U)

IDENTIFIERS: GAMBLING

(U)

SIXTEEN PAIRS OF SS PARTICIPATED IN A GAMBLING
EXPERIMENT USING SHUFFLEBOARD BOARDING MACHINES.
EACH S IN A PAIR WAS GIVEN TWO DOLLARS TO USE IN
BETTING WITH THE OTHER PLAYER DURING THE 10-GAME
SESSION. INDEPENDENT VARIABLES INCLUDED THE MEAN
LEVEL OF PERFORMANCE (HIGH VS. LOW, AS DETERMINED
BY THE S'S ABILITY) AND THE VARIABILITY OF
PERFORMANCE (HIGH VS. LOW, AS MANIPULATED BY E).
THE DATA INDICATED THAT THE HIGH-MEAN PLAYERS
ENJOYED A PSYCHOLOGICAL ADVANTAGE; ADDITIONAL
FINDINGS CONCERNED WITH FACTORS INVOLVED WITH THE
MAKING OF A BET AND THE EFFECT OF ACHIEVEMENT
MOTIVATION ON GAMBLING BEHAVIOR ARE DISCUSSED.
(AUTHOR)

(U)

UNCLASSIFIED

/0MK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-606 487

HARVARD MEDICAL SCHOOL BOSTON MASS

GROUP PROCESS UNDER DIFFERENT CONDITIONS OF SUCCESS
AND FAILURE.

(U)

DESCRIPTIVE NOTE: ANNUAL REPT. NO. 4,

UCT 64

BP

SHAPIRO, DAVID I

CONTRACT: NONR1866 43

PROJ: NR170 518

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (1) PSYCHOPHYSIOLOGY, GROUP DYNAMICS,
(1) GROUP DYNAMICS, PSYCHOPHYSIOLOGY, (1) SOCIAL
PSYCHOLOGY, ADAPTATION (PHYSIOLOGY), BEHAVIOR,
REACTION (PSYCHOLOGY), SOCIAL COMMUNICATION, SPEECH,
LEARNING, VERBAL BEHAVIOR, GALVANIC SKIN RESPONSE,
PULSE RATE, DATA PROCESSING SYSTEMS

(U)

PAPERS PREPARED AND PUBLISHED ON DATA COLLECTED
DURING THE PREVIOUS YEAR ARE SUMMARIZED. AN
ATTEMPT IS ALSO MADE TO INTEGRATE THE RESULTS OF A
NUMBER OF STUDIES SHOWING THE INFLUENCE OF DIFFERENT
SOCIAL AND TASK SETTINGS IN AUTONOMIC RESPONSE
MEASURES. SEVERAL NEW DIMENSIONS OF COMPARISON
APPEAR TO BE SIGNIFICANT: THE ABILITY TO CONTROL OR
INFLUENCE THE ENVIRONMENT, THE CAPACITY FOR
INITIATING ACTIVITY, AND THE DEGREE TO WHICH THE
SOCIAL SETTING IS RESTRICTED OR FREE. THE DATA
ALSO SUGGEST THAT THE EXTREME EFFECTS OF SUCCESS AND
FAILURE FOR THE INDIVIDUAL IN ISOLATION ARE MITIGATED
IN A GROUP SETTING. SUCCESS AND FAILURE, MOREOVER,
DO NOT HAVE UNIFORM EFFECTS IN 3-PERSON GROUPS BUT
DEPEND ON WHETHER GROUP COMMUNICATION IS RELATIVELY
FREE OR RESTRICTED. A SECOND MAJOR FINDING SHOWS
THAT EVEN UNDER RESTRICTED CONDITIONS OF MINIMAL
COMMUNICATION AND CONTROLLED BEHAVIORAL ACTIVITY,
SOCIAL ROLES HAVE DIFFERENT CONSEQUENCES FOR
AUTONOMIC RESPONSE DEPENDING ON SUCCESS AND FAILURE
AND ON ROLE TRAINING. SEVERAL SPECIAL PROBLEMS
SHOWING OUT OF THE RESEARCH WERE INVESTIGATED:
(1) AUTOMATIC DATA PROCESSING IN PSYCHOPHYSIOLOGY,
(2) CHARACTERISTICS OF PHYSIOLOGICAL MEASURES,
(3) INTERRELATIONSHIP OF OVERT BEHAVIOR AND
AUTONOMIC RESPONSE.

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-606 517

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

THE QUASI-THERAPEUTIC EFFECTS OF INTERGROUP
COMPETITION.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 19,

OCT 64 197 JULIAN, JAMES W. ;

BISHOP, DOYLE W. ; FIDELL, FRED E. ;

CONTRACT: DA49 19JMD206U

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY TRAINING, ADJUSTMENT
(PSYCHOLOGY)), (GROUP DYNAMICS, ADJUSTMENT
(PSYCHOLOGY)), (ADJUSTMENT (PSYCHOLOGY)), MILITARY
PERSONNEL), PERCEPTION (PSYCHOLOGY), REACTION
(PSYCHOLOGY), ANXIETY, ATTITUDES, EMOTIONS,
PERSONALITY, LEADERSHIP, PERFORMANCE (HUMAN),
SOCIOMETRICS, STATISTICAL ANALYSIS

(U)

NINE COMBAT ENGINEERING SQUADS COMPETED IN THEIR
TRAINING AND GARRISON DUTIES TO TEST THE HYPOTHESIS
THAT INTER-GROUP COMPETITION PROMOTES CLOSE
INTERPERSONAL RELATIONS AMONG GROUP MEMBERS AND
IMPROVES MORALE AND ADJUSTMENT. EIGHTEEN SQUADS
FOR WHOM NO CHANGES IN TRAINING WERE INTRODUCED
SERVED AS CONTROLS. QUESTIONNAIRE MEASURES OF
INTERPERSONAL RELATIONS AND ADJUSTMENT WERE OBTAINED
BEFORE AND AFTER A THREE MONTH EXPERIMENTAL PERIOD.
CHANGES IN SELF-PERCEPTIONS AND REACTIONS TO
MILITARY LIFE INDICATED CLEARLY THE RELATIVE
IMPROVEMENT IN ADJUSTMENT OF THE MEMBERS OF
COMPETITIVE SQUADS AS COMPARED WITH MEMBERS OF
CONTROL SQUADS. MEN TRAINED UNDER COMPETITIVE
CONDITIONS ALSO HAD A LOWERED LEVEL OF MANIFEST
ANXIETY ON THE TATLUM SCALE. IMPROVEMENT IN THE
QUALITY OF INTERPERSONAL RELATIONS WAS INDICATED BY A
SIGNIFICANTLY GREATER CHANGE IN WITHIN-SQUAD
SOCIOMETRIC CHOICES OF COMBAT LEADERS AND WORK
PARTNERS FOR THE MEMBERS OF COMPETITIVE SQUADS.
HOWEVER, THESE IMPROVEMENTS DID NOT GENERALIZE TO
NON-TASK ASPECTS OF RELATIONS AMONG SQUAD MEMBERS.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-608 611

HAND COMP SANTA MONICA CALIF

EXTERNALLY BAYESIAN GROUPS.

(U)

NOV 64 24P MADANSKY, ALBERT I

REPT. NO. RM-4141-PR

CONTRACT: AF49 638 700

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GAME THEORY, DECISION MAKING), (GROUP
DYNAMICS, DECISION MAKING), (DECISION MAKING, GROUP
DYNAMICS), PROBABILITY, DECISION THEORY, STATISTICAL
FUNCTIONS, DYNAMIC PROGRAMMING (U)
IDENTIFIERS: BAYES' THEOREM (U)

SUPPOSE THAT A GROUP OF INDIVIDUALS, EACH OF WHOM
IS A BAYESIAN, IS REQUIRED TO MAKE A JOINT
DECISION, AND THAT ALTHOUGH THE INDIVIDUALS ALL AGREE
ON THE UTILITY FUNCTION FOR THE PROBLEM, THEY
DISAGREE ON THE PRIOR DISTRIBUTION OF THE RELEVANT
STATES OF NATURE. AN AXIOM OF GROUP RATIONALITY IS
INTRODUCED--NAMELY, THAT TO AN OUTSIDER THE DECISIONS
OF THE GROUP APPEAR LIKE THE DECISION OF A
BAYESIAN-- AND ITS IMPLICATIONS ARE EXPLORED WHEN
THE GROUP DECISION-MAKING PROCEDURE EITHER CAN OR
CANNOT BE AMENDED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

20-609 110
CALIFORNIA UNIV LOS ANGELES
DYNAMICS OF SOCIAL INFLUENCE. (U)
DESCRIPTIVE NOTE: ANNUAL REPT. NO. 6, NOV 63-NOV 64.
NOV 64 15P HAYEN, BERTHAM H. ;
CONTRACT: NUNX23354
PROJ: NM171 J50

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO PB-159 644.

DESCRIPTORS: (SOCIAL PSYCHOLOGY, ATTITUDES),
(ATTITUDES, SOCIAL PSYCHOLOGY), GROUP DYNAMICS,
REACTION (PSYCHOLOGY), REFLEXES, CONDITIONED REFLEX,
BEHAVIOR, PERFORMANCE (HUMAN), PERFORMANCE TESTS,
MALES, FEMALES, REASONING, SOCIAL COMMUNICATION,
SOCIOMETRICS, PSYCHOMETRICS, LEAST SQUARES METHOD,
ANALYSIS OF VARIANCE, PROGRAMMING (COMPUTERS) (U)

THE EARLIER STUDY ON THE RELATIONSHIPS BETWEEN
BELIEF AND ATTITUDES REPORTED IN TECHNICAL REPORT
NO. 6 HAS BEEN REPLICATED WITH 300 SS.
VARIATIONS WERE INTRODUCED IN THE ORDER IN WHICH
VARIOUS ELEMENTS WERE RATED AND A LEAST SQUARE
ANALYSIS WAS UTILIZED. THE EARLIER RESULTS AGAIN
OBTAINED. HOWEVER, IT APPEARS THAT RATINGS OF
CHARACTERISTICS OF THE OBJECTS ON BOTH THE A-SCALE
AND THE B-SCALE ARE A FUNCTION OF THE SEX OF THE
SUBJECTS AS WELL AS THE ORDER IN WHICH THE
CHARACTERISTICS WERE PRESENTED FOR RATING. ALSO
THESE DIFFERENCES WERE REFLECTED IN THE OBTAINED
ATTITUDE SCORES TOWARD THE OBJECT AND THE
CORRELATIONS BETWEEN PREDICTED AND OBTAINED ATTITUDE
SCORES. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-809 113

CALIFORNIA UNIV LOS ANGELES

THE EFFECTS OF EXPERT AND REFERENT INFLUENCE ON
VERBAL ORIGINALITY.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 14.

JUL 64 49P

ELLENHORN, LEMIS JEROME I

CONTRACT: NONR23354

PROJ: NX171 350

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON DYNAMICS OF SOCIAL
INFLUENCE. DOCTORAL THESIS. LEGIBILITY OF THIS
DOCUMENT IS IN PART UNSATISFACTORY. REPRODUCTION HAS BEEN
MADE FROM BEST AVAILABLE COPY.

DESCRIPTORS: (SOCIAL PSYCHOLOGY, VERBAL BEHAVIOR),
(VERBAL BEHAVIOR, SOCIAL PSYCHOLOGY), REACTION
(PSYCHOLOGY), REFLEXES, PERCEPTION (PSYCHOLOGY), WORD
ASSOCIATION, BEHAVIOR, PERSONALITY, PERFORMANCE TESTS,
ATTITUDES, GROUP DYNAMICS, PSYCHOMETRICS, ANALYSIS OF
VARIANCE

(U)

THE PRESENT STUDY INTENDED TO TEST THE HYPOTHESIS
THAT THE REDUCTION OF ORIGINALITY ATTRIBUTED TO THE
ADDITION OF SOCIAL OTHERS WAS THE RESULT OF A
PRESSURE TO RESPOND AND A FOCUS OF ATTENTION ON THE
OVERT ACT OF RESPONDING. IT WAS FURTHER
HYPOTHESIZED THAT WHEN SUBJECTS WORKED WITH THOSE
PERCEIVED AS COMPARABLE TO THEMSELVES, THEY WOULD
DEVELOP AND INFERRED MUTUALLY COMPETITIVE SETS AND
WOULD CONCENTRATE ON DOING JUST BETTER THAN THE
OTHER. WHEN WORKING WITH OTHERS PERCEIVED AS
SUPERIOR TO THEMSELVES, SUBJECTS WOULD ATTEMPT TO
RESPOND IN AN IMITATION OF THE SUPERIOR PERSON'S MODE
OF RESPONDING. THUS, IF THE SUPERIOR PERSON
RESPONDS QUICKLY, THE SUBJECT WILL TEND TO RESPOND
QUICKLY. IF THE SUPERIOR PERSON RESPONDS SLOWLY,
THE SUBJECT WILL ALSO RESPOND SLOWLY. WHEN
CONFRONTED WITH A CO-WORKER PERCEIVED AS INFERIOR IN
ABILITY, THE SUBJECT WILL NOT WISH TO USE THE OTHER
EITHER AS A MODEL OR AS A BASIS FOR SELF-EVALUATION.
THUS, THE SUBJECT IS NOT LIKELY TO BE INFLUENCED TO
RESPOND IN THE DIRECTION OF THE SPEED OF A CO-WORKING
SOCIAL OTHER. IN TERMS OF ORIGINALITY, IT IS
HYPOTHESIZED THAT THE SUBJECTS WHO ARE CO-WORKING
WITH FAST RESPONDING SOCIAL OTHERS WILL PRODUCE LESS
ORIGINAL RESPONSES THAN SUBJECTS CO-WORKING WITH SLOW
RESPONDING OTHERS. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-669 446

WASHINGTON UNIV ST LOUIS MO

STRUCTURAL FACTORS AND INDIVIDUAL NEEDS IN GROUP
BEHAVIOR. (U)

DESCRIPTIVE NOTE: ANNUAL REPT.,

UCT 64 26P DECHARMS, RICHARD I

HAMBLIN, ROBERT L. I

CONTRACT: NONR81611

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-265 329, -285 318, -413
361, -417 635, -438 513.

DESCRIPTORS: (•GROUP DYNAMICS, SOCIAL PSYCHOLOGY),
(•BEHAVIOR, MOTIVATION), LEADERSHIP, PROGRAMMING
(COMPUTERS), AGES, FEAR, LEADERSHIP, REACTION
(PSYCHOLOGY), ADJUSTMENT (PSYCHOLOGY) (U)

IDENTIFIERS: PSYCHOPHYSICS, 18M-7040, RISK-TAKING (U)

STRUCTURAL FACTORS IN GROUP BEHAVIOR, BY R. L.
HAMBLIN; COMPUTER PROGRAMS WERE DEVELOPED FOR
ANALYSIS OF PSYCHOPHYSICAL AND SOCIAL PSYCHOLOGICAL
DATA GATHERED WITH SUCH MEASUREMENT PROCEDURES AS
MAGNITUDE ESTIMATION; ONE PROGRAM WAS DESIGNED FOR
MULTIPLE CORRELATION-MULTIPLE REGRESSION ANALYSIS OF
THE RELATIONSHIP BETWEEN ONE DEPENDENT VARIABLE AND
UP TO 50 INDEPENDENT VARIABLES. SOCIO-
PSYCHOLOGICAL EXPERIMENTS WERE MADE WITH COLLEGE
STUDENTS FROM BRIGHAM YOUNG UNIV., PROVO,
UTAH, AND THEN REPLICATIONS WERE MADE AT THE
NAVAL MEDICAL RESEARCH INST., BETHESDA,
MD. VARIABLES IN THE EXPERIMENTS SUCH AS STATUS,
UTILITY, REINFORCEMENT, CONFIDENCE, AND MORAL
ATTITUDE HAD A DIRECT BEARING ON AGGRESSIVE PATTERNS
IN GROUPS FULL OF CONFLICT AND ALSO ON FACILITATIVE
PATTERNS. ALL THE INVESTIGATIONS WERE DESIGNED
AFTER THE PSYCHOPHYSICAL MODEL AND UTILIZED
PSYCHOPHYSICAL METHODS. INDIVIDUAL NEEDS IN THE
GROUP SITUATION, BY R. DECHARMS. A STUDY WAS
MADE ON SCHEDULES OF LEADER CONTINGENCY, PERCEPTION,
AND PRODUCTIVITY, WITH RESPECT TO ACHIEVEMENT
MOTIVATION AND EXTRINSIC VERSUS INTRINSIC INCENTIVES,
A PRELIMINARY STUDY INDICATED THAT REVERSING THE
EXTRINSIC INCENTIVE PRODUCES A LARGE EFFECT, THAT THE
EFFECT IS MORE EVIDENT IN SOME SUBJECTS THAN OTHERS,
AND THAT THE EFFECT IS RELATED TO THE SEX OF THE
SUBJECT AND TO HIS LEVEL OF FEAR OF FAILURE. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-609 543

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO

CALIF

STRUCTURAL CHANGE IN SMALL ISOLATED GROUPS, (U)

SEP 64 14P NELSON, PAUL D. I

PROJ: MR005 12 2004

TASK: 1

MONITOR: NMNRU, 64 24

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE ANNUAL MEETING OF
THE AMERICAN PSYCHOLOGICAL ASSOC., LOS ANGELES,
CALIF., SEP 64.

DESCRIPTORS: (*CONFINED ENVIRONMENTS, GROUP
DYNAMICS), (*GROUP DYNAMICS, CONFINED ENVIRONMENTS),
ADJUSTMENT (PSYCHOLOGY), PERFORMANCE (HUMAN),
BEHAVIOR, MILITARY PERSONNEL, POLAR REGIONS, SOCIAL
COMMUNICATION, SOCIOMETRICS, REACTION (PSYCHOLOGY),
STRESS (PSYCHOLOGY), MILITARY PSYCHOLOGY, SENSORY
DEPRIVATION (U)

MEN WHO HAD SPENT TWELVE MONTHS AT ONE OF THREE
ANTARCTIC RESEARCH STATIONS IN RANGING FROM 17 TO
33) PROVIDED INFORMATION AT TWO TIME PERIODS
CONCERNING WORK, FORMAL COMMUNICATION, AND OFF-DUTY
FRIENDSHIP INTERACTIONS. THE PURPOSE OF THE STUDY
WAS TO ASCERTAIN THE EXTENT TO WHICH GROUP STRUCTURE
CHANGED IN ANY OF THESE THREE DOMAINS OF INTERACTION
OVER A SIX-MONTH PERIOD. FROM AN ANALYSIS OF
DIRECT, INDIRECT, AND RECIPROCAL CHOICES THERE WERE
NO GENERAL CHANGE PATTERNS COMMON TO ALL STATION
GROUPS OR ALL TYPES OF INTERACTION. (AUTHOR) (U)

UNCLASSIFIED

DDO REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-609 544
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
COMPATIBILITY AMONG WORK ASSOCIATES IN ISOLATED
GROUPS, (U)
NOV 54 13P NELSON, PAUL D. I
PROJ: MK005 12 2004
TASK: 1
MONITOR: NMNRU , 64 13

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, CONFINED
ENVIRONMENTS), (ADJUSTMENT (PSYCHOLOGY), GROUP
DYNAMICS), SOCIAL PSYCHOLOGY, POLAR REGIONS,
SOCIOMETRICS, LEADERSHIP, BEHAVIOR, PERFORMANCE
(HUMAN), SOCIAL COMMUNICATION, PERSONALITY,
ACHIEVEMENT TESTS, ATTITUDES, MILITARY PSYCHOLOGY,
ANALYSIS OF VARIANCE (U)
IDENTIFIERS: DEMOGRAPHY (U)

IN THE PRESENT STUDY AN ATTEMPT WAS MADE TO
IDENTIFY CORRELATES OF WORK PARTNER COMPATIBILITY
AMONG 14 THREE- TO SIXMAN WORK GROUPS LOCATED IN
ISOLATED ANTARCTIC STATIONS. USING DEMOGRAPHIC
AND SELFDESCRIPTION DATA TO CONSTRUCT GROUP
COMPOSITION VARIABLES AND SOCIOMETRIC DATA TO DERIVE
COMPATIBILITY CRITERION MEASURES, WORK GROUP
HOMOGENEITY ON AGE WAS SIGNIFICANTLY ($P < .01$)
RELATED TO WORK GROUP COMPATIBILITY. AN ADDITIONAL
FINDING OF SIGNIFICANCE ($P < .05$) WAS THAT A
LOW LEVEL OF COMPATIBILITY EXISTED AMONG WORK
ASSOCIATES WHO WERE EQUALLY HIGH IN THEIR NEED TO BE
INTERPERSONALLY PROMINENT AS THROUGH LEADERSHIP
STATUS. A GENERAL TREND IN THE STUDY WAS FOR GROUP
COMPOSITION VARIABLES TO BE MORE RELATED TO
COMPATIBILITY DURING THE WINTER THAN DURING THE
SUMMER MONTHS, THE TIME PERIOD OF GREATEST
CONFINEMENT AND ISOLATION FROM THE OUTSIDE WORLD.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-609 546
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS, (U)
AUG 64 9P GUNDERSON, E. K. ERIC 1
PHO.: MROUS 12 2004
TASK: 1
MONITOR: NMNRU, 64 19

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY PSYCHOLOGY, POLAR REGIONS),
(PERFORMANCE (HUMAN), NAVAL PERSONNEL),
(PSYCHOMETRICS, NAVAL PERSONNEL), SOCIOMETRICS,
LEADERSHIP, STRESS (PSYCHOLOGY), BEHAVIOR, ADJUSTMENT
(PSYCHOLOGY), PERSONALITY (U)
IDENTIFIERS: OPERATION DEEP FREEZE (U)

PERFORMANCE EVALUATIONS (ENLISTED PERFORMANCE
EVALUATION MARKS) OF APPLICANTS FOR OPERATION
DEEP FREEZE WERE COMPARED WITH THOSE OF OTHER
NAVAL PERSONNEL, AND VOLUNTEERS WITH DIFFERENT
AMOUNTS OF EXPERIENCE WERE COMPARED WITH EACH OTHER.
PERFORMANCE RATINGS FOR DEEP FREEZE CANDIDATES
WERE HIGHER THAN THOSE OF OTHER NAVAL PERSONNEL OF
COMPARABLE EXPERIENCE. IT WAS CONCLUDED THAT
SPECIAL STANDARDS OR NORMS SHOULD BE ESTABLISHED TO
AID IN SELECTION OF THE BEST QUALIFIED MEN FROM THIS
POPULATION AND THAT SEPARATE NORMS ARE REQUIRED FOR
EVALUATING PERFORMANCE RECORDS OF THOSE EXPERIENCED
NAVAL PERSONNEL. THE LEADERSHIP TRAIT MAY BE
MORE DISCRIMINATING THAN OTHER TRAITS IN THIS
POPULATION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-604 703

ILLINOIS UNIV URBANA

A CONTENT-ANALYTIC METHOD FOR STUDYING INTERPERSONAL
BEHAVIOR AND A STUDY OF VERBAL AND NONVERBAL
BEHAVIORS ASSOCIATED WITH SOCIAL ROLES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NOS. 19 AND 20,

NOV 64 71P

KATZ, EVELYN WALKER ;

CONTRACT: NUNN103436

PROJ: NM177 472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL PSYCHOLOGY, BEHAVIOR),
(CULTURE, SOCIAL PSYCHOLOGY), (VERBAL BEHAVIOR,
SOCIAL COMMUNICATION), GROUP DYNAMICS, LANGUAGE,
ATTITUDES, MOTIVATION, WORD ASSOCIATION, SOCIOMETRICS,
PSYCHOMETRICS (U)

IDENTIFIERS: LITERATURE. (U)

IN THE FIRST STUDY, A METHOD OF CONTENT ANALYSIS
SUITABLE FOR HANDLING COMPLEX SOCIAL INTERACTION
ENCOUNTERED IN SHORT STORIES WAS DEVELOPED. THE
INTERACTIONS WERE ANALYZED IN TERMS OF A MOTIVATIONAL
ORGANIZING PRINCIPLE. THE MANIFEST CONTENT WAS
TRANSLATED ON THE BASIS OF THE INFERRED INTENTION OR
PURPOSE OF THE ACTOR WITH RESPECT TO THE OBJECT.
THE UNIT OF ANALYSIS IS ACO (ACTOR-CONNECTOR-
OBJECT) WHERE THE ACTOR IS THE SOURCE OF THE
INTERACTION; THE OBJECT IS THE PERSON TOWARD WHOM
THE ACTION IS DIRECTED; AND THE CONNECTOR IS THE
LITERAL MATERIAL (MANIFEST CONTENT) ON WHICH THE
INTERACTION IS BASED, DEFINED AS A VERB FORM WHICH
INVOLVES ACTIONS OR FEELINGS. EACH ACTOR WAS
CODED ACCORDING TO HIS SOCIAL ROLE RELATIONSHIP TO
THE OBJECT. THIS PERMITTED THE CLASSIFICATION OF
PERSONS IN TERMS OF INTERPERSONAL SITUATIONS, WITH A
MINIMUM REGARD FOR PERSONAL ATTRIBUTES. THE
PURPOSE OF THE SECOND STUDY IN THE REPORT WAS TO
DEVELOP MEASUREMENT INSTRUMENTS WHICH COULD BE
APPLIED TO THE STUDY OF PERCEIVED CULTURAL
DIFFERENCES IN ROLE BEHAVIORS. ROLE BEHAVIORS FOR
THE AMERICAN CULTURE WERE DERIVED FROM A CONTENT
ANALYSIS OF SHORT STORIES, WHICH ANALYZED SOCIAL
INTERACTIONS ACCORDING TO ROLE-PAIRS. THE RESULTS
OF THE CONTENT ANALYSIS WERE ANALYZED TO YIELD THE
MOST FREQUENT BEHAVIORS AND THE MOST FREQUENT ROLE-
PAIRS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JUNK10

AD-610 531

DELAWARE UNIV NEWARK CENTER FOR RESEARCH ON SOCIAL
BEHAVIOR

INTERPERSONAL PREFERENCE AND THE MUTUAL GLANCE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 13,

DEC 64 34P EXLINE, RALPH V. I

WINTERS, LEWIS C. I

CONTRACT: NONR224502

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (VISION, SOCIAL PSYCHOLOGY), (SOCIAL
PSYCHOLOGY, VISION), ATTITUDES, BEHAVIOR, EMOTIONS,
GROUP DYNAMICS, MOTIVATION, PERCEPTION (PSYCHOLOGY),
PERSONALITY, PSYCHOMETRICS, REACTION (PSYCHOLOGY) (U)

THE HYPOTHESIS THAT POSITIVE AFFECT (AS REFLECTED
IN AFFECTIVELY BASED PREFERENCE FOR ONE CO-WORKER
OVER ANOTHER) WOULD BE DIRECTLY RELATED TO THE
AMOUNT OF EYE CONTACT BETWEEN AN EXPERIMENTAL S AND
TWO EXPERIMENTAL CONFEDERATES, WAS TESTED IN A 4 X 2
X 2 VARIANCE DESIGN (CONDITIONS X CONFEDERATES X
SESSIONS) FOR EACH SEX. FOURTEEN SS OF EACH
SEX WERE, WITHIN EACH SEX, RANDOMLY ASSIGNED TO A
CONTROL AND AN EXPERIMENTAL GROUP, AND INTERACTED
WITH TWO CONFEDERATES OF THEIR OWN SEX. HALF-WAY
THROUGH THE EXPERIMENT SS PRIVATELY INDICATED TO
THE EXPERIMENTER WHICH OF THE TWO CONFEDERATES THEY
LIKED THE BETTER. SS' EYE CONTACT WITH EACH
CONFEDERATE WAS RECORDED DURING BOTH PRE AND POST
CHOICE SESSIONS. INDEXES OF EYE CONTACT WERE
COMPUTED FOR SS' LOOKING WHILE SPEAKING AND LOOKING
WHILE LISTENING. RESULTS SHOWED THAT: 1)
WHILE SPEAKING, EXPERIMENTAL FEMALE SS INCREASED
IN EYE CONTACT WITH THE PREFERRED AND DECREASED EYE
CONTACT WITH THE NONPREFERRED CONFEDERATE
SIGNIFICANTLY MORE THAN DID CONTROL FEMALES. (THE
LATTERS' PREFERRED AND NON-PREFERRED CONFEDERATES
WERE IDENTIFIED VIA A POST EXPERIMENTAL
QUESTIONNAIRE.) 2) EXPERIMENTAL MALE SS
SLIGHTLY, BUT NOT SIGNIFICANTLY, INCREASED THEIR EYE
CONTACT WITH THE PREFERRED AND SLIGHTLY DECREASED EYE
CONTACT WITH THE NON-PREFERRED CONFEDERATES, WHILE
CONTROL MALES DECREASED EYE CONTACT WITH BOTH
CONFEDERATES. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MR10

AD-610 532

PITTSBURGH UNIV PA

SOME EFFECTS ON A GROUP OF WHETHER AND WHEN THE HEAD
REVEALS HIS OPINION. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT. NO. 4,
NOV 64 12P BASS, BENNARD M. I

CONTRACT: NONR 2414

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (DECISION MAKING, LEADERSHIP),
(PERSONNEL MANAGEMENT, LEADERSHIP), (LEADERSHIP,
GROUP DYNAMICS), MANAGEMENT ENGINEERING, BEHAVIOR,
SOCIAL PSYCHOLOGY, SOCIOMETRICS (U)

TWELVE QUARTETS OF EXECUTIVES DISCUSSED A PROBLEM
SO THAT THE QUARTET HEAD COULD SUBSEQUENTLY SUBMIT IN
A CONTEST WHAT HE PERSONALLY FELT TO BE THE BEST
POSSIBLE DECISION. HEADS WERE INSTRUCTED TO AVOID
STATING THEIR OWN OPINION TO THE OTHERS IN THE
QUARTET OR TO REVEAL IT BEFORE AND/OR AFTER THE
DISCUSSION. HEADS WHO AVOIDED STATING THEIR
OPINION CHANGED IT LEAST AS A CONSEQUENCE OF THE
DISCUSSION BUT MAXIMIZED CHANGE AMONG OTHERS IN THE
GROUP, YET SUCH HEADS FELT LEAST SATISFIED WITH
THEIR DECISION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-610 845

STANFORD UNIV CALIF

EFFECT OF GROUP SIZE ON GROUP PERFORMANCE.
DESCRIPTIVE NOTE: TECHNICAL REPT NO. 101,

(U)

OCT 64 JIP SOLOMON, HERBERT I
CONTRACT: NONR22562

PROJ: NH342 022

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR), (DECISION
MAKING, GROUP DYNAMICS), RECALL, PERFORMANCE (HUMAN),
VERBAL BEHAVIOR, MATHEMATICAL MODELS, SAMPLING,
STATISTICAL TESTS, LEARNING, EXPERIMENTAL DATA
IDENTIFIERS: PROBLEM-SOLVING

(U)

(U)

THE EFFICIENCY OF GROUPS OVER INDIVIDUALS IN
VARIOUS PROBLEM-SOLVING SITUATIONS HAS BEEN EXPLORED
IN RECENT YEARS. LORGE AND SOLOMON HAVE PROPOSED
A MODEL FOR GROUP BEHAVIOR IN THE SOLUTION OF EUREKA
TYPE PROBLEMS. THIS MODEL HAS BEEN APPLIED TO DATA
RESULTING FROM A VERBAL RECALL EXPERIMENT. A MODEL
FOR INDIVIDUAL BEHAVIOR IN RECALL HAS BEEN PROPOSED
BY MILLEN AND MCGILL AND THIS HAS BEEN USED TO
ESTABLISH A GROUP BEHAVIOR MODEL IN VERBAL RECALL
USING THE LORGE-SOLOMON MODEL. DATA HAS BEEN
AVAILABLE BY EXPERIMENTATION AND THE IMPLICATIONS OF
THE MODEL ARE EXAMINED BY USE OF THE DATA. THE
GROUP SIZES EXAMINED ARE FROM 2 THROUGH 6
INDIVIDUALS. ONE MAJOR MOTIVATION FOR THIS TYPE OF
ANALYSIS IS THE MANAGEMENT PROBLEM OF HOW TO ALLOCATE
INDIVIDUALS INTO GROUPS FOR SOLUTIONS OF STAFF
PROBLEMS. THE WORK OF RUSTLE AND DAVIS ON
INTERFERENCE MODELS IS ALSO DISCUSSED AND THE
IMPLICATIONS OF THEIR WORK FOR ANALYSIS OF THE
EXPERIMENTAL DATA REPORTED HERE ARE DISCUSSED.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-612 527

HUTGHS - THE STATE UNIV NEW BRUNSWICK N J
HOMEOSTASIS IN GROUPS.

(U)

60 1JP BENHJEN, F. K. I

CONTRACT: NONR40N10

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN GENERAL SYSTEMS.
YEARBOOK (V. 3, 1) V9 P205-17 1964 (COPIES NOT AVAILABLE
TO DDC OR CLEARINGHOUSE CUSTOMERS).

DESCRIPTORS: (GROUP DYNAMICS, SOCIAL PSYCHOLOGY),
MOTIVATION, BEHAVIOR, PERSONALITY, LEADERSHIP,
DECISION MAKING, THEORY

(U)

A GROUP IS DESCRIBED AS HOMEOSTATIC WHEN IT
MAINTAINS A NEAR-CONSTANCY OR A GRADUAL RISE IN
FORMAL ACHIEVEMENT AND GROUP NEED
SATISFACTIONS. THE CONTROLS OF THESE TWO
CRITERIA RESIDE BOTH IN THE EXTERNAL AND INTERNAL
CONDITIONS, AND ARE RECIPROCAL IN NATURE. IT IS
HYPOTHESIZED THAT IF GROUPS MEET THE DEFINITION OF
HOMEOSTASIS, ADAPTABILITY (INDEPENDENTLY
MEASURED) WILL BE RELATED TO FORMAL ACHIEVEMENT
AND GROUP NEED SATISFACTIONS, BUT THE LATTER
CRITERIA WILL BE UNRELATED TO EACH OTHER. A SECOND
HYPOTHESIS IS THAT THE GREATER THE ADAPTABILITY OF
THE GROUP THE LESS DECREMENT IT WILL SUFFER IN F.A.
OR G.N.S. BY DISTURBANCES OF A GIVEN MAGNITUDE.
A DISTINCTION IS DRAWN BETWEEN EQUILIBRIUM AND
HOMEOSTASIS. THE FORMER REFERS TO THE STABILITY OF
THE GROUP IN THE FACE OF DISTURBANCES THAT MAY FORCE
EITHER OR BOTH CRITERIA BEYOND THEIR LIMITS.
HOMEOSTASIS REFERS TO THE PATTERN OF INTERDEPENDENT
RESPONSES THAT TEND TO RAISE THE CRITERIA TO LIMITS
CONTROLLED BY NEGATIVE FORCES.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO- 70MK10

AD-613 045

MISSOURI UNIV COLUMBIA

COMPARISON OF OBSERVED AND RECALL BEHAVIOR:

(U)

FEB 65 67P

INGRAM, RICHARD C. I

VIDEBECK, RICHARD I

REPT. NO. TR-15

CONTRACT: NCHR229602

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH
SYRACUSE UNIV., N. Y.

DESCRIPTORS: (PSYCHOMETRICS, RELIABILITY), (RECALL,
BEHAVIOR), (BEHAVIOR, RECALL), CHILDREN, ADULTS,
GROUP DYNAMICS, VERBAL BEHAVIOR, SOCIAL PSYCHOLOGY,
ERRORS (U)

DATA ON OBSERVED MEALTIME BEHAVIOR AND RECALL OF
THAT BEHAVIOR WERE COMPARED AND ANALYZED TO DETERMINE
THE VALIDITY OF RETROSPECTIVE DATA. FAMILIES
ATE TWO MEALS WHILE UNDER OBSERVATION USING VIDEO
TAPE RECORDING EQUIPMENT. HALF OF THE FAMILIES
WERE INTERVIEWED THREE WEEKS LATER AND THE OTHER HALF
SIX WEEKS AFTER THE MEALS. USING EXTENSIVE
INTERVIEWING PROCEDURES THE PARENTS WERE ASKED TO
REPORT ALL THAT THEY COULD REMEMBER ABOUT THE TWO
MEALS AND SPECIFICALLY WHAT THEY COULD REMEMBER ABOUT
THEIR CHILDREN'S BEHAVIOR. COMPARISON OF DATA
INDICATED THAT ONLY 438 OF THE ORIGINAL BEHAVIOR
WAS RECALLED AND THE TOTAL RECOLLECTIONS 228 HAD
NOT EVEN OCCURRED AT THE MEALS. THIS SUGGESTS THAT
RESEARCH BASED ON RETROSPECTIVE DATA SHOULD BE
CAREFULLY EXAMINED AND THAT FINDINGS OF SUCH STUDIES
SHOULD BE APPLIED WITH HESITANCY. THE DATA ALSO
DISCLOSED THAT THERE IS A LINEAR RELATIONSHIP BETWEEN
THE AMOUNT OF BEHAVIOR THAT OCCURRED AND THE AMOUNT
SUBSEQUENTLY RECALLED BY ANY GIVEN PERSON.
(AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-613 058
BENKLEY INST OF PSYCHOLOGICAL RESEARCH SAN FRANCISCO
CALIF
CORRELATES OF FIELD BEHAVIOR. BEHAVIORAL RESEARCH
DURING THE 1963 AMERICAN MOUNT EVEREST EXPEDITION, (U)
MAR 65 77P LESTER, JAMES T., JR.
REPT. NO. TR-1
CONTRACT: NUNN467400
PROJ: NK171 277

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-420 605, AD-607 336.

DESCRIPTORS: (0BEHAVIOR, STRESS (PHYSIOLOGY)),
(0GROUP DYNAMICS, BEHAVIOR), (0PERSONALITY,
PSYCHOMETRICS), LEADERSHIP, SOCIOMETRICS, SOCIAL
PSYCHOLOGY, STRESS (PSYCHOLOGY), PERFORMANCE (HUMAN) (U)
IDENTIFIERS: MOUNT EVEREST EXPEDITION, 1963 (U)

THE REPORT SUMMARIZES ONE ASPECT OF THE BEHAVIORAL
RESEARCH DONE ON THE 1962 AMERICAN MT. EVEREST
EXPEDITION, VIZ., THE CORRELATION BETWEEN CERTAIN
CRITERION VARIABLES (FIELD BEHAVIOR) AND PRE-
EXPEDITION PERSONALITY ASSESSMENT RESULTS. SECTION
II EXPLORES THE NATURE OF THE CRITERION VARIABLES;
SECTION III PRESENTS AND DISCUSSES THE ASSESSMENT
CORRELATES. IT APPEARS THAT THE RESPONSES OF
SUBJECTS ON ASSESSMENT TECHNIQUES WERE VALID SAMPLES
OF CERTAIN KINDS OF BEHAVIOR WHICH WERE LATER TO BE
SEEN IN THE FIELD, AND WHICH CARRIED WEIGHT IN THE
SOCIOMETRIC NOMINATIONS USED AS CRITERIA. THE
PERSONOLOGICAL IMPLICATIONS FROM ALL SOURCES OF DATA
REPORTED ON SHOW A HIGH DEGREE OF CONGRUENCE, WHICH
IS ENCOURAGING WITH REGARD TO THE GOAL OF DEVELOPING
TECHNIQUES FOR PREDICTING INTERPERSONAL PERFORMANCE
IN EXTREME ENVIRONMENTS. (AUTHOR) (U)

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UNCLASSIFIED

/UMK10

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-613 115

MICHIGAN UNIV ANN ARBOR

THE REQUIREMENTS AND DESIGN OF A STANDARD GROUP TASK, (U)

63 19P

ZAJONC, ROBERT B. I

CONTRACT: NONH122434

PROJ: NR17) 309

UNCLASSIFIED R PONT

SUPPLEMENTARY NOTE: PUB. IN JOURNAL OF EXPERIMENTAL
SOCIAL PSYCHOLOGY (U. S.) VI N1 P71-88 JAN 1968
(COPIES NOT AVAILABLE TO UDC OR CLEARINGHOUSE
CUSTOMERS).

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOMETRICS),
(PSYCHOMETRICS, GROUP DYNAMICS), BEHAVIOR,
MEASUREMENT, STANDARDIZATION (U)

THE PURPOSE OF THIS PAPER IS TO UNDERSCORE THE NEED
FOR STANDARD PROCEDURES IN GROUP PSYCHOLOGY, TO
EXAMINE THE REQUIREMENTS WHICH A STANDARD GROUP TASK
SHOULD MEET, AND TO DESCRIBE A SOLUTION IN THIS
RESPECT. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-613 580

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT

OF GROUP MEMBERS.

(U)

DESCRIPTIVE NOTE: ANNUAL REPT.,

JAN 65 FIEDLER, FRED E. I

CONTRACT: DA49 1 02060

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS);

(ADJUSTMENT (PSYCHOLOGY), GROUP DYNAMICS);

(PERCEPTION (PSYCHOLOGY), GROUP DYNAMICS), SOCIAL

PSYCHOLOGY, PROJECTIVE TECHNIQUES, SOCIOMETRICS

(U)

PROGRESS IS REPORTED ON PSYCHOLOGICAL STUDIES,

INCLUDING THE FOLLOWING TOPICS: QUASI-THERAPEUTIC

EFFECTS OF INTERGROUP COMPETITION, QUASI-THERAPEUTIC

TEAM RELATIONS IN A TRAINING REGIMENT, QUASI-

THERAPEUTIC EFFECTS OF HEALTHENWOMENING ROOMMATES

AND DORMITORY COUNSELORS.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-614 449

MICHIGAN UNIV ANN ARBOR RESEARCH CENTER FOR GROUP
DYNAMICS

GROUP SUCCESS AND THE REDUCTION OF STATUS
INCONGRUENCE IN TASK-ORIENTED GROUPS,

(U)

APR 65 25P BRUNSTEIN, EUGENE I

ZAJONC, TUBERT B. I

REPT. NO. TR-31

CONTRACT: ONH 122434

PROJ: NR170 809

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PERFORMANCE (HUMAN)),
SOCIAL PSYCHOLOGY, SOCIOMETRICS, REACTION
(PSYCHOLOGY), REFLEXES, PSYCHOMETRICS, PERCEPTION
(PSYCHOLOGY), CONTROL
IDENTIFIERS: SUCCESS AND FAILURE

(U)

(U)

CONSIDERED IN THIS PAPER ARE TENDENCIES TOWARD
HIERARCHICAL RESTRUCTURING WHICH ARISE FROM STATUS
INCONGRUENCE IN TASK-ORIENTED GROUPS WITH DIFFERENT
HISTORIES OF SUCCESS. EACH GROUP CONSISTS OF FOUR
MEMBERS WHO DIFFER IN (A) THEIR APPARENT TASK
ABILITY, I.E., PERFORMANCE STATUS, AND (B) THEIR
INFLUENCE OVER THE OVERALL GROUP PRODUCT, I.E.,
CONTROL STATUS. IN PARTICULAR, OVER A LARGE NUMBER
OF TASK TRIALS CHANGES IN CONTROL STATUS ARE OBSERVED
UNDER VARIOUS CONDITIONS OF STATUS INCONGRUENCE. IN
GROUPS WITH HISTORIES OF RELATIVELY HIGH AND LOW
SUCCESS, EACH GROUP BEGINS WITH A PERFECT
CONGRUENCE BETWEEN PERFORMANCE STATUS AND CONTROL
STATUS. EXPERIMENTAL MANIPULATIONS ARE
SUBSEQUENTLY PERFORMED WHICH INDUCE DISCREPANCIES
BETWEEN THESE TWO SOURCES OF STATUS. IN HALF OF
THE GROUPS PERFORMANCE STATUS OF THE MEMBER WITH THE
HIGHEST CONTROL STATUS IS REDUCED, AND IN THE OTHER
HALF PERFORMANCE STATUS OF THE MEMBER WITH THE LOWEST
CONTROL STATUS IS INCREASED. BOTH OF THESE
EXPERIMENTAL INDUCTIONS NECESSARILY RESULT IN A
SYSTEMATIC DEGRADATION OF THE TOTAL GROUP OUTPUT.
OBSERVATIONS ARE MADE OVER A LARGE NUMBER OF TRIALS
TO DETERMINE HOW RAPIDLY GROUPS OF INDIVIDUALS
RESPOND AND ADAPT TO STATUS INCONGRUENCE OF THE ABOVE
TWO FORMS, AND HOW THESE RESPONSES ARE INFLUENCED BY
THE PAST TASK SUCCESSSES AND FAILURES OF THE GROUP.
(AUTHOR)

(U)

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/OMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-614 603

NORTH CAROLINA UNIV CHAPEL HILL PSYCHOMETRIC LAB
BAYESIAN DECISION THEORY, GAME THEORY AND GROUP
PROBLEM SOLVING, (U)

OCT 64 19P MESSICK, DAVID M. :

REPT. NO. 35

CONTRACT: AF19 620 1610

PROJ: 4690

TASK: 469003

MONITOR: ESD ,

TDN-64-603

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (0DECISION THEORY, PSYCHOMETRICS),
(0GAME THEORY, DECISION MAKING), (0PSYCHOMETRICS,
MATHEMATICAL MODELS), GROUP DYNAMICS, SOCIAL
PSYCHOLOGY (U)

THE CONCEPTS OF THE 'IDEAL' INFORMATION PROCESSOR
AND RATIONAL DECISION MAKER ARE APPLIED TO A TYPICAL
PROBLEM IN SOCIAL PSYCHOLOGY--THAT OF GROUP PROBLEM
SOLVING. THE STRUCTURE OF THE SELECTED TASK IS SEEN
TO BE THAT OF A NONZERO SUM GAME. A STRATEGY IS
DERIVED AND IS SHOWN TO BE THE EQUIVALENT OF THE
NASH SOLUTION TO THE GAME. THE NOTION OF LEVEL OF
ASPIRATION IS DISCUSSED AND DEFINED WITHIN THE
ANALYSIS AND TWO THEOREMS ARE PROVED RELATING LEVEL
OF ASPIRATION TO TYPE OF GROUP DECISION STRATEGY
EMPLOYED. (AUTHOR) (U)

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UNCLASSIFIED

/ONK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-614 825

TEXAS CHRISTIAN UNIV FORT WORTH

MILITARY SMALL GROUP PERFORMANCE UNDER ISOLATION AND STRESS. AN ANALYSIS OF SOCIOMETRIC INDICES OF GROUP

INTERACTION AT ALASKAN AC AND W SITES,

JUL 63 SSP MANNING, W. B. ISELL, S. B. I (U)

CONTRACT: AF41 657 323

PROJ: 8246

TASK: 824622

MONITOR: AAL ,

TDR-63-41

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (+GROUP DYNAMICS, MILITARY PERSONNEL);
(+MILITARY PERSONNEL, ALASKA); (+SOCIOMETRICS,
MILITARY PERSONNEL); AIR FORCE PERSONNEL, STRESS
(PSYCHOLOGY); FACTOR ANALYSIS, PERFORMANCE (HUMAN);
MILITARY ORGANIZATIONS, RADAR OPERATORS, AIR TRAFFIC
CONTROLLERS (U)

IDENTIFIERS: ISOLATION EFFECTS (U)

QUANTITATIVE INDICES OF GROUP INTERACTION WERE DEVELOPED USING A SOCIOMETRIC QUESTIONNAIRE FOR INTERPERSONAL WORK AND SOCIAL CONTACTS, ADMINISTERED TO 1653 AIR FORCE PERSONNEL, COMPRISING 123 WORK GROUPS AT 16 REMOTE AC AND W SITES IN ALASKA.

NINETEEN SOCIOMETRIC INDICES, CORRECTED STATISTICALLY FOR GROUP SIZE WERE INTERCORRELATED AND ANALYZED BY FACTOR ANALYSIS AND CLUSTER ANALYSIS, YIELDING EIGHT FACTORS, SIX OF WHICH CONFORM TO THE SIX CLUSTERS INDEPENDENTLY IDENTIFIED. THE REMAINING TWO FACTORS WERE EACH SPECIFIC TO A SINGLE

VARIABLE. THE FACTORS WERE PROVISIONALLY IDENTIFIED AS FOLLOWS: I. INTERACTION EXTENT,

II. CONFORMITY TO COMMAND STRUCTURE, III.

COHESIVENESS OF WORK GROUPS, IV. FORMAL

COOPERATION I, VI. INTERACTIONS OUTSIDE WORK

GROUP, AND VII. FORMAL COOPERATION II.

FACTORS V AND VIII, IDENTIFIED BY SINGLE

VARIABLES, WERE NOT INTERPRETED. THESE DIMENSIONS

OF GROUP INTERACTION MAY BE USEFUL IN COMPARING

GROUPS DIFFERENTIATED ON THE BASIS OF MEMBERSHIP,

ORGANIZATION, STRUCTURE, ENVIRONMENTAL CONTEXT, OR

PERFORMANCE CRITERIA. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-615 101

WAKOFF RESEARCH CENTER STATEN ISLAND N Y
PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE,

(U)

MAR 65 134P BLACKMAN, SHELTON I

HANDELL, WALLACE I GOLDSTEIN, KENNETH M. I

CONTRACT: DA49 19JMD2538

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY PERSONNEL, SOCIAL
PSYCHOLOGY), (SOCIAL PSYCHOLOGY, MILITARY PERSONNEL),
ADJUSTMENT (PSYCHOLOGY), GROUP DYNAMICS, PSYCHO
METRICS, SOLICITETHICS, ARMY TRAINING, MILITARY
PSYCHOLOGY, BEHAVIOR

(U)

THIS STUDY IS CONCEIVED OF AS THE FIRST OF A GROUP
OF STUDIES DESIGNED TO EXPLORE SYSTEMATICALLY BOTH
THE PSYCHOSOCIAL CONDITIONS UNDER WHICH DEVIANT
BEHAVIOR MAY OCCUR IN THE MILITARY AND THE METHODS OF
PREVENTIVE INTERVENTION WHICH COULD BE USED TO
PREVENT DEVIANCE. A MODEL WHICH RELATED THE
OCCURRENCE OF DEVIANCE TO PERSON VARIABLES,
ENVIRONMENTAL VARIABLES, AND PRECIPITATING EVENTS IS
PRESENTED. THREE TYPES OF BASIC TRAINING SQUADS
WERE INVESTIGATED: 44 SQUADS CONTAINING AN
INDIVIDUAL WHO HAD BEEN AWOL FOR MORE THAN 72
HOURS, 30 SQUADS CONTAINING AN INDIVIDUAL REFERRED TO
A MHCS (MENTAL HYGIENE CONSULTATION SERVICE)
FOR UNSUITABILITY DISCHARGE, AND 44 CONTROL SQUADS
CONTAINING AN INDIVIDUAL WHO HAD BEEN HOSPITALIZED
FOR AN UPPER RESPIRATORY INFECTION. IT APPEARS
THAT BOTH PERSON AND ENVIRONMENTAL VARIABLES ARE
RELATED TO THE OCCURRENCE OF DEVIANT BEHAVIOR.
EVENTS PERCEIVED AS PRECIPITATING THE EMERGENCE OF
DEVIANT BEHAVIOR MAY BE ISOLATED.

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-615 199

SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
LEADERSHIP IN SMALL GROUPS: A MATHEMATICAL
APPROACH.

(U)

DEC 63 10P BINDER, ARNOLD INOLIN, BURTON

R. ITEREBINSKI, STANLEY J. I

REPT. NO. SP-1478

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN JOURNAL OF EXPERIMENTAL
PSYCHOLOGY V69 N2 FEB 1966. (COPIES NOT AVAILABLE TO
DDC OR CLEARINGHOUSE CUSTOMERS).

DESCRIPTORS: (LEADERSHIP, MATHEMATICAL MODELS),
(MATHEMATICAL MODELS, LEADERSHIP), EXPERIMENTAL DATA,
GROUP DYNAMICS, DECISION MAKING, STATISTICAL
PROCESSES, STUDENTS

(U)

THE BROAD PURPOSE OF THIS RESEARCH WAS THE
INVESTIGATION OF THE RELATIONSHIP BETWEEN DECISION-
MAKING SUCCESS AND THE LIKELIHOOD OF BEING VOTED
"LEADER" (GROUP DECISION MAKER) OF A 3-MAN GROUP.
MARKOV MODELS, BASED ON EXTENSIONS OF CONCEPTS USED
IN MATHEMATICAL LEARNING THEORY, PROVIDED THE
THEORETICAL FRAMEWORK. EACH TRIAL OF THE
EXPERIMENT BEGAN WITH THE SELECTION OF A LEADER BY
GROUP VOTE, AND ENDED AFTER THE DESIGNATED LEADER
MADE A DECISION FOR THE GROUP. OBTAINED AND
PREDICTED RESULTS WERE COMPARED FOR VOTING SHIFTS,
ASYMPTOTIC LEADERSHIP AND STATE PROPORTIONS, AND
LEARNING TRENDS. 5 DIFFERENT REINFORCEMENT GROUPS
WERE RUN AND IN ONLY 1 OF THESE GROUPS WERE THERE
MAJOR DISCREPANCIES BETWEEN ACTUAL AND EXPECTED
RESULTS. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0NK10

AD-615 376

MIAMI UNIV OXFORD OHIO

GROUP PERFORMANCE UNDER VARIOUS CONDITIONS OF WORK
LOAD AND INFORMATIONAL REDUNDANCY.

(U)

DESCRIPTIVE NOTE: FINAL REPT. FOR SEP 61-NOV 62,
NOV 62 15P MORRISSETTE, JULIAN O. I

CRANNELL, CLARKE W. ; SWITZER, S. A. I

CONTRACT: AF33 616 7132

PROJ: 7164

TASK: 716403

MONITOR: AMNL , TH-65-16

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN THE JOURNAL OF GENERAL
PSYCHOLOGY V71 P337-47 1964 (COPIES NOT AVAILABLE TO
DDC OR CLEARINGHOUSE CUSTOMERS).

DESCRIPTORS: (GROUP DYNAMICS, LEARNING), (LEARNING,
GROUP DYNAMICS), PERFORMANCE (HUMAN), PSYCHOMETRICS,
RECALL, ERRORS, ANALYSIS OF VARIANCE (U)

TWELVE 5-MAN GROUPS WERE RUN UNDER EACH OF 10
EXPERIMENTAL CONDITIONS: COOPERATIVE (C) VERSUS
INDEPENDENT (I) BY FIVE CONDITIONS OF WORKLOAD-
REDUNDANCY (A-R) -- R20R0.0, R30-R0.5,
R40-R1.0, R50-R1.5, R60-R2.0 -- WHERE
R20-R0.0 MEANS THAT 20 ITEMS (3-DIGIT
NUMBERS) WERE PRESENTED TO EACH GROUP MEMBER, WITH
NO REDUNDANT ITEMS GIVEN TO THE GROUP; R30-R0.5
MEANS THAT 30 ITEMS WERE PRESENTED TO EACH GROUP
MEMBER, WITH ONE-HALF (0.5) OF THE 100 ITEMS
REPEATED, I.E. REDUNDANT IN THE GROUP, ETC. WITH
RESPECT TO CORRECT RECALL: (A) A-R DID NOT
PRODUCE A SIGNIFICANT EFFECT, INDICATING THAT THE
NEGATIVE EFFECTS OF INCREASED WORK LOAD AND THE
POSITIVE EFFECTS OF INCREASED REDUNDANCY WERE EQUAL
AND OPPOSITE; (B) I GROUPS WERE SIGNIFICANTLY
BETTER THAN C GROUPS, WITH RESPECT TO RECALL
ERRORS; (C) ERRORS INCREASED SIGNIFICANTLY AS
A-R INCREASED; (D) C GROUPS MADE
SIGNIFICANTLY FEWER ERRORS THAN I GROUPS.
CONSIDERING THE RATIO OF ERRORS TO THE TOTAL NUMBER
OF ITEMS REPORTED, I GROUPS PRODUCED A
SIGNIFICANTLY GREATER PROPORTION OF MISINFORMATION
THAN C GROUPS, WITH THE DIFFERENCE INCREASING WITH
A-R. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-615 762

TEXAS CHRISTIAN UNIV FORT WORTH INST OF BEHAVIORAL
RESEARCH
THE SIMILARITY OF CAMPUS STUDENT ORGANIZATIONS
ASSESSED THROUGH A HIERARCHICAL GROUPING
PROCEDURE, (U)

APR 65 JBP FINDIKYAN, MURHAN ISELLS, S. B.

1
REPT. NO. TR-6
CONTRACT: NONR343600

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (+STUDENTS, GROUP DYNAMICS),
(+GROUP DYNAMICS, STUDENTS), (+SOCIOMETRICS,
STUDENTS), SOCIAL PSYCHOLOGY, UNIVERSITIES,
BEHAVIOR, CLASSIFICATION, FACTOR ANALYSIS,
TABLES (U)

IDENTIFIERS: ORGANIZATIONS (U)

THE INVESTIGATION IS PART OF A RESEARCH PROGRAM
FOCUSED GENERALLY ON THE TAXONOMIC INVESTIGATION OF
PHYSICAL AND SOCIAL ENVIRONMENTAL FACTORS THAT
ACCOUNT FOR VARIANCE IN BEHAVIOR. THE PRESENT
STUDY INVOLVES AN EXPLORATORY EFFORT TO GROUP CAMPUS
STUDENT ORGANIZATIONS, VARYING IN STRUCTURAL
CHARACTERISTICS, INTO HOMOGENEOUS CLUSTERS. TO THE
EXTENT THAT GROUP STRUCTURES INFLUENCE THE BEHAVIOR
OF THEIR MEMBERS, SUCH ANALYSIS IS A SIGNIFICANT STEP
TOWARD IMPROVED UNDERSTANDING OF THE SOURCES OF
VARIANCE IN HUMAN BEHAVIOR. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-615 766

STATE UNIV OF NEW YORK BUFFALO

FAMILY INTERACTION, COALITION, DISAGREEMENT, AND
COMPROMISE IN PROBLEM, NORMAL, AND SYNTHETIC FAMILY
TRIADS. (U)

DESCRIPTIVE NOTE: DOCTORAL THESIS,

MAY 65 39P

BODIN, ANTHUR M. I

REPT. NO. TM-8

CONTACT: N6MK437400

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, DECISION MAKING),

(SOCIOMETRICS, GROUP DYNAMICS), SOCIOLOGY,

SOCIAL PSYCHOLOGY, GAME THEORY, PROBABILITY,

TABLES, CORRELATION TECHNIQUES (U)

IDENTIFIERS: PROBLEM SOLVING, FAMILIES (U)

THREE TYPES OF FAMILY TRIAD WERE COMPARED IN TWO
EXPERIMENTAL SITUATIONS. PROBLEM FAMILIES
CONSISTED OF FATHER, MOTHER, AND DELINQUENT
ADOLESCENT SON. NORMAL FAMILIES CONSISTED OF
FATHER, MOTHER, AND NONDELINQUENT SON. SYNTHETIC
FAMILIES CONSISTED OF FATHER, MOTHER, AND SON FROM
DIFFERENT NATURAL FAMILIES. THESE TRIADS WERE
MATCHED CLOSELY ON SEVERAL DEMOGRAPHIC
CHARACTERISTICS. THERE WERE 12 TRIADS OF EACH TYPE.
THE TWO SITUATIONS WERE (1) A COMPETITIVE BOARD
GAME, AS USED IN PREVIOUS STUDIES, AND (2) A
DECISION-MAKING TASK IN WHICH INDIVIDUALS' INITIAL
DIFFERENCES WERE REVEALED SO THAT PRE-DISCUSSION
AGREEMENT AND POST-DISCUSSION COMPROMISE COULD BE
ASCERTAINED ON QUESTIONS OF SPECIAL RELEVANCE TO
FAMILY LIFE. THERE WERE IMPORTANT DIFFERENCES
AMONG THE FAMILIES IN BOTH SITUATIONS. THERE WERE
NO OVERALL DIFFERENCES IN ACCOMMODATIVE STRATEGY IN
THE BOARD GAME, BUT SIGNIFICANT DIFFERENCES IN MANY
SPECIFIC ASPECTS OF PLAY. ON THE QUESTIONNAIRE THE
SYNTHETIC FAMILIES WERE IN MOST DISAGREEMENT
INITIALLY AND COMPROMISED MOST IN REACHING FINAL
CONSENSUS. SIMILAR RESULTS OCCURRED FOR THE PROBLEM
FAMILIES, WHICH WERE NOT SIGNIFICANTLY DIFFERENT FROM
THE NORMAL FAMILIES. IN BOTH TYPES OF AUTHENTIC
FAMILIES THE FATHER-MOTHER PAIRS WERE IN CLOSEST
AGREEMENT, WHEREAS IN THE SYNTHETIC FAMILIES THE
MOTHER-SON PAIRS WERE IN CLOSEST AGREEMENT. THE SON
COMPROMISED THE MOST IN ALL THREE TYPES OF FAMILIES.
THE MOTHER COMPROMISED THE LEAST IN THE NORMAL
FAMILIES. THE MOTHER'S ROLE SEEMED CRUCIAL BUT
DIFFERENT IN THE THREE TYPES OF TRIADS. (AUTHOR) (U)

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/UMK10

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-615 796

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J
THREE STUDIES OF ORGANIZATIONAL AND INDIVIDUAL
DIMENSIONS OF ORGANIZATIONS.

(U)

MAY 65 97P INDIK, BERNARD P. ;

REPT. NO. TR-15

CONTRACT: NONR40410

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, SOCIOMETRICS),
(SOCIOMETRICS, GROUP DYNAMICS), SOCIAL
PSYCHOLOGY, CLASSIFICATION, BEHAVIOR, DECISION
MAKING, ATTITUDES, MOTIVATION,
PERFORMANCE (HUMAN), CULTURE, SOCIAL
COMMUNICATION, PERSONALITY, APTITUDE TESTS,
PERCEPTION (PSYCHOLOGY), MANAGEMENT

ENGINEERING

(U)

IDENTIFIERS: ORGANIZATIONS

(U)

THE THREE STUDIES CONSIDERED IN THIS REPORT INCLUDE
A STUDY OF THIRTY-TWO PACKAGE DELIVERY ORGANIZATIONS,
THIRTY-SIX AUTOMOBILE SALES DEALERSHIPS AND TWENTY-
EIGHT VOLUNTARY POLITICAL-EDUCATION ORGANIZATIONS.
THE MEASURES USED IN THESE STUDIES WERE CAST IN
TAXONOMIC FRAMEWORK OF THE INTEGRATION OF STUDIES OF
INDIVIDUAL IN GROUPS WHICH ARE EMBEDDED IN
ORGANIZATIONAL SETTINGS, WHICH THEMSELVES ARE IN A
SOCIOCULTURAL ENVIRONMENT. THESE THREE STUDIES
FOCUS MAINLY ON MEASURES IN FOUR PANELS OF THAT
CLASSIFICATION FRAMEWORK. THESE STUDIES FOCUS ON
THE TWO ORGANIZATION LEVEL PANELS -- ORGANIZATION
STRUCTURE VARIABLES AND ORGANIZATION PROCESS AND
FUNCTION VARIABLES, AND TWO INDIVIDUAL LEVEL
PANELS: FIRST, ORGANIZATIONALLY RELEVANT
INDIVIDUAL ATTITUDES, PERCEPTIONS, ABILITIES,
TEMPERAMENTS AND MOTIVATIONS AND SECOND, RELEVANT
INDIVIDUAL BEHAVIOR VARIABLES. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-616 233

MICHIGAN UNIV ANN ARBOR

INDIVIDUAL TASK PERFORMANCE IN A CHANGING SOCIAL
STRUCTURE.

(U)

65 13P

BURNSTEIN, EUGENE I

ZAJONC, ROBERT B. :

CONTRACT: NUNH122434

PROJ: NM170 309

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN SOCIOMETRY VOL 11 P16-20
MAR 1965 (COPIES NOT AVAILABLE TO DDC OR
CLEARINGHOUSE CUSTOMERS).

DESCRIPTORS: (-GROUP DYNAMICS,
PERFORMANCE(HUMAN)); (-MOTIVATION,
ADJUSTMENT(PSYCHOLOGY));
REACTION(PSYCHOLOGY); SOCIAL PSYCHOLOGY,
REFLEAS

(U)

THE STUDY DEALS WITH THE RELATIONSHIP BETWEEN
CHANGES IN STATUS AND TASK PERFORMANCE INVOLVING
SIMPLE REACTION TIME RESPONSES. STATUS IS
MANIPULATED BY ASSIGNING TO GROUP MEMBERS DIFFERENT
DEGREES OF CONTROL OVER THE GROUP PRODUCT AND BY
SUBSEQUENTLY CREATING CONDITIONS WHICH REQUIRE THAT
CONTROL BE REALLOCATED. THE DEGREE OF CONTROL
MEMBERS HAVE OVER THE GROUP PRODUCT DEFINES THEIR
STATUS RANK IN THE GROUP. TWO EXPERIMENTS ARE
PRESENTED IN WHICH PERFORMANCE EFFECTS DERIVING FROM
STATUS CHANGES ARE EXAMINED. IN THE FIRST, THE
HIGHEST RANKED MEMBER IS DEMOTED AND THE LOWEST
RANKED MEMBER IS PROMOTED. IN THE SECOND
EXPERIMENT, MEMBERS OF INTERMEDIATE RANKS ARE SHIFTED
BOTH UP AND DOWN. THESE EXPERIMENTS DEMONSTRATE
THAT A MEMBER'S PERFORMANCE IMPROVES WHEN HIS STATUS
IS INCREASED AND HIS PERFORMANCE SUFFERS WHEN HIS
STATUS IS DECREASED. (AUTHOR)

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-616 265
CALIFORNIA UNIV LOS ANGELES DEPT OF PSYCHOLOGY
A BIBLIOGRAPHY OF PUBLICATIONS RELATING TO THE SMALL
GROUP. (U)

DESCRIPTIVE NOTE: 3RD ED.
APR 65 24JP RAVEN, BERTRAM H. :
REPT. NO. TR-15
CONTRACT: NONR23354
PROJ: HR171 350

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL PSYCHOLOGY,
BIBLIOGRAPHIES), GROUP DYNAMICS, SOCIAL
COMMUNICATION, PERSONALITY, BEHAVIOR,
PERCEPTION(PSYCHOLOGY), STRESS(PSYCHOLOGY),
PSYCHOMETRICS (U)

THE ORIGINAL BIBLIOGRAPHY OF ARTICLES AND BOOKS
RELATING TO THE SMALL GROUP IS REVISED TO INCLUDE A
TOTAL OF 3137 ITEMS. THE LISTINGS ARE ALPHABETICAL
ACCORDING TO NAME OF FIRST AUTHOR. INCLUDED IS AN
INDEX ACCORDING TO SUBJECT MATTER AND AN INDEX BY
SECONDARY AUTHORS. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-616 279

EMORY UNIV ATLANTA GA

A MODEL OF GROUP ADAPTATION TO ORGANIZATIONAL CHANGE
IN COMMUNICATION NETWORKS. (U)

65 49P COHEN, ARTHUR M. ;

CONTRACT: NUNR49205 ,NONR114114

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS,
ADJUSTMENT(PSYCHOLOGY)), (SOCIAL COMMUNICATION,
ADJUSTMENT(PSYCHOLOGY)),
(ADJUSTMENT(PSYCHOLOGY), MATHEMATICAL MODELS),
SOCIAL PSYCHOLOGY, SOCIOMETRICS, DECISION MAKING,
PERSONNEL MANAGEMENT, REVIEWS,
REACTION(PSYCHOLOGY) (U)

MODEL OF GROUP ADAPTATION TO ORGANIZATIONAL CHANGE IN
COMMUNICATION NETWORKS.

UNCLASSIFIED

LDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-616 293

STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
RELATION BETWEEN TALKING AND SOCIOMETRIC
CHOICES.

(U)

APR 65 13P

LEE, HANS E. HARRELL, THOMAS

D. I.

REPT. NO. TR-10

CONTRACT: NONR22562

PROJ: NR171 388

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (*SOCIOMETRICS, VERBAL BEHAVIOR),
(*VERBAL BEHAVIOR, SOCIOMETRICS), (*GROUP
DYNAMICS, VERBAL BEHAVIOR), SOCIAL COMMUNICATION,
LEADERSHIP, PERCEPTION (PSYCHOLOGY), DECISION
MAKING, ATTITUDES, SOCIAL PSYCHOLOGY

(U)

TWELVE CASE DISCUSSION GROUPS, EACH CONSISTING OF
FIVE FIRST YEAR MASTER OF BUSINESS
ADMINISTRATION STUDENTS, MET FOR FOUR SESSIONS.
AFTER THE FIRST AND FOURTH SESSION, EACH GROUP
MEMBER COMPLETED A SOCIOMETRIC QUESTIONNAIRE WHICH
ASKED HIM TO RANK ALL THE PARTICIPANTS ON (1) WHO
CONTRIBUTED THE BEST IDEAS, (2) WHO PARTICIPATED
THE MOST, (3) WHO GUIDED THE DISCUSSION, (4)
WHO WAS THE LEADER AND (5) WHOM HE LIKED. IN
ADDITION, DURING THE ENTIRE DISCUSSION, WHICH LASTED
A MAXIMUM OF 30 MINUTES, A CONTINUOUS RECORDING WAS
MADE OF THE TIME EACH PARTICIPANT TALKED. THE TIME
WAS CONVERTED TO A RANK ORDER, MAKING A SIXTH RANKED
CHARACTERISTIC. WHEN THE AVERAGE RANK ORDER ON
EACH CHARACTERISTIC WAS COMPUTED, HOLDING THE RANK
ORDER ON ONE OF THEM CONSTANT, THE DATA SUGGESTED
THAT DURING THE FIRST SESSIONS, EACH CHARACTERISTIC
WAS POSITIVELY AND HIGHLY ASSOCIATED WITH TALKING.
THERE WAS A SINGLE EXCEPTION, NAMELY, THAT THE RANK
ORDER ON LIKING WAS NOT RELATED TO THE RANK ORDER ON
ANY OTHER CHARACTERISTIC. WHEN THE AVERAGE RANK
ORDERS WERE REANALYZED FOR THE FOURTH SESSION, HOWEVER,
THIS CHANGED. THERE WAS A DECIDED INCREASE IN THE
ASSOCIATION OF THE RANKS ON LIKING WITH THE OTHER
CHARACTERISTICS. HENCE, AFTER THE FOURTH SESSION,
THE RANK ORDERS ON EACH OF THE SIX CHARACTERISTICS
WERE HIGHLY AND POSITIVELY ASSOCIATED AND THERE WAS
NO EVIDENCE OF ROLE DIFFERENTIATION. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AU-616 294

TUFTS UNIV MEDFORD MASS

STEPS TOWARD COMPUTER SIMULATION OF SMALL GROUP
BEHAVIOR, (U)

63 43P

ROBY, THORNTON J. ;

NICKERSON, RAYMOND S. ;

CONTRACT: AF19 628 3450

MONITOR: ESU ;

TDK-63-629

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: FOR PRESENTATION AT DECUS ANNUAL
MEETING NOV 10, 19, 1963 AT LAWRENCE RADIATION
LABORATORY.

DESCRIPTORS: (GROUP DYNAMICS, SIMULATION),
MODELS(SIMULATIONS), COMPUTERS, BEHAVIOR,
EFFECTIVENESS, MATHEMATICAL ANALYSIS,
PERFORMANCE(HUMAN) (U)

THE GENERAL OBJECTIVE OF THE WORK TO BE DESCRIBED
IS TO DEVELOP A SIMULATION MODEL TO BE USED FOR
INVESTIGATING CERTAIN ASPECTS OF THE PERFORMANCE OF
MAN-MACHINE SYSTEMS. THE MODEL WILL INCORPORATE
BEHAVIOR AND EFFECTIVENESS OF THE HUMAN COMPONENT,
ORDINARILY A SMALL GROUP OR TEAM, AND OTHER
PARAMETERS DESCRIBING IMPORTANT PROPERTIES OF THE
TASK ENVIRONMENT. ASSUMING DEFINITE FUNCTIONAL
RELATIONS BETWEEN THESE SETS OF PARAMETERS AND
SPECIFIC NUMERICAL VALUES, IT WILL ATTEMPT TO PREDICT
THE CRITICAL PERFORMANCE OF THE TOTAL SYSTEM. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-616 327

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAB

LEADERSHIP AND GROUP CREATIVITY UNDER VARYING

CONDITIONS OF STRESS.

MAR 65

59P

MEUNSE, WILLEN IFIEDLER, FRED

(U)

E. :

REPT. NO. TR-22

CONTRACT: NONR183436

PROJ: NA177 472

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SUPPLEMENTARY NOTE: AVAILABLE COPY WILL NOT PERMIT FULLY
LEGIBLE REPRODUCTION. REPRODUCTION WILL BE MADE IF
REQUESTED BY USERS OF DDC. COPY IS AVAILABLE FOR PUBLIC
SALE.

DESCRIPTORS: (GROUP DYNAMICS,
STRESS(PSYCHOLOGY)), (STRESS(PSYCHOLOGY),
LEADERSHIP), (LEADERSHIP, GROUP DYNAMICS),
PERFORMANCE(HUMAN), ATTITUDES, ANXIETY,
CORRELATION TECHNIQUES

(U)

THE EXPERIMENT INVESTIGATED THE INFLUENCE OF THE
LEADER'S ABILITY AND INTERPERSONAL ATTITUDES TOWARD
CO-WORKERS ON THE CREATIVE PERFORMANCE OF DISCUSSION
GROUPS ON TWO TASKS AND UNDER THREE CONDITIONS OF
STRESS. INTERPERSONAL ATTITUDES WERE MEASURED BY
MEANS OF THE LEADER'S ESTEEM FOR HIS LEAST-PREFERRED
CO-WORKER (LPC) WHICH HAD YIELDED CONSISTENT
RELATIONS WITH GROUP PERFORMANCE IN PREVIOUS STUDIES.
FIFTY-FOUR THREE-MAN GROUPS, COMPOSED OF SENIOR
CADETS OF THE ARMY AND NAVY RESERVE OFFICERS
TRAINING CORPS PROGRAM PARTICIPATED. NINE
GROUPS IN EACH CONDITION HAD HIGH AND NINE HAD LOW
LPC LEADERS. INTERNAL STRESS WAS INDUCED BY THE
TASK WHICH ENGENDERED DIVISIVE ATTITUDES IN GROUPS
WHICH ARMY AND NAVY CADETS WERE TO WORK
TOGETHER; EXTERNAL STRESS WAS INDUCED BY HAVING
SENIOR ARMY FIELD OFFICERS CLOSELY WATCH AND RATE
THE GROUPS OF ARMY CADETS WHILE THEY WERE WORKING.
THE CONTROL CONDITION ATTEMPTED TO MINIMIZE STRESS BY
DE-EMPHASIZING THE MILITARY ASPECTS OF THE PROBLEMS
AND BY ASSURING THE MEN THAT THEIR PERFORMANCE WOULD
NOT AFFECT THEIR RECORDS. ON THE FIRST TASK THE
MORE DIRECTIVE, MANAGING, LOW LPC LEADERS HAD
BETTER PERFORMING GROUPS IN THE CONTROL CONDITION.
THE MORE NONDIRECTIVE, PERMISSIVE, HUMAN RELATIONS-
ORIENTED (HIGH LPC) LEADERS HAD BETTER PERFORMING
GROUPS IN THE INTERNAL STRESS CONDITION. NO
DIFFERENCES WERE FOUND IN THE EXTERNAL STRESS

(U)

221

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DDC REPORT 6;BIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-616 750

PITTSBURGH UNIV PA

PERSONAL BACKGROUND AND INTERGROUP
COMPETITIVENESS.

(U)

JUN 65 15P

BASS, BERNARD M. :

REPT. NO. TM-7

CONTRACT: NUHR 62414

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, ATTITUDES),
BEHAVIOR, PERSONALITY, STUDENTS, EDUCATION,
SOCIOMETRICS

(U)

IDENTIFIERS: COMPETITION

(U)

NINE QUASI-T GROUPS MET IN ONE OF THREE
INTERGROUP COMPETITIONS. THIOS OF T GROUP
REPRESENTATIVES THEN DISCUSSED AND EVALUATED THE
THREE COMPETING ESSAYS PRODUCED BY THEIR RESPECTIVE
T GROUPS. ENGINEERING GRADUATES WERE MOST PRONE
TO OVEREVALUATE THEIR OWN ESSAY'S TECHNICAL ADEQUACY.
BUSINESS GRADUATES WERE MOST LIKELY TO OVEREVALUATE
THEIR OWN GROUP PRODUCT'S FINANCIAL MERIT, AND
LIBERAL ARTS COLLEGE GRADES WERE MOST LIKELY TO
OVEREVALUATE THE HUMAN RELATIONS PORTION OF THEIR OWN
GROUP'S ESSAY. LIBERAL ARTS STUDENTS GENERALLY
WERE LESS COMPETITIVE, REGARDLESS OF THE AREA THEY
EVALUATED. (AUTHOR)

(U)

222

UNCLASSIFIED

/0MK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-617 223

FLORIDA UNIV GAINESVILLE

GROUP EFFECTIVENESS AS A FUNCTION OF THE GROUP'S
KNOWLEDGE OF MEMBER DISSATISFACTION. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

64

3P

SHAW, MARVIN E. ICARON, PAUL I

REPT. NO. TR-5

CONTRACT: NONR58011

PROJ: NH170 266

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN PSYCHONOMIC SCIENCE V2
P299-300 1965 (COPIES NOT AVAILABLE TO DDC OR
CLEARINGHOUSE CUSTOMERS.)

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE (HUMAN)), BEHAVIOR, EFFECTIVENESS,
SOCIAL PSYCHOLOGY (U)

THIRTY GROUPS OF FIVE PERSONS EACH ATTEMPTED AN
EASY TASK AND A DIFFICULT TASK UNDER EITHER NO
FEEDBACK, OVERT DISSATISFACTION FEEDBACK, OR COVERT
DISSATISFACTION FEEDBACK CONDITIONS. IN THE OVERT
CONDITIONS SS PUBLICLY INDICATED THEIR
DISSATISFACTION WITH THE GROUP PROCESS. WHEREAS IN
THE COVERT CONDITION DISSATISFACTION WAS SIGNALED
ANONYMOUSLY. CONTRARY TO FINDINGS INVOLVING
SATISFACTION, OVERT FEEDBACK OF DISSATISFACTION WAS
MORE VALID AND RELATIVELY MORE EFFECTIVE THAN COVERT
FEEDBACK. ALTHOUGH THE LATTER FINDING WAS NOT
STATISTICALLY SIGNIFICANT. THE ACT OF PROVIDING
INFORMATION CONCERNING DISSATISFACTION APPEARS TO BE
PSYCHOLOGICALLY DIFFERENT FROM THE ACT OF PROVIDING
INFORMATION ABOUT SATISFACTION. (AUTHOR) (U)

UNCLASSIFIED

DLC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-617 241

DELAWARE UNIV NEWARK

THE LEADER'S PERCEPTION OF THE MARGINAL MEMBER, (U)

63 64 ZILLER, ROBERT C. I

CONTRACT: AF AFOSR62 95

MONITOR: AFOSR, 65-0709

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN PERSONNEL ADMINISTRATION
128 N2 P6-11 MAR-APR 1965 (COPIES NOT AVAILABLE TO ODC
OR CLEAINGHOUSE CUSTOMERS).

DESCRIPTORS: (LEADERSHIP, INDUSTRIAL
PSYCHOLOGY), (INDUSTRIAL PSYCHOLOGY, PERSONNEL
MANAGEMENT), (GROUP DYNAMICS, LEADERSHIP),
TRAINING, PERFORMANCE (HUMAN), SELECTION,
BEHAVIOR, INDUSTRIAL RELATIONS, SOCIAL
PSYCHOLOGY, STUDENTS, INSTRUCTORS (U)

RESULTS OF THE RESEARCH SUGGEST THAT THE LEADERS OF
HIGHER RATED TRAINING TEAMS SHOW MORE CONCERN FOR AND
ENCOURAGE THE DEVELOPMENT OF THE MEMBERS WHOSE
PERFORMANCE IS MARGINAL. THE RESULTS ALSO SUGGEST
THAT THE LEADER IS MOST SUCCESSFUL IN WORKING WITH
THESE LESS EFFECTIVE TEAM MEMBERS IF HE DOES NOT
PERCEIVE, CATEGORIZE AND CONDEMN THE LESS TALENTED OR
LESS MOTIVATED MEMBERS AS UNTRAINABLES OR
INCORRIGIBLES. THIS POSITIVE ATTITUDE MAY BE
ATTRIBUTED, IN PART, TO GREATER COGNITIVE COMPLEXITY
OR TO LESS NARROWLY AND LESS RIGIDLY DEFINED
STANDARDS OF ACCEPTANCE WITHIN AN EVALUATION SYSTEM
OR STYLE THAT INCLUDES MORE THAN DICHOTOMIZED RATING
SCALES SUCH A GOOD-BAD AND TRAINABLE-UNTRAINABLE.
SIMILAR RESULTS TO THESE MAY BE EXPECTED WITH
REGARD TO SIMILAR GROUPS. THUS, IT IS HYPOTHEZIZED
THAT IN ANY TEAMS COMPELLED BY ECONOMIC OR LABOR
CONDITIONS TO ACCEPT AND UTILIZE A HIGH PERCENTAGE OF
JOB APPLICANTS, THE LEADERS OF THE MORE PRODUCTION
TEAMS WILL BE FOUND TO POSSESS SIMILAR PERCEPTUAL
PROCLIVITIES WITH REGARD TO THE LESS DESIRABLE
EMPLOYEES. SIMILARLY, IT IS HYPOTHEZIZED THAT IN
THE EARLY ELEMENTARY SCHOOL GRADES AND PARTICULARLY
IN SCHOOLS WITH A HIGH PERCENTAGE OF UNEMPRIVILEGED
CHILDREN, THE MOST SUCCESSFUL TEACHERS (IN TERMS OF
STUDENT PERFORMANCE AT GIVEN MINIMUM STANDARDS OF
ACHIEVEMENT BY THE MAXIMUM NUMBER OF STUDENTS) ARE
LESS SEVERE IN THEIR ADJECTIVAL DESCRIPTIONS OF THE
LEAST PREFERRED STUDENT. UNDER THESE CONDITIONS
THE LIMITATION MODEL OF LEADERSHIP IS PRESUMED TO
APPLY. (U)

224

UNCLASSIFIED

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UNCLASSIFIED

DCC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-617 47J

SYSTEM RESEARCH LTD RICHMOND (ENGLAND)

A STUDY OF GROUP DECISION MAKING AND COMMUNICATION
PATTERNS UNDER CONDITIONS OF STRESS AND OVERLOAD,

WHEN THE PARTICIPANTS ARE PERMITTED TO FUNCTION AS A
SELF-ORGANISING SYSTEM. (U)

DESCRIPTIVE NOTE: QUARTERLY TECHNICAL STATUS REPT. NO. 1,
1 JAN-31 MAR 65.

MAR 65 11P

CONTRACT: DAVI 591EUC3607

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: CONTINUATION OF CONTRACT DAVI
591EUC3216.

DESCRIPTORS: (DECISION MAKING,
STRESS(PSYCHOLOGY)), (GAME THEORY, GROUP
DYNAMICS), PERFORMANCE(HUMAN), COMMUNICATION
THEORY, NOISE, DECISION THEORY,
PROGRAMMING(COMPUTERS), SIMULATION,
INTERCEPTION PROBABILITIES, TRAJECTORIES,
PROBABILITY, DISPLAY SYSTEMS, RELIABILITY,
GREAT BRITAIN (U)

THE GROUP SYSTEM WAS MODIFIED TO PROVIDE INDIVIDUAL
ADAPTIVE FACILITIES ON EACH OF THE TWO SUBJECT
CONSOLES. THE REPORT DISCUSSES THE EFFECT OF
INTRODUCING A THIRD DECISION-MAKER INTO THE TWO-
PERSON GROUP. (U)

225

UNCLASSIFIED

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-617 798

HAWAII UNIV HONOLULU

CONCESSION-MAKING IN EXPERIMENTAL NEGOTIATIONS. (U)

DESCRIPTIVE NOTE: SCIENTIFIC REPT.,

NOV 64 45P MARTOS, OTUMAH J. I

CONTRACT: AF AFOSM62 314

PROJ: 9779

TASK: 977904

MONITOR: AFUSA , 65-0729

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (BARGAINING, SOCIAL PSYCHOLOGY),

(SOCIAL PSYCHOLOGY, BARGAINING), BEHAVIOR,

GROUP DYNAMICS, SOCIOLOGY, PSYCHOLOGY, THEORY,

MATHEMATICAL ANALYSIS (U)

TWO SEEMINGLY CONTRADICTORY HYPOTHESES ABOUT CONCESSION-MAKING WERE CONSIDERED: THAT CONCESSION-MAKING OCCURS ONLY AS A RESULT OF OWN FAILURE (EXPERIENCED WHEN OPPONENT LOWERS HIS OFFERS), AND THAT IT OCCURS ONLY AS A RESULT OF RECIPROCITY (AS A REACTION TO OPPONENT'S CONCESSION-MAKING). A TOTAL OF 67 FIVE-MAN EXPERIMENTS, BEARING UPON THESE HYPOTHESES, WERE CONDUCTED. THE FINDINGS WERE SOMEWHAT UNEXPACTED IN THAT THEY SUGGESTED THAT OPPONENT'S BEHAVIOR DETERMINES A NEGOTIATOR'S BEHAVIOR FAR LESS THAN ONE MIGHT EXPECT: BY AND LARGE, A NEGOTIATOR'S DEMANDS DEPEND ON HIS OWN PREVIOUS DEMANDS. TO THE EXTENT, HOWEVER, TO WHICH OPPONENTS' BEHAVIOR WAS INFLUENTIAL, THE 'RECIPROCITY' HYPOTHESIS APPEARED TO BE MORE NEARLY CORRECT THAN THE 'FAILURE' HYPOTHESIS. IT WAS FOUND, FURTHERMORE, THAT CONCESSIONMAKING TENDED TO BE A RATHER BAD STRATEGY, THAT A NEGOTIATOR MAKING FEW CONCESSIONS TENDED TO RECEIVE HIGHER PAYOFF THAN THE NEGOTIATOR WHO MADE MANY CONCESSIONS. IN ACCOUNTING FOR THE FINDINGS, IT WAS SHOWN THAT THE DEADLINE COULD PLAY AN IMPORTANT ROLE IN DETERMINING THE FINAL PAYOFF, AND THAT, WHEN THE TIME ALLOTTED FOR NEGOTIATION MUCH SHORTEN, CONCESSION-MAKING MIGHT HAVE BEEN A MORE PROFITABLE STRATEGY THAT IT ACTUALLY WAS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-616 076

BEAVER COL. GLENSIDE PA

A STUDY OF THE INTERRELATIONSHIP OF PRIOR
REINFORCEMENT AND VARIABLES IN THE INDIVIDUAL AS
PREDICTORS OF SOCIAL INTERACTION. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

65 JIP

CONR, RONALD H. I

MAUSHER, BERNARD I

REPT. NO. TR-1

CONTRACT: NONR 60000665

PROJ: AM171 456

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SUPPLEMENTARY NOTE: AVAILABLE COPY WILL NOT PERMIT FULLY
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REQUESTED BY USERS OF DDC. COPY IS AVAILABLE FOR PUBLIC
SALE.

DESCRIPTORS: (BEHAVIOR, SOCIAL PSYCHOLOGY),

(PERSONALITY, SOCIAL PSYCHOLOGY); GROUP
DYNAMICS, ATTITUDES, ANXIETY,

PERCEPTION (PSYCHOLOGY); TABLES, ANALYSIS OF
VARIANCE (U)

IDENTIFIERS: CONFORMITY (U)

IN A LABORATORY INVESTIGATION OF THE EFFECT OF
PRIOR REINFORCEMENT AND PERSONALITY UPON SOCIAL
INTERACTION, 85 ADULT NON-COLLEGE SS RUN IN PAIRS
MADE SIMPLE PERCEPTUAL JUDGMENTS ALONE AND WERE THEN
SUBJECTED TO CONTRADICTORY JUDGMENTS PURPORTEDLY MADE
BY A FELLOW OBSERVER. SUBJECTS WERE RUN IN FIVE
EXPERIMENTAL CONDITIONS DIFFERING IN THE FREQUENCY
WITH WHICH RESPONSES IN THE FIRST ALONE JUDGMENTS
WERE POSITIVELY REINFORCED. DIFFERENCES IN SS
ACCEPTANCE OF THE FELLOW OBSERVER'S JUDGMENTAL RANGE
WERE SEEN AS A FUNCTION OF THE INTERACTION OF
SITUATIONAL AND INTRA-INDIVIDUAL DETERMINANTS. SS
LOW IN DOGMATISM MAINTAINED THEIR JUDGMENTS IF
REINFORCED, SHIFTED WHEN NON-REINFORCED; SS HIGH IN
DOGMATISM SHOWED NO SIGNIFICANT DIFFERENCE IN SHIFT
AS A FUNCTION OF LEVEL OF REINFORCEMENT. DOGMATISM
IS POSITED TO BE A MODULATOR VARIABLE WHICH
DIFFERENTIALLY INFLUENCES THE POTENCY OF A GIVEN
SITUATIONAL DETERMINANT OF SHIFT. (AUTHOR) (U)

227

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-610 114

ARIZONA STATE UNIV TEMPE

THE EFFECTS OF VARYING PAY-OFF MATRICES UPON
COALITION FORMATION IN A THREE-PERSON NEGOTIABLE
GAME.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:

JUN 65 IMP

MORRIS, KATHRYN LOUISE :

ALITERS, DONALD H. :

CONTRACT: NUNN279403

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, GAME THEORY),
(GAME THEORY, GROUP DYNAMICS), SOCIAL
PSYCHOLOGY, FEMALES, PERFORMANCE (HUMAN),
MATRIX ALGEBRA

(U)

THREE FEMALE UNIVERSITY STUDENTS WERE PLACED IN A
GROUP SITUATION IN WHICH THE SUBJECTS (SS) EARNED
POINTS BY RESPONDING ON A SWITCH IN ALLIANCE WITH
ANOTHER MEMBER OF THE GROUP. THE PROCEDURE FOR
DELIVERING A REINFORCER WAS CHANGED FROM A PAYOFF
MATRIX OF EQUALITY ($A=B=C$) TO SEVERAL PAYOFF
MATRICES OF INEQUALITY ($A<B<C$), $A>B>C$, AND $A>B<C$). IT WAS FOUND THAT THE SS PURSUED A STRATEGY
OF SHARING; I.E., KEEPING THE MONEY EQUAL, AND THAT
AT THE BEGINNING OF EACH SESSION THE SS DECIDED HOW
THEY WOULD RESPOND DURING THE SESSION. THE DATA
SHOW THAT THE SS' ACTUAL PERFORMANCES CLOSELY
CONFORMED TO THEIR EXPECTED PERFORMANCES IN ALL BUT
SEVEN SESSIONS. IN THOSE SESSIONS WHERE THEIR
PERFORMANCE DEVIATED FROM THE EXPECTED PERFORMANCE
THEIR TOTAL EARNING WAS INCREASED BY THIS DEVIATION.
(AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-610 235
NORTH CAROLINA UNIV CHAPEL HILL
THE DEVELOPMENT OF CONTRACTUAL NORMS IN A BARGAINING
SITUATION UNDER TWO TYPES OF STRESS, (U)
65 10P THIBAUT, JOHN ;
FAUCHEUX, CLAUDE ;
CONTRACT: NONR85504

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN JOURNAL OF EXPERIMENTAL
SOCIAL PSYCHOLOGY VI N1 P89-102 JAN 1968 (COPIES NOT
AVAILABLE TO DDC OR CLEARINGHOUSE CUSTOMERS).

DESCRIPTORS: (BARGAINING, STRESS(PSYCHOLOGY)),
(GROUP DYNAMICS, BARGAINING), SOCIAL PSYCHOLOGY,
BEHAVIOR, ATTITUDES, GAME THEORY (U)

IT IS SUGGESTED THAT WHEN POWER DIFFERENTIATION
EXISTS IN A GROUP WHOSE MEMBERS HAVE A BACKGROUND OF
HIGH INTERDEPENDENCE AND HIGHLY CONVERGENT INTERESTS,
THE INTRODUCTION OF BOTH EXTERNAL AND INTERNAL
THREATS TO THE CONTINUED VIABILITY OF THE GROUP
CREATES THE CONDITIONS FOR THE EMERGENCE OF NORMS
WHICH TO A SIGNIFICANT DEGREE REDUCE THE DISRUPTIVE
CONSEQUENCES OF THE THREATS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AU-619 212

EMORY UNIV ATLANTA GA

THE ORGANIZATIONAL BEHAVIORS AND ADAPTATIONS TO
ORGANIZATIONAL CHANGE OF SENSITIZER AND REPRESSOR

PROBLEM-SOLVING GROUPS.

(U)

65 43P COHEN, ARTHUR M. I

CONTRACT: NUNR425201 GRANT NSF 65501

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, SOCIAL
COMMUNICATION), (SOCIAL COMMUNICATION,
PERSONALITY), (DECISION MAKING, GROUP
DYNAMICS), BEHAVIOR, ADJUSTMENT (PSYCHOLOGY),
ANALYSIS

(U)

IDENTIFIERS: PROBLEM SOLVING

(U)

THIS EXPERIMENT WAS INTENDED TO TEST HYPOTHESES
CONCERNING DIFFERENCES BETWEEN GROUPS OF SENSITIZERS
AND REPRESSORS IN THEIR ADAPTATION TO ORGANIZATIONAL
CHANGES IN COMMUNICATION NETWORKS AND TO CHANGES IN
TASKS. THE RESULTS REVEALED THAT THE KINDS OF
PROBLEM-SOLVING SYSTEMS THAT GROUPS DEVELOPED BEFORE
AND AFTER ORGANIZATIONAL AND TASK CHANGES WERE NOT
SIGNIFICANTLY INFLUENCED BY DIFFERENCES IN
SENSITIZATION-REPRESSION. IT WAS CONCLUDED FROM
THIS EXPERIMENT THAT THE ABILITY OF A GROUP TO SOLVE
PROBLEMS AND ADAPT TO CHANGE RESTS ON BOTH ITS
CAPACITY (LARGELY INFLUENCED BY THE PERSONALITIES
OF ITS MEMBERS) TO WITHSTAND THREATS TO AND
DISTURBANCES OF ITS EQUILIBRIUM (PARTICULARLY UNDER
CONDITIONS OF HIGH UNCERTAINTY AND NOVELTY
CHARACTERIZING THE EARLY PHASES OF GROUP LIFE AND
INITIAL INTRODUCTION TO A NEW OR CHANGED
ENVIRONMENT) AND BY ITS ABILITY TO COGNIZE
CORRECTLY (INFLUENCED PRIMARILY BY SITUATIONAL AND
INTELLECTUAL FACTORS) ABOUT THE PROBLEMS FACING IT
AND HOW TO ORGANIZE IN ORDER TO DEAL WITH SUCH
PROBLEMS.

(U)

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-619 216
STATE UNIV OF NEW YORK BINGHAMTON
AN EXPERIMENT ON THE STATUS INCONGRUENCE
PHENOMENON.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:
JUL 65 31P TSON, DONALD I
MENSCHDURFER, GRACE I
REPT. NO. TR-J
CONTRACT: NONR367900
PROJ: NR170 331

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: RESEARCH DONE IN COOPERATION WITH
OHIO STATE UNIV., COLUMBUS.

DESCRIPTORS: (GROUP DYNAMICS, LEADERSHIP),
(BEHAVIOR, GROUP DYNAMICS), SOCIAL PSYCHOLOGY,
ATTITUDES, PERFORMANCE (HUMAN), SOCIAL
COMMUNICATION, VERBAL BEHAVIOR,
PERCEPTION (PSYCHOLOGY), STATISTICAL ANALYSIS

(U)

STATUS INCONGRUENCE WAS EXPERIMENTALLY IMPOSED ON
TWELVE FOUR-PERSON TEAMS, AND THEIR PERFORMANCE,
MORALE, AND TENDENCY TOWARD RESTRUCTURING WERE
COMPARED WITH CONTROL TEAMS THAT WERE EXPERIMENTALLY
CONGRUENT. THE TWO STATUS DIMENSIONS MANIPULATED
TO PRODUCE CONGRUENCE OR INCONGRUENCE WERE THE
ANNOUNCED CLASS STANDING OF THE COLLEGE BS AND THE
ASSIGNMENT OF THE KEYMAN OR DIRECTIVE POSITION IN THE
TEAM'S ORGANIZATION. THE TEAMS PERFORMED A
LABORATORY TASK THAT CONSISTS OF CO-OPERATIVE TYPING
ON A TYPEWRITER ALTERED SO AS TO REQUIRE MULTIPLE
TYPISTS. RESULTS WERE: (1) TEAMS CONGRUENT
INITIALLY BUT FREE TO CHANGE STRUCTURE DID NOT DO SO;
(2) TEAMS INCONGRUENT INITIALLY TENDED TO CHANGE
STRUCTURE BUT NOT TOWARD EXPERIMENTALLY DEFINED
CONGRUENCE; (3) THE PERSON PERCEIVED AS LEADER
BY TEAM MEMBERS THEMSELVES TENDED TO BE THE ONE WHO
TALKED MOST AND MADE THE MOST SUGGESTIONS, EVEN IF HE
WAS A LOWERCLASSMAN AND NOT THE KEYMAN, BUT THE
PREFERRED FUTURE LEADER IN THESE CASES WAS OFTEN THE
UPPERCLASS MAN; (4) TEAMS WITH MANY
DISCREPANCIES AMONG THESE STATUS RANKINGS (BUT NOT
INCLUDING THE EXPERIMENTALLY MANIPULATED KEYMAN
RANKING) TENDED TO HAVE SIGNIFICANTLY LOW TASK
PERFORMANCE AND SATISFACTION. THESE RESULTS, WHILE
POSITIVE, FALL SHORT OF GIVING SATISFACTORY
EXPERIMENTAL CONFIRMATION OF THE ALLEGED STRAIN
TOWARD STATUS CONGRUENCE. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-619 412

SCHOOL OF AEROSPACE MEDICINE BROOKS AFB TEX

HUMAN FLIGHT BEHAVIOR IN GROUPS.

(U)

DESCRIPTIVE NOTE: AEROMEDICAL REVIEWS,

JUL 58 24P SELLS, S. W. I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (0FLIGHT CREWS, EFFECTIVENESS),

(0GROUP DYNAMICS, FLIGHT CREWS), LEADERSHIP,

ATTITUDES, PERSONNEL MANAGEMENT,

PERFORMANCE(HUMAN), MILITARY PERSONNEL,

PSYCHOMETRICS, PERSONALITY

(U)

IDENTIFIERS: MAN-MACHINE SYSTEMS

(U)

A SURVEY OF RESEARCH WAS PRESENTED ON GROUP BEHAVIOR ORIENTED TO PROBLEMS OF AIRCREW PROFICIENCY. A COMMON SEMANTIC PROBLEM WAS CLARIFIED WHICH INVOLVES THE DISTINCTION BETWEEN TERMS DESCRIPTIVE OF BEHAVIOR AND THOSE DESCRIPTIVE OF GROUP FUNCTIONING. THIS WAS ILLUSTRATED WITH REFERENCE TO THE TERMS LEADERSHIP AND MORALE. THE SURVEY WAS ORGANIZED IN TERMS OF A FRAME OF REFERENCE WITHIN WHICH TOP MANAGEMENT LEVELS MIGHT CONSIDER APPLICATION OF PRINCIPLES OF GROUP BEHAVIOR TO INCREASE GROUP EFFECTIVENESS. APPROACHES TO UTILIZATION CONSIDERED WERE THE STRUCTURAL APPROACH, GROUP DYNAMICS, AND THE GROUP AS A MAN-MACHINE SYSTEM.

(U)

232

UNCLASSIFIED

/DHK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK1C

AD-619 531
BERKELEY INST OF PSYCHOLOGICAL RESEARCH SAN FRANCISCO
CALIF
ACQUAINTANCE AND COMPATIBILITY, BEHAVIORAL RESEARCH
DURING THE 1963 AMERICAN MOUNT EVEREST
EXPEDITION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUL 63 42P LESTER, JAMES T. I
REPT. NO. TR-2
CONTRACT: NONH467200
PROJ: NR171 267

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, ATTITUDES),
(BEHAVIOR, GROUP DYNAMICS), PERSONALITY,
PERCEPTION (PSYCHOLOGY), STRESS (PSYCHOLOGY),
PSYCHOMETRICS, CORRELATION TECHNIQUES (U)
IDENTIFIERS: FIRD INVENTORY (U)

THE REPORT SUMMARIZES A SECOND ASPECT OF THE
BEHAVIORAL RESEARCH DONE ON THE 1963 AMERICAN MT.
EVEREST EXPEDITION, VIZ., A TESTING OF HYPOTHESES
PROPOSED BY THEODORE NEWCOMB CONCERNING THE
PROCESSES THROUGH WHICH EMERGE A SET OF STABLE
RELATIONSHIPS AMONG A GROUP OF INITIAL STRANGERS.
IT ALSO REPORTS THE RESULTS OF RELATING PREDICTED
COMPATIBILITY (PREDICTIONS BASED ON TEST RESULTS
FROM THE FUNDAMENTAL INTERPERSONAL RELATIONS
ORIENTATION INVENTORY) TO SELF-RATED
COMPATIBILITY. ON THE WHOLE THE NEWCOMB
HYPOTHESES WERE SUPPORTED. RESULTS REGARDING
COMPATIBILITY WERE NEGATIVE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AU-620 606

SYSTEM DEVELOPMENT CAMP SANTA MONICA, CALIF
SYSTEM TRAINING AND RESEARCH IN TEAM BEHAVIOR.

(U)

DESCRIPTIVE NOTE: TECHNICAL MEMO.

AUG 65 68P ALEXANDER, LAWRENCE T. I

COOPERBAND, ALVIN S. I

REPT. NO. TM-2581

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, TRAINING),
(TRAINING, GROUP DYNAMICS), (COMMAND &
CONTROL SYSTEMS, TRAINING), BEHAVIOR, LEARNING,
PERFORMANCE (HUMAN), COMPUTERS,
MODELS (SIMULATIONS), SYSTEMS ENGINEERING,
SCHEDULING

(U)

IDENTIFIERS: MAN-MACHINE SYSTEMS

(U)

CHARACTERISTICS OF COMPUTERIZED COMMAND-CONTROL
SYSTEMS ARE CONSIDERED TO IDENTIFY COMMON TRAINING
OBJECTIVES. SEVERAL SYSTEM TRAINING PROBLEMS ARE
IDENTIFIED. THE IMPORTANCE OF TRAINING A TEAM TO
RESPOND ADEQUATELY TO INDETERMINATE SITUATIONS IS
PROPOSED AS A PRIMARY TRAINING OBJECTIVE. TEAM
TRAINING RESEARCH LITERATURE IS REVIEWED AND A
RESEARCH PROGRAM IS OUTLINED. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-621 192

OHIO STATE UNIV COLUMBUS
LABORATORY SIMULATION OF A POLICE COMMUNICATION
SYSTEM UNDER STRESS. (U)

DESCRIPTIVE NOTE: DOCTORAL THESIS.

65 329P DRABEK, THOMAS EDWARD I

CONTRACT: AF AFOSR872 65

PROJ: 9779

TASK: 977901

MONITOR: AFOSR : 65-1714

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (POLICE, COMMUNICATION SYSTEMS),
(COMMUNICATION SYSTEMS, STRESS(PSYCHOLOGY)),

SIMULATION, GROUP DYNAMICS,
PERFORMANCE(HUMAN), DECISION MAKING, SOCIAL
PSYCHOLOGY (U)

IDENTIFIERS: ORGANIZATIONS (U)

A LABORATORY SIMULATE OF THE COMMUNICATION SYSTEM
OF A METROPOLITAN POLICE ORGANIZATION WAS CONSTRUCTED
TO (1) ANALYZE ORGANIZATIONAL STRESS, (2)
EXPLORE THE UTILITY OF REALISTIC SIMULATION AS A
TECHNIQUE FOR THE ANALYSIS OF COMPLEX ORGANIZATIONS,
AND (3) TEST SELECTED ASPECTS OF THE THEORETICAL
FRAMEWORK BY SUBJECTING THE CONSTRUCTED SIMULATE TO
STRESS. THE SIMULATE INVOLVED 4 POLICE OFFICERS
AND 26 SIMULATORS. IT WAS FOUND THAT THE SIMULATE
BEHAVED EXACTLY AS ITS REAL COUNTERPART. THE
CENTRAL HYPOTHESIS OF THE FRAMEWORK WAS SUPPORTED,
I.E., IF THERE IS ORGANIZATIONAL STRESS, THEN THERE
WILL BE CHANGE IN ORGANIZATIONAL PERFORMANCE
STRUCTURE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-621 327

NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALI;

PSYCHOLOGICAL ASPECTS OF ANTARCTIC LIVING. (U)
65 SP NELSON, PAUL D. I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PUB. IN MILITARY MEDICINE V130 NO
P485-9 5 MAY 1965 (COPIES NOT AVAILABLE TO DDC ON
CLEANINGHOUSE CUSTOMERS). DELIVERED AT THE ANNUAL
MEETING OF THE ASSOCIATION OF MILITARY SURGEONS OF
THE U. S. (151ST), WASHINGTON, D. C. 20-22 OCT 64.

DESCRIPTORS: (POLAR REGIONS, ECOLOGY),
(ADJUSTMENT(PSYCHOLOGY), POLAR REGIONS),
(NAVAL PERSONNEL, ADJUSTMENT(PSYCHOLOGY)),
LEADERSHIP, SOCIAL PSYCHOLOGY, EMOTIONS,
PERFORMANCE(ENGINEERING), ACCLIMATIZATION,
STRESS(PSYCHOLOGY) (U)
IDENTIFIERS: ANTARCTIC REGIONS (U)

REPRINT: PSYCHOLOGICAL ASPECTS OF ANTARCTIC LIVING.

UNCLASSIFIED

UDL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-622 217
NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN
DEVELOPMENT OF A METHOD FOR OBTAINING PERSONAL
PREFERENCES FROM WITHIN SMALL GROUPS, AND THE
RELATIONSHIP OF SUCH EVALUATIONS TO OTHER PSYCHIATRIC
AND PSYCHOLOGICAL DATA. (U)
JAN 94 8P WIGGIN, D. E. (BARTLETT, N. H.)
HLPT. NO. HRL-36
PROJ: 1246

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTES:

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOMETRICS),
(SUBMARINE PERSONNEL, PSYCHOMETRICS), TRAINING,
PSYCHIATRY, CORRELATION TECHNIQUES, PERSONALITY,
CORRELATION TECHNIQUES, PERSONALITY, PUBLIC
OPINION, DECISION MAKING, STUDENTS, NAVAL
PERSONNEL

IDENTIFIERS: PERSONNEL SCREENING TESTS

(U)
(U)

THE PERSONAL PREFERENCE TECHNIQUE EMPLOYS INSTEAD
THE OPINIONS OF MANY WHO ARE NOT EXPERT, BUT WHO HAVE
HAD OPPORTUNITY FOR MORE ADEQUATE OBSERVATION OF EACH
OTHER THAN IS EVER POSSIBLE FOR AN INSTRUCTOR. THE
TECHNIQUE WAS INVESTIGATED FOR ITS FEASIBILITY AS A
SUPPLEMENT TO INSTRUCTORS' GRADES. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MR10

AD-642 608

ALLIANCE WITH URBANA GROUP EFFECTIVENESS RESEARCH

LAD

DEVELOPMENT OF A SET OF DIMENSIONS FOR ANALYZING
VERBAL GROUP PRODUCTS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:

JUL 65 86P MACANAN, J. RICHARD :

JONES, LAWRENCE E. :

REPT. NO. TR-23

CONTRACT: N000103930

PHUJ: NRI 7 473, ANPA ORDER 454

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS; FACTOR ANALYSIS),
(VERBAL BEHAVIOR; GROUP DYNAMICS), ITERATIVE
METHODS; ANALYSIS OF VARIANCE; PSYCHOMETRICS,
LEADERSHIP; CULTURE; TRAINING,
PERFORMANCE (HUMAN); ATTITUDES

(U)

THE REPORT PRESENTS THE FACTOR ANALYTIC DEVELOPMENT
OF A SET OF DESCRIPTIVE DIMENSIONS FOR USE IN THE
SYSTEMATIC COMPARISON OF VERBAL PRODUCTS PREPARED BY
INTERACTING GROUPS. THE DIMENSIONS ARE RELIABLE
AND ACCOUNT FOR A MAJOR PORTION OF THE VARIANCE OF
GROUP PRODUCTS. THEY ARE: (A) ACTION
ORIENTATION, (B) LENGTH, (C) ORIGINALITY,
(D) OUTLOOK (POSITIVE VS. NEGATIVE), (E)
QUALITY OF PRESENTATION, AND (F) ISSUE
INVOLVEMENT. RELATIONS OF THE DIMENSIONS WITH
SELECTED GROUP AND TASK CHARACTERISTICS ARE
PRESENTED. OTHER APPLICATIONS OF THE DIMENSIONS TO
PROBLEMS IN THE SYSTEMATIC STUDY OF GROUP BEHAVIOR
ARE SUGGESTED AND DISCUSSED. (AUTHOR)

(U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-623 119

AEROSPACE MEDICAL RESEARCH LABS BRIGHT-PATTERSON AFB

OMIU

TRAINING FOR GROUP INTERDEPENDENCE.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,

JUL 65

27P

HAINES, DONALD B. I

REPT. NO. AMRL-TR-65-117

PROJ: 1710

TASA: 171008

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTIONS: LOGROUP DYNAMICS, TRAINING, SOCIAL
PSYCHOLOGY, MILITARY TRAINING, LEARNING,
DEBATE, GAME THEORY, STRESS (PSYCHOLOGY),
COUNTERINSURGENCY, CULTURE

(U)

IDENTIFIERS: MILITARY ADVISORS

(U)

SMALL TEAMS AND CREWS WORKING TOGETHER IN INTIMATE
COORDINATION ARE THE KEY TO MANY USAF MISSIONS
TODAY AND EFFECTIVE TEAM PERFORMANCE MAY DEPEND UPON
MEMBER INTERDEPENDENCY WITHIN THE GROUP. AN
ADEQUATE TRAINING PROGRAM REQUIRES UNDERSTANDING OF
THE WAYS IN WHICH MEN WORK TOGETHER IN CLOSELY-KNIT
GROUPS. GOAL AND MEANS INTERDEPENDENCY IN GROUP
PROCESS HAS LONG BEEN A FOCUS OF INTEREST FOR SOCIAL
PSYCHOLOGISTS. CURRENT RESEARCH AND THEORY THUS
MAY PROVIDE USEFUL GUIDELINES FOR APPLICATIONS OF
GROUP INTERDEPENDENCY PRINCIPLES TO MILITARY COM
SITUATIONS (PARTICULARLY THAT OF THE AMERICAN
MILITARY ADVISOR WORKING WITH HIS FOREIGN
COUNTERPART). THE CONCEPTS OF GOAL AND MEANS
INTERDEPENDENCY ARE DEFINED. THE CONTROVERSY BETWEEN
CURRENT EXPONENTS OF COGNITIVE AND STIMULUS-RESPONSE
(S-R) THEORY IS EXAMINED FOR ITS CONTRIBUTION TO
UNDERSTANDING GROUP INTERDEPENDENCY PHENOMENA. THE
RECENT ADAPTATION OF THE THEORY OF GAMES IS REVIEWED,
AND SUGGESTIONS ARE MADE FOR THE DEVELOPMENT OF
EXPERIMENTAL TRAINING PROGRAMS WHICH WILL FURNISH
INSIGHTS INTO THE NATURE OF GROUP FUNCTIONING.
(AUTHOR)

(U)

219

UNCLASSIFIED

/0MK10

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-624 012 5/10

DELAWARE UNIV NEWARK CENTER FOR RESEARCH ON SOCIAL
BEHAVIOR

MOTIVATIONAL AND PERCEPTUAL EFFECTS IN ORIENTATION

TOWARD A NEWCOMER,

UCT 63 14P

ZILLER, ROBERT C. I

(U)

DEWINGEN, RICHARD D. I

CONTRACT: AF-AFOSM-62-95

PHUJ: AF-4770

TASK: 977802

MONITOR: AFOSM ,

65-1582

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF SOCIAL

PSYCHOLOGY VOL P79-90 1965. COPIES TO DUC USERS

ONLY.

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, RECALL),

(MOTIVATION, PERCEPTION(PSYCHOLOGY)),

(PERCEPTION(PSYCHOLOGY), GROUP DYNAMICS),

CULTURE

(U)

THE LABORATORY EXPERIMENTS ARE REPORTED WHICH
ANALYZE THE REGULAR GROUP-MEMBER'S REACTION TO THE
ADVENT OF AN IMMINENT NEWCOMER UNDER VARYING
CHARACTERISTICS OF THE HOST GROUP, THE HOST-GROUP
MEMBERS, AND THE NEW MEMBER. RECALL OF BIOGRAPHICAL
INFORMATION CONCERNING THE IMMINENT NEWCOMER SERVES
AS THE DEPENDENT VARIABLE. THE FIRST EXPERIMENT
CONCERNED THE RELATIONSHIP OF HIGH AND LOW
ACHIEVEMENT-MOTIVATION MEMBERS AND NEGRO-WHITE
NEWCOMERS TO INTEREST IN THE NEWCOMER. IT WAS
FOUND THAT MORE INFORMATION WAS RECALLED ABOUT THE
WHITE THAN ABOUT THE NEGRO NEWCOMER. THE
RESULTS ARE INTERPRETED AS SUPPORTING ALLPORT'S
THEORY OF PREJUDICE TOWARD NEGROES: THAT THE RACE
CATEGORY TENDS TO BE OVERGENERALIZED, THEREBY
RENDERING FURTHER INFORMATION SEARCH LESS SALIENT.
THE SECOND EXPERIMENT WAS DESIGNED TO STUDY IN A
MORE SYSTEMATIC FASHION THE EFFECTS OF HIGH
ACHIEVEMENT ON RECALL OF BIOGRAPHICAL DATA OF A
NEGRO OR WHITE NEWCOMER UNDER CONDITIONS OF
VARYING GROUP SIZE. ALL THREE INDEPENDENT
VARIABLES WERE FOUND TO BE RELATED TO RECALL, BUT THE
EFFECTS WERE INTERACTIONAL. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-624 204 5/10
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA
SOME DETERMINANTS OF SMALL-GROUP EFFECTIVENESS. (U)
DESCRIPTIVE NOTE: RESEARCH MEMO., REV. ED.,
OCT 62 125P GEORGE, CLAY E. I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REVISION OF MANUSCRIPT SUBMITTED MAY
62.

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS),
PROBLEM SOLVING, LEADERSHIP,
PERFORMANCE (HUMAN), STRESS (PSYCHOLOGY),
MOTIVATION, PERSONALITY, BEHAVIOR, ATTITUDES,
PERCEPTION (PSYCHOLOGY), REACTION (PSYCHOLOGY),
SOCIOMETRICS, MILITARY PSYCHOLOGY, SOCIAL
PSYCHOLOGY, REVIEWS (U)
IDENTIFIERS: SMALL GROUPS (N)

THE PAPER REPRESENTS AN ATTEMPT TO DERIVE FROM THE
LITERATURE ON SMALL GROUPS SOME NOTION OF THE
VARIABLES UNDERLYING THE EFFECTIVENESS OF GROUPS IN
RESOLVING COMPLEX AND DIFFICULT PROBLEMS. MAJOR
EMPHASIS HAS BEEN PLACED ON STUDIES PUBLISHED BETWEEN
1955 AND 1962. FIVE SECTIONS COMPRISE THE BODY OF
THE PAPER. THE FIRST THREE DEAL WITH BACKGROUND
MATERIAL; THE LAST TWO WITH GROUP STRUCTURE AND
PROCESS PER SE. THE ROLE OF COGNITIVE VARIABLES IN
GROUP PERFORMANCE IS CONSIDERED IN SECTION II; THE
PROBLEM OF GROUP COLE ORIENTATIONS IS TAKEN UP IN
SECTION III. GROUP MOTIVATION AND BEHAVIOR UNDER
PRESSURE ARE DISCUSSED IN SECTION III. FINALLY,
IN SECTIONS IV AND V, THESE VARIABLES ARE
CONSIDERED FROM THE STANDPOINT OF THEIR INTERACTIONS
WITH SUCH GROUP PROCESS VARIABLES AS COLE FORMATION,
SOCIAL POWER, INFORMATION FLOW, AND CONFORMITY, AND
WITH SUCH STRUCTURAL VARIABLES AS CLIQUE HIERARCHIES,
COLESION, FORMAL STATUS AND LEADERSHIP, AND
COMMUNICATION NETWORKS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-624 322 5/10
MIAMI, UNIV DAFORD OHIO
GROUP PERFORMANCE AS A FUNCTION OF SIZE, STRUCTURE,
AND TASK DIFFICULTY, (U)
FEB 64 9P MORRISSETTE, JULIAN O. I
SWITZER, S. A. ; CHANNELL, CLARKE W. I
CONTACT: AF33(657)-10450
PROJ: AF-7104
TASK: 71040J
MONITOR: AMKL , TH-65-140

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF PERSONALITY
AND SOCIAL PSYCHOLOGY V2 N3 P451-55 SEP 1966.
COPIES TO DDC USERS ONLY.
SUPPLEMENTARY NOTE:

DESCRIPTIONS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), PSYCHOMETRICS, JOB
ANALYSIS, ANALYSIS OF VARIANCE, PROBLEM SOLVING,
INFORMATION THEORY, SOCIAL PSYCHOLOGY (U)

TEN GROUPS SOLVED 15 PROBLEMS IN EACH OF 6
CONDITIONS: 4- AND 5-MAN GROUPS (4-M, 5-M) IN
'WHEEL' (W) AND 'CIRCLE' (C) STRUCTURES UNDER
2 LEVELS OF TASK DIFFICULTY, M=1.0 AND M=2.4 (M
IS INFORMATION ENTROPY). SOLUTION-TIME DATA
SHOWED: (A) NO DIFFERENCE BETWEEN 4- AND 5-M IN
W ON M=1.0, M=2.4, AND IN C ON M=2.4, WHILE
IN C ON M=1.0 4-M WAS FASTER THAN 5-M; (B) W
WAS FASTER THAN C IN 4-M ON M=2.4 AND 5-M ON
M=1.0 AND M=2.4, WHILE 4-M ON M=1.0 NO
DIFFERENCES BETWEEN W AND C WERE OBTAINED; (C)
M=1.0 WAS FASTER THAN M=2.4 IN 4-M IN BOTH W AND
C AND IN 5-M IN W, WHILE IN 5-M C NO
DIFFERENCES BETWEEN M=1.0 AND M=2.4 WERE
OBTAINED. ERROR DATA SHOWED W MAKING FEWER
ERRORS THAN C IN BOTH 4- AND 5-M ON M=1.0.
(AUTHOR)

(U)

UNCLASSIFIED

LDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-624 597 5/10 12/2
SYSTEM RESEARCH LTD RICHMOND (ENGLAND)
A STUDY OF GROUP DECISION MAKING AND COMMUNICATION
PATTERNS UNDER CONDITIONS OF STRESS AND OVERLOAD WHEN
THE PARTICIPANTS ARE PERMITTED TO FUNCTION AS A
SELFORGANISING SYSTEM. (U)
DESCRIPTIVE NOTE: QUARTERLY TECHNICAL STATUS REPT. NO. 2,
1 APR-30 JUN 65.
JUN 65 SP
CONTRACT: DA-91-591-EUC-3607

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: CONTINUATION OF CONTRACT DA-91-
591-EUC-3216, SEE ALSO AD-617 473.

DESCRIPTORS: (0DECISION MAKING,
STRESS(PSYCHOLOGY)), (0GAME THEORY, GROUP
DYNAMICS), PERFORMANCE(HUMAN), DECISION THEORY,
NOISE, ADAPTIVE SYSTEMS, OPTIMIZATION,
RELIABILITY, GREAT BRITAIN (U)

INDIVIDUAL ADAPTIVE SUBSYSTEMS (AN ASSIGNED TO
EACH OF TWO PARTICIPANTS) WERE PROVIDED TO MAINTAIN
OPTIMUM PERFORMANCE CONDITIONS FOR THE PARTICIPANTS
CONCERNED. AN OVERALL CONTROL SYSTEM WAS PROVIDED
TO ADJUST THE PARAMETERS OF EACH OF THE SUBSYSTEMS TO
OPTIMIZE GROUP PERFORMANCE. THE PARTICIPANTS ARE
CONTINUOUSLY ENGAGED IN THE CONJOINT SKILL OF
DETECTING AND INTERCEPTING ONE OF EIGHT DIFFERENT
TRAJECTORIES. EXPERIMENTAL WORK IS SUMMARIZED. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AU-624 717 5/10

PARIS UNIV (FRANCE) LABORATOIRE DE PSYCHOLOGIE

SOCIALE

L'APPROCHE CLINIQUE ET EXPERIMENTALE DE LA GENESE DES
NORMES CONTRACTUELLES DANS DIFFERENTES CONDITIONS DE
CONFLIT ET DE MENACE (CLINICAL AND EXPERIMENTAL
APPROACH TO THE ORIGIN OF CONTRACTUAL NORMS UNDER
DIFFERENT CONDITIONS OF CONFLICT AND THREAT); (U)

04 20P FAUCHEUX, CLAUDE ;

THIBAUT, JOHN ;

CONTRACT: NUNK-655(04)

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN BULLETIN DU C. E. R.

P. 113 N° P225-93 1964. COPIES TO DDC USERS
ONLY.

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH NORTH
CAROLINA UNIV., CHAPEL HILL. TEXT IN FRENCH,
SUMMARY IN ENGLISH.

DESCRIPTORS: (GROUP DYNAMICS,
ADJUSTMENT (PSYCHOLOGY)), SOCIAL PSYCHOLOGY,
POWER, FEAR, LEADERSHIP, BEHAVIOR (U)

IN A GROUP WHERE THERE IS A POWER INEQUALITY TWO
THREATS, AN EXTERNAL ONE AND AN INTERNAL ONE, CAN
ARISE AND ENDANGER THE SURVIVAL OF THE GROUP: THE
INTERNAL THREAT COMES FROM A CONFLICT OF INTEREST
WHICH GENERATES AMONG THE POWERLESS MEMBERS THE FEAR
THAT POWERFUL MEMBERS MAY NOT BE FAIR IN SHARING
COMMON INCOME. THE EXTERNAL THREAT COMES FROM
EXTERNAL ALTERNATIVES WHICH MAKE THE POWERFUL MEMBERS
FEAR THAT POWERLESS MEMBERS MAY LEAVE THE GROUP.

IN SUCH A SITUATION IT CAN BE EXPECTED THAT THE
POWERFUL MEMBERS WILL APPEAL TO LOYALTY NORMS AND THE
POWERLESS MEMBERS TO EQUITY NORMS, BUT ONLY WHEN BOTH
THREATS ARE HIGH AT THE SAME TIME IS A CONTRACTUAL
ACTIVITY POSSIBLE, WHICH ASCERTAINS THE SURVIVAL OF
THE GROUP. IN ORDER TO TEST THIS THEORY AN

EXPERIMENT WAS CONDUCTED USING DYADS WHERE A POWERFUL
MEMBER AND A POWERLESS MEMBER HAD TO NEGOTIATE A
COMMON STRATEGY AND SHARE PROFITS IN 4 CONDITIONS
DIFFERING IN THREAT LEVEL GENERATED BY MANIPULATING 2
LEVELS (HIGH AND LOW) FOR EACH THREAT. RESULTS
CONFIRMING THE HYPOTHESES ARE DISCUSSED IN CONNECTION
WITH THE CONCEPTS OF COHESION, POWER AND NEGOTIATION.
(AUTHOR) (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AJ-625 022 5/10
EMORY UNIV ATLANTA GA

CHANGES IN THE JUDGMENTS OF SENSITIZERS AND
REPRESSORS IN RESPONSE TO FAILURE AND SUCCESS
EVALUATIONS OF GROUP PERFORMANCE.
65 20P COHEN, ARTHUR M. I

(U)

CARRERA, RICHARD M. I
CONTRACT: NONR-4252(01) , NSF-65-501

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, PSYCHOMETRICS),
(PERSONALITY, ANALYSIS), (ANXIETY,
REACTION(PSYCHOLOGY)), DEFENSE
MECHANISMS(PSYCHOLOGY), PERFORMANCE(HUMAN),
ANALYSIS OF VARIANCE, DECISION MAKING,
ATTITUDES

(U)

THE STUDY WAS INTENDED TO TEST HYPOTHESES
CONCERNING THE DIFFERENTIAL RESPONSES OF SENSITIZERS
(THOSE SUBJECTS UTILIZING PRIMARILY APPROACHING
RESPONSES TO ANXIETY) AND REPRESSORS (THOSE
SUBJECTS UTILIZING PRIMARILY AVOIDING RESPONSES TO
ANXIETY) TO AUTHORITATIVE EVALUATIONS OF GROUP
PERFORMANCE. FOUR FIVE-MAN GROUPS OF SENSITIZERS
AND FOUR GROUPS OF REPRESSORS WERE ASSIGNED TO EACH
OF THE FOLLOWING EXPERIMENTAL CONDITIONS: FAILURE,
SUCCESS AND NEUTRALITY. THESE CONDITIONS WERE
EVALUATIONS OF GROUP PERFORMANCES THAT HAD TAKEN
PLACE IN IMMEDIATELY PRECEDING PROBLEM-SOLVING, NON-
FACE-TO-FACE ACTIVITIES. BEFORE AND AFTER MEASURES
WERE OBTAINED OF SUBJECTS' JUDGMENTS OF THEIR ACTUAL
FASTEST AND SLOWEST TIMES AND THEIR IDEAL FASTEST AND
SLOWEST TIMES. THE MAJOR CONCLUSION DRAWN FROM
THIS EXPERIMENT WAS THAT GROUP FACTORS MAY CONSTITUTE
A SET OF MITIGATING CONDITIONS THAT INTERVENE BETWEEN
THE PRESENCE OF STIMULI AND THEIR EFFECTS ON THE
MANIFEST PRODUCTIONS OF PERSONALITY. GROUP FACTORS
WERE BELIEVED TO HAVE OPERATED IN OUR EXPERIMENT IN
TWO WAYS: FIRST, VIA THE TASK OF MAKING JUDGMENTS
OF GROUP PERFORMANCE, AND SECOND, VIA THE ANXIETY-
REDUCING PRESENCE OF SIMILAR OTHERS IN A GROUP
CONTEXT WHEN CONFRONTED WITH SOCIAL EVALUATION.

(U)

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UNCLASSIFIED

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DOL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-625 307 5/10
ILLINOIS UNIV URBANA DEPT OF PSYCHOLOGY
ROLE ASSIGNMENT AND ATTITUDINAL COMMITMENT AS FACTORS
IN NEGOTIATION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
AUG 65 B&P VIDMAR, NEIL J. I
MCGRATH, JOSEPH E. I
REPT. NO. TR-3
CONTRACT: AF49(638)-1291
PROJ: AF-9779
TASK: 977904
MONITOR: AFOSM , 65-1557

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (SOCIAL PSYCHOLOGY, DECISION
MAKING); SOCIAL COMMUNICATION, ATTITUDES, GROUP
DYNAMICS, APPLIED PSYCHOLOGY (U)
IDENTIFIERS: CONFLICT (U)

THIS STUDY INVESTIGATED THE EFFECTS OF ROLE
ASSIGNMENT AND ATTITUDINAL COMMITMENT ON TASK
PERFORMANCE AND ATTITUDES IN NEGOTIATION GROUPS.
NEGOTIATION GROUPS WERE STUDIED IN A LABORATORY
SITUATION USING SUBJECTS FROM REAL REFERENCE GROUPS
NEGOTIATING ON A MEANINGFUL SUBJECT. THE FINDINGS
FALL INTO TWO MAIN CATEGORIES: (1) NEGOTIATION
GROUPS COMPOSED OF TWO MEMBERS FROM ONE REFERENCE
GROUP, WITH ONE NEGOTIATOR HAVING A CROSS-ROLE
ASSIGNMENT, WERE ABLE TO SET FORTH MORE IMPARTIAL
SOLUTIONS THAN STANDARD NEGOTIATION GROUPS COMPOSED
OF MEMBERS REPRESENTING THEIR OWN REFERENCE GROUPS.
(2) WITHIN A STANDARD NEGOTIATION GROUP THE LESS
COMMITTED THE NEGOTIATORS WERE TO THEIR RESPECTIVE
REFERENCE GROUPS, THE BETTER THE GROUP PERFORMED.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JMK10

AL-625 492 5/10
STATE UNIV OF NEW YORK BUFFALO
THE EFFECT OF VARIATIONS IN INTERNAL POWER PATTERN ON
COALITION FORMATION IN TETRADES. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 65 48P SHEARS, LLOYD M. I
RPT. NO. TR-10
CONTRACT: NONR-4374(100)
PROJ: NR-176-470

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH PACIFIC
STATE HOSPITAL, POMONA, CALIF.

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
(BEHAVIOR, GROUP DYNAMICS), SOCIAL PSYCHOLOGY,
POWER, SEX, MOTIVATION, GAME THEORY,
BARGAINING (U)

THE STUDY IS AN EXTENSION OF VINACKE'S STUDY OF
ALLIANCE FORMATION IN TRIADS UNDER DIFFERING INTERNAL
POWER ARRANGEMENTS. THE EXPERIMENT EMPLOYED A
COMPETITIVE BOARD GAME WITH TETRADES HOMOGENEOUSLY
COMPOSED WITH RESPECT TO SEX. DEAR WINNING PAIR
ALLIANCES WITH DEALS RELATED TO THE PLAYERS' POWER
WEIGHTS WERE TYPICAL OF TRIADS. THE HYPOTHESES THAT
STRONG WINNING PAIR ALLIANCES WOULD BE TYPICAL OF
TETRADES WAS UPHOLD; HOWEVER, THE DEAR WINNING TRIPLE
ALLIANCE APPEARED ABOVE CHANCE EXPECTANCY. DIVISION
OF WINNINGS FOR PAIRS WAS RELATED TO THAT EXPECTED ON
A STRICTLY PROPORTIONAL DEAL BUT SOMEWHAT LARGER.
SEX OF PLAYERS, INTERNAL POWER DISTRIBUTION, AND
INCENTIVE VARIATION INFLUENCED ALLIANCE CHOICE AND
DIVISION OF THE PRIZE. (AUTHOR) (U)

UNCLASSIFIED

/JMK10

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ODK10

AD-625 508 3/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
INTERACTION PROCESS AND TASK OUTCOME IN
EXPERIMENTALLY-CREATED NEGOTIATION GROUPS. (U)
63 22P MCGRATH, JOSEPH E. I
JULIAN, JAMES G. I
CONTRACT: DA-49-143-MD-2060; AF-AFOSR-69-63
PROJ: AF-9779
MONITOR: AFOSR, 65-2174

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF
PSYCHOLOGICAL STUDIES VOL 13 P117-36 1963. COPIES TO
ODC USERS ONLY.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, DECISION MAKING),
(SOCIAL COMMUNICATION, DECISION MAKING), SOCIAL
COMMUNICATION, SOCIOMETRICS, BEHAVIOR (U)
IDENTIFIERS: NEGOTIATION (U)

DATA WERE OBTAINED FROM 60 EXPERIMENTALLY-CREATED,
FOUR-PERSON NEGOTIATION GROUPS. EACH CONSISTED OF
ONE REPRESENTATIVE FROM EACH OF THREE CAMPUS
RELIGIOUS FOUNDATIONS PLUS A GRADUATE STUDENT WHO
SERVED AS NONPARTISAN CHAIRMAN. EACH NEGOTIATION
GROUP WAS REQUIRED TO DEVELOP UNANIMOUS AGREEMENT ON
ITS PROPOSED SOLUTION TO A SOCIO-POLITICAL TOPIC ON
WHICH THE FOUNDATIONS HELD SHARPLY CONTRASTING
VIEWS. THE STUDY FOCUSED ON ANALYSES OF THE
NEGOTIATION PROCESS AND INVESTIGATION OF
RELATIONSHIPS BETWEEN THE NEGOTIATION PROCESS AND
MEASURES OF NEGOTIATION EFFECTIVENESS. (AUTHOR)

(U)

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UNCLASSIFIED

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UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-626 590 5/10 5/11
CALIFORNIA UNIV LOS ANGELES DEPT OF PSYCHOLOGY
DYNAMICS OF SOCIAL INFLUENCE. (U)
DESCRIPTIVE NOTE: ANNUAL REPT. NO. 7, NOV 64-NOV 65,
NOV 65 13P RAVEN, BERTRAM M. ;
CONTRACT: NONR-233(84)
PROJ: NR-171-350

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-609 110.

DESCRIPTORS: (SOCIAL PSYCHOLOGY, ATTITUDES),
(ATTITUDES, SOCIAL PSYCHOLOGY), GROUP DYNAMICS,
BEHAVIOR, PERFORMANCE (HUMAN), SOCIAL
COMMUNICATION, BIBLIOGRAPHIES, MALES, FEMALES,
PERFORMANCE TESTS, SOCIOMETRICS,
PSYCHOMETRICS (U)

THE REPORT RELATES ACTIVITY IN THE FOLLOWING:
BIBLIOGRAPHY OF SMALL GROUP RESEARCH; POWER
RELATIONS IN ON-GOING GROUPS; SOCIAL INFLUENCE IN
INTERDEPENDENT SITUATIONS; PRIOR BEHAVIOR AND BELIEF
AS A REFERENCE FOR SELF-EVALUATION AND PERFORMANCE. (U)

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UNCLASSIFIED

/UNK10

UNCLASSIFIED

LDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JUNK10

AU-627 219 5/10
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA
PILOT STUDIES OF TEAM EFFECTIVENESS. (U)
DESCRIPTIVE NOTE: RESEARCH MEMO.,
FLB 63 66P GEORGE CLAY E. I
HARRIS, GEORGE H. BOUTWELL, JOHN I
CONTRACT: DA-44-100-ARO-2

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS),
PERFORMANCE (HUMAN), MOTIVATION, PERFORMANCE
TESTS, PROBLEM SOLVING (U)

METHODS OF INDUCING INTRATEAM COORDINATION WERE
TESTED FOR THEIR EFFECTS ON TEAM PERFORMANCE IN FIVE-
MAN GROUPS. TWENTY SUCH TEAMS WERE FORMED, TEN
EXPERIMENTAL AND TEN CONTROL. IT WAS FOUND THAT
INTRATEAM COORDINATION COULD BE INDUCED IN TEAMS BY
DIFFERENTIALLY REINFORCING SUCH BEHAVIORS. IT WAS
ALSO FOUND THAT MOTIVATION TO COORDINATE ONE'S
RESPONSES WITH THOSE OF OTHER TEAM MEMBERS COULD BE
INCREASED BY APPROPRIATE EXPERIMENTAL MANIPULATIONS.
FINALLY, GREATER INCREASES IN COHESION WERE FOUND
IN EXPERIMENTAL THAN IN CONTROL TEAMS.
IMPLICATIONS OF THESE RESULTS FOR THEORY AND FOR
APPLICATION ARE DISCUSSED. ATTENTION IS FOCUSED,
HOWEVER, ON THE USE OF THESE RESULTS AS GUIDELINES
FOR FUTURE RESEARCH. THESE ARE PRIMARILY PILOT
EXPERIMENTS. (AUTHOR) (U)

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UNCLASSIFIED

/JUNK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-627 359 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
THE EFFECT OF STRESS ON THE CONTRIBUTION OF MEMBER
INTELLIGENCE TO GROUP CREATIVITY. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JAN 66 10P FIEDLER, FRED E. INEUBER, W.
A. T. ;
REPT. NO. TR-29
CONTRACT: NONR-1304(136) , ARPA ORDER-454
PROJ: NM-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS),
(GROUP DYNAMICS, STRESS(PSYCHOLOGY)),
PSYCHOMETRICS, PROBLEM SOLVING,
PERFORMANCE(HUMAN), ANXIETY, SOCIAL
PSYCHOLOGY, CORRELATION TECHNIQUES (U)
IDENTIFIERS: INTELLIGENCE(HUMAN) (U)

THE STUDY INVESTIGATES THE RELATION BETWEEN LEADER
AND MEMBER INTELLIGENCE UNDER THREE CONDITIONS OF
EXPERIMENTALLY CREATED STRESS, AND UNDER VARYING
DEGREES OF LEADER ANXIETY. THE RESULTS INDICATE
THAT THE LEADER'S INTELLIGENCE CORRELATES WITH
(THAT IS, CONTRIBUTES TO) GROUP PERFORMANCE
PRIMARILY IN SITUATIONS WHICH ARE RELATIVELY FREE OF
STRESS OR WHEN THE LEADER'S ANXIETY IS LOW, WHILE HIS
MEMBERS CONTRIBUTE TO GROUP PERFORMANCE PRIMARILY
UNDER ANXIOUS LEADERS OR IN SITUATIONS WHICH ARE
STRESSFUL OR ANXIETY AROUSING FOR THE LEADER.
(AUT-14) (U)

UNCLASSIFIED

LDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /GMR10

AU-62/ 360 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
THE EFFECT OF CULTURAL HETEROGENEITY, LEADER POWER,
AND LEADER ATTITUDES ON GROUP PERFORMANCE: A TEST OF
THE CONTINGENCY MODEL. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
AUG 65 60P FIEDLER, FRED E. I
REPT. NO: TR-25
CONTRACT: NONR-1834(36), ARPA ORDER-454
PROJ: NR-177-472 12870

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS),
(GROUP DYNAMICS, LEADERSHIP), ATTITUDES,
CULTURE, PERFORMANCE (HUMAN), VERBAL BEHAVIOR,
SOCIAL COMMUNICATION, PERCEPTION (PSYCHOLOGY),
TRAINING, EFFECTIVENESS, SOCIAL PSYCHOLOGY,
CORRELATION TECHNIQUES (U)

AN EXPERIMENT WAS CONDUCTED (A) TO COMPARE THE
PERFORMANCE OF 96 CULTURALLY AND LINGUISTICALLY
HOMOGENEOUS AND HETEROGENEOUS THREE-MAN TEAMS UNDER
POWERFUL AND WEAK LEADERSHIP POSITIONS AND ON THREE
TYPES OF TASKS VARYING IN STRUCTURE AND REQUIREMENTS
FOR VERBAL INTERACTION, AND (B) TO TEST A
PREVIOUSLY DESCRIBED CONTINGENCY MODEL OF
LEADERSHIP EFFECTIVENESS. THE EXPERIMENT,
CONDUCTED IN COLLABORATION WITH THE BELGIAN NAVAL
FORCES, UTILIZED 288 PETTY OFFICERS AND MEN FROM A
NAVAL TRAINING CENTER, WHO WERE ASSIGNED TO 96 GROUPS
IN A 16-CELL DESIGN. MONOCULTURAL AND
HETERO-CULTURAL GROUPS DIFFERED IN PERFORMANCE ONLY ON
THE HIGHLY VERBAL TASK. HETEROGENEOUS GROUPS,
DESPITE OBVIOUS COMMUNICATION DIFFICULTIES AND
CULTURALLY DIVERGENT BACKGROUND, PERFORMED ABOUT AS
WELL ON THE STRUCTURED AND NON-VERBAL TASKS AS DID
HOMOGENEOUS GROUPS. GROUPS LED BY RECRUIT LEADERS
PERFORMED AS WELL AS GROUPS DIRECTED BY PETTY
OFFICERS. THUS, NEITHER THE MILITARY LEADERSHIP
TRAINING AND EXPERIENCE NOR THE POSITION POWER OF
PETTY OFFICERS CONTRIBUTED TO THE EFFECTIVENESS OF
THESE GROUPS. THESE FINDINGS HAVE CONSIDERABLE
POTENTIAL IMPLICATIONS FOR LEADERSHIP TRAINING
PROGRAMS AND AN EVALUATION OF THE COMMUNICATION
VARIABLE IN AFFECTING GROUP PRODUCTIVITY.
(ALTMER) (U)

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UNCLASSIFIED

/GMR10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-627 411 15/7 5/10
JOHNS HOPKINS UNIV SILVER SPRING MD APPLIED PHYSICS
LAB
TEAM VERSUS INDIVIDUAL PERFORMANCE IN TACTICAL
JUDGMENT, (U)
JUN 60 10P HANES, R. M. HONCHERS, J. M.
1
REPT. NO. TU-367
CONTRACT: N6HD-7306

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (DECISION MAKING, GROUP DYNAMICS),
(MILITARY TACTICS, RADAR OPERATIONS), PERFORMANCE
TESTS, SIMULATION, RADAR TARGETS (U)

THREE TWO-MAN TEAMS OF INEXPERIENCED OPERATORS WERE
TESTED UNDER CONDITIONS WHERE THE TWO TEAM MEMBERS
WORKED TOGETHER ON THE SAME SCOPE. THEIR
PERFORMANCE WAS COMPARED WITH THAT OF INDIVIDUAL
OPERATORS, BOTH EXPERIENCED AND INEXPERIENCED, AND
WITH THAT OF HYPOTHETICAL TEAMS IN WHICH INDIVIDUALS
WORKED INDEPENDENTLY ON DIFFERENT SCOPES. RESULTS
OF THESE COMPARISONS SUGGEST THAT THE TWO-MAN TEAM OF
INEXPERIENCED OPERATORS WORKING TOGETHER ON ONE SCOPE
CAN: (1) PERFORM MORE EFFECTIVELY THAN
INEXPERIENCED INDIVIDUAL OPERATORS, AND JUST ABOUT AS
WELL AS EXPERIENCED INDIVIDUAL OPERATORS. (2)
PERFORM VERY NEARLY AS WELL AS TWO-MAN TEAMS IN
WHICH EACH OPERATOR WORKS INDEPENDENTLY ON HIS OWN
SCOPE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-627 424 5/10
MIAMI UNIV OXFORD OHIO
A MATHEMATICALLY DEFINED TASK FOR THE STUDY OF GROUP
PERFORMANCE. (U)
65 10P MORRISSETTE, JULIAN O. I
PEARSON, WILLIAM M. ISWITZER, S. A. I
CONTRACT: AF 33(657)-10450
PHOJ: AF-7104
TASK: 710403
MONITOR: AMRL, TN-65-159

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN HUMAN RELATIONS VOL N2
P187-92 MAY 1965. COPIES TO DDC USERS ONLY.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (1) MATHEMATICAL MODELS; GROUP
DYNAMICS; (2) GROUP DYNAMICS; INFORMATION THEORY;
PERFORMANCE (HUMAN) (U)

A TASK WAS DEVELOPED FOR THE PURPOSE OF STUDYING
GROUP PERFORMANCE IN COMMUNICATION NETS.
CHARACTERISTICS OF THE TASK ARE: (A) AN
OBJECTIVE SOLUTION; (B) REPLICABILITY WITH UNIQUE
SOLUTIONS, WHILE TASK DIFFICULTY AND WORKLOAD MAY BE
KEPT QUANTITATIVELY CONSTANT; (C) TASK DIFFICULTY
AND WORKLOAD MAY BE WHICH MAY BE VARIED
INDEPENDENTLY; (D) GROUP SIZE VARIATION, WHILE
TASK PROPERTIES MAY BE KEPT CONSTANT OR VARIED; AND
(E) QUANTITATIVELY DESCRIBED TASK ELEMENTS SUCH
THAT THE ELEMENTS ASSIGNED TO EACH GROUP MEMBER MAY
OR MAY NOT BE KEPT QUANTITATIVELY EQUAL. N, THE
SHANNON-WIENER MEASURE OF INFORMATION IN A SET OF
ELEMENTS, WAS INVESTIGATED AS AN INDICATOR OF TASK
DIFFICULTY. SOLUTION TIMES LINEARLY PROPORTIONAL
TO N WERE OBTAINED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-627 425 5/10
MIAMI UNIV OXFORD OHIO
INDIVIDUAL PERFORMANCE IN COOPERATIVE AND INDEPENDENT
GROUPS. (U)
SEP 63 IUP CRANNELL, CLARKE W. I
SWITZER, S. A. MURRISSETTE, JULIAN O. I
CONTRACT: AF J3(616)-7132
PROJ: AF-7164
TASK: 710403
MONITOR: AMRL, TH-65-219

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN THE JOURNAL OF
GENERAL PSYCHOLOGY, 173 P231-6 1963. COPIES TO DDC
USERS ONLY.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), (PERFORMANCE(HUMAN)),
GROUP DYNAMICS; BEHAVIOR, LEARNING, RECALL,
REACTION(PSYCHOLOGY), ERRORS, ANALYSIS OF
VARIANCE (U)

A RECENTLY REPORTED INVESTIGATION SHOWED THAT, IN A
LEARNING TASK INVOLVING THE RECALL OF 100 THREE-DIGIT
NUMBERS, FIVE-MAN COOPERATIVE (INTERACTING)
GROUPS RECALLED SIGNIFICANTLY FEWER ITEMS CORRECTLY
THAN DID FIVE-MAN INDEPENDENT (NONINTERACTING)
GROUPS. HOWEVER, THE COOPERATIVE GROUPS REPORTED
SIGNIFICANTLY FEWER ITEMS INCORRECTLY THAN DID THE
INDEPENDENT GROUPS. IN TERMS OF THE TOTAL NUMBER
OF ITEMS RECALLED, THE COOPERATIVE GROUPS (AS
COMPARED WITH THE INDEPENDENT GROUPS) HAD A MUCH
LARGER PROPORTION OF CORRECT RESPONSES. THE
OBJECTIVE OF THIS INVESTIGATION IS TO DETERMINE THE
EFFECTS OF INTERACTION AND NONINTERACTION ON INTERNAL
GROUP PROCESSES, THEREBY PROVIDING A BASIS FOR A
BETTER UNDERSTANDING OF GROUP PERFORMANCE. WE
SHALL ATTEMPT TO ACCOMPLISH THIS OBJECTIVE BY
ANALYZING THE PERFORMANCE OF THE BEST SS AND THE
POOREST SS IN EACH GROUP. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-627 88J 5/10
EMORY UNIV ATLANTA GA

DISCUSSION PATTERNS OF HOMOGENEOUS GROUPS OF
REPRESSERS AND SENSITIZERS FOLLOWING SUCCESS AND
FAILURE.

(U)

65 24P CARRERA, RICHARD M. I
COMEN, ARTHUR M. I
CONTRACT: NONN-4292(01) , NSF-65-601

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS,
REACTION(PSYCHOLOGY)), (ANXIETY,
REACTION(PSYCHOLOGY)), PERFORMANCE(HUMAN),
PERSONALITY, SOCIAL COMMUNICATION

(U)

THE PURPOSE OF THE STUDY WAS TO INVESTIGATE SOME
ASPECTS OF THE INTERPERSONAL BEHAVIOR OF SMALL,
HOMOGENEOUS GROUPS OF REPRESSERS AND SENSITIZERS WHO
HAVE BEEN EXPOSED TO SEVERAL INSTRUCTIONAL SETS. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-648 232 5/10
NOTES - THE STATE UNIV NEW BRUNSWICK N J
RELATIONSHIP BETWEEN GROUP EQUILIBRIUM, PRODUCTION
AND MORALE IN PROBLEM SOLVING WORK GROUPS. (U)
DESCRIPTIVE NOTE: ANNUAL REPT.,
NOV 65 7P BERRIEN, F. K. ;
CONTRACT: MONR-404(10)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
PROBLEM SOLVING, CULTURE, SOCIAL PSYCHOLOGY,
INDUSTRIAL PSYCHOLOGY (U)

STUDIES ARE REPORTED ON THE FOLLOWING TOPICS:
HOMEOSTATIC THEORY OF SMALL GROUPS; STUDY OF
ORGANIZATIONAL AND RELEVANT SMALL GROUP AND
INDIVIDUAL DIMENSIONS; TRANS-CULTURAL STUDIES. (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-626 576 5/11 5/10
MICHIGAN UNIV ANN ARBOR
THE EFFECT OF GROUP SUCCESS ON THE REDUCTION OF
STATUS INCONGRUENCE IN TASK-ORIENTED GROUPS, (U)
64 15P BURNSTEIN, EUGENE I
ZAJONC, ROBERT B. I
CONTRACT: NONR-1224(34), NSF-65-570
PROJ: NR-170-309.

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN SOCIONETRY V28 N4 P349-62
DEC 1965. COPIES TO UDC USERS ONLY.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, SOCIONETRICS),
SOCIAL PSYCHOLOGY, ANALYSIS OF VARIANCE,
PERFORMANCE (HUMAN), REDUCTION (U)

OVER A LARGE NUMBER OF TRIALS OBSERVATIONS WERE
MADE TO DETERMINE THE RAPIDITY WITH WHICH A GROUP
RESPONDS TO STATUS INCONGRUENCES AND HOW SUCH
RESPONSES ARE INFLUENCED BY ITS HISTORY OF SUCCESSSES
AND FAILURES. TWO DIMENSIONS OF STATUS ARE
EXAMINED: THE APPARENT TASK ABILITY OF A MEMBER
(PERFORMANCE STATUS) AND HIS INFLUENCE OVER THE
GROUP PRODUCT (CONTROL STATUS). INCONGRUENCES
WERE INDUCED BY MAKING A MEMBER'S PERFORMANCE STATUS
INCOMMENSURATE WITH HIS CONTROL STATUS. IT WAS
FOUND THAT GROUPS WITH A HISTORY OF CONTINUOUSLY
SUCCESSFUL OUTPUTS AND THOSE WITH A HISTORY OF
INTERMITTENT SUCCESS RESTRUCTURE THEIR HIERARCHIES IN
ORDER TO REDUCE AN INCONGRUENCE IN STATUS RANKS.
MOREOVER, THIS OCCURS MORE READILY IN THE FORMER
CONDITION THAN IN THE LATTER. MEMBERS EXPERIENCING
LARGE INCONGRUENCES, ESPECIALLY WHEN THEY POSSESS THE
GREATEST CONTROL, TENDED TO RESPOND MORE RAPIDLY TO
THE NEED FOR OPTIMAL RESTRUCTURING, EXCEPT WHEN THIS
ENTAILED THEIR BEING SEVERELY DOWNGRADED.
(AUTHOR) (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-629 630 5/9 5/10
NAKOFF RESEARCH CENTER STATEN ISLAND N Y
PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE. (U)
DESCRIPTIVE NOTE: ANNUAL REPT. MAR 65-MAR 66,
(TECHNICAL),
MAR 66 7P BLACKMAN, SHELDON I
GOLDSTEIN, BENNETH M. MANDELL, WALLACE I
COLLINS, DONALD J. I
REPT. NO. TM-2,
CONTRACT: DA-49-193-MD-4538.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY PSYCHOLOGY, GROUP
DYNAMICS), (SOCIAL PSYCHOLOGY, MILITARY
PERSONNEL), (MILITARY PERSONNEL,
PERFORMANCE(HUMAN)), BEHAVIOR, ATTITUDES,
EMOTIONS, PERCEPTION(PSYCHOLOGY),
STRESS(PSYCHOLOGY), MILITARY TRAINING,
SOCIOMETRICS, PSYCHOMETRICS (U)

THE STUDY IS THE SECOND IN A PLANNED PROGRAM OF
RESEARCH DESIGNED TO MAKE AVAILABLE TESTED METHODS OF
MODIFYING BASIC TRAINING SQUADS THAT WILL BE USEFUL
IN IMPROVING THE PERFORMANCE OF MILITARY PERSONNEL.
THE THEORETICAL POSITION UNDERLYING THIS WORK HAS
BEEN SUMMARIZED IN BLACKMAN, MANDELL,
GOLDSTEIN, AND SILBERSTEIN (1965). BRIEFLY,
SMALL GROUPS ARE CONCEPTUALIZED AS CONSISTING OF
MEMBERS INVOLVED IN PATTERNS OF RECIPROCATED
REINFORCEMENT, INsofar AS ONE INDIVIDUAL HAS
REINFORCED ANOTHER IN THE PAST, IT IS HYPOTHEZIZED
THAT RECIPROCAL REINFORCEMENT WILL BE AVAILABLE TO
HIM FROM THAT INDIVIDUAL IN THE FUTURE. THE
AVAILABILITY OF THIS SUPPORT HELPS WARD OFF BREAKDOWN
IN THE FACE OF STRESS. INDIVIDUALS FOR WHOM THIS
SUPPORT IS NOT AVAILABLE ARE THUS MORE LIKELY TO
BECOME INCAPACITATED BY STRESS THAN ARE INDIVIDUALS
INVOLVED IN RECIPROCAL RELATIONSHIPS. THESE
ISOLATED INDIVIDUALS HAVE BEEN CHOSEN FOR STUDY.
IT IS POSITED THAT THERE ARE TWO DIMENSIONS ALONG
WHICH SUCH ISOLATION MAY TAKE PLACE: INSTRUMENTAL
(HAVING TO DO WITH WORK RELATIONSHIPS), AND
EFFECTIVE (HAVING TO DO WITH EMOTIONAL
RELATIONSHIPS). THE PRESENT STUDY TESTS THE
HYPOTHESIS THAT POOR PERFORMANCE MAY BE PREDICTED
FROM ISOLATION. A FURTHER AIM OF THE PRESENT STUDY
IS TO DEVELOP TECHNIQUES FOR MODIFYING THE ISOLATION
OF SQUAD MEMBERS TO IMPROVE PERFORMANCE. (AUTHOR)

(U)

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/UMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-631 741 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH

LAD
THE EFFECTS OF INTER-GROUP COMPETITION IN QUASI-
THERAPEUTIC LEADERS ON THE ADJUSTMENT OF SMALL
MILITARY GROUPS.

(L)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
JAN 66 43P BISHOP, DOYLE B. I

ALSOBROOK, JAMES M. FIEGLER, FRED E. I

REPT. NO. TR-20.

CONTRACT: DA-44-193-MD-2060.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (1) GROUP DYNAMICS, (2) LEADERSHIP,
(3) MILITARY PSYCHOLOGY, (4) GROUP DYNAMICS,
(5) ADJUSTMENT (PSYCHOLOGY), (6) LEADERSHIP,
EFFECTIVENESS, FACTOR ANALYSIS, ANALYSIS OF
VARIANCE

(U)

IDENTIFIERS: SMALL GROUPS

(M)

THE STUDY INVESTIGATED THE EFFECTS OF TWO VARIABLES
(INTER-SQUAD COMPETITION VS. NON-COMPETITION, AND
QUASI-THERAPEUTIC VS. NON-THERAPEUTIC SQUAD
LEADERS) ON THE ADJUSTMENT, INTERPERSONAL
RELATIONS, AND TASK EFFECTIVENESS OF MILITARY SQUADS.

THE COVARIANCE CONTROL VARIABLES WERE THE DEPENDENT
VARIABLE'S OWN PRETEST COUNTERPART AND A MEASURE OF
TRAINEES' PERCEIVED HARASSMENT. THE MAJOR RESULTS
WERE: (1) THE COMPETITIVE ACTIVITY AND THE
MANNER IN WHICH IT WAS IMPLEMENTED BY THE CAPTAIN OF
THE EXPERIMENTAL COMPANIES SIGNIFICANTLY INCREASED
PERCEPTIONS OF HARASSMENT BY TRAINEES IN THE
COMPETITIVE SQUADS. (2) WHEN PERCEIVED

HARASSMENT WAS STATISTICALLY CONTROLLED BY ANALYSIS
OF COVARIANCE, THE ADJUSTMENT AND TASK EFFECTIVENESS
OF THE COMPETITIVE SQUADS IMPROVED SIGNIFICANTLY
RELATIVE TO THE CONTROL SQUADS. THE IMPROVED
ADJUSTMENT APPEARED TO BE PRIMARILY IN THE TASK-
RELATED AREAS. NO IMPROVEMENT IN INTERPERSONAL
RELATIONS WAS FOUND FOR THE COMPETITIVE SQUADS.
(3) NO RELIABLE MAIN EFFECTS WERE FOUND FOR THE
QUASI-THERAPEUTIC LEADER MANIPULATION. (4) SOME
INTERACTIVE EFFECTS OF COMPETITION AND QUASI-
THERAPEUTIC LEADERSHIP WERE FOUND. (AUTHOR)

(U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-634 497 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
SELECTION FOR ANTARCTIC SERVICE. (U)
DESCRIPTIVE NOTE: INTERIM REPT.,
MAR 66 24P GUNDELSON, E. A. ERIC 1
REPT. NO. 66-15.
MONITOR: NAVMED , MF-022.01.03-9001

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTIONS: (NAVAL PERSONNEL, SELECTION),
(ANTARCTIC REGIONS, NAVAL PERSONNEL), JOB
ANALYSIS, CONFINED ENVIRONMENTS, PSYCHOMETHICS,
STRESS (PSYCHOLOGY), ADAPTATION (PHYSIOLOGY),
PERFORMANCE (HUMAN), PERSONALITY, MOTIVATION,
ATTITUDES, LEADERSHIP, SOCIAL PSYCHOLOGY (U)

ENVIRONMENTAL CONDITIONS, GROUP COMPOSITION, AND
WORK RULES AT ANTARCTIC SCIENTIFIC STATIONS ARE
DESCRIBED, AND POSSIBLE SOURCES AND EFFECTS OF STRESS
IN THESE ENVIRONMENTS ARE INDICATED. CULTURAL AND
PSYCHOLOGICAL CHARACTERISTICS OF VARIOUS NAVY AND
CIVILIAN OCCUPATIONAL GROUPS REPRESENTED IN
WINTERING-OVER PARTIES ARE COMPARED, AND THE
SELECTION PROBLEM AND PROCEDURES ARE OUTLINED.
PERSONAL HISTORY, CLINICAL, AND SELF DESCRIPTION
VARIABLES WHICH CORRELATED SIGNIFICANTLY WITH THREE
PERFORMANCE CRITERIA ARE PRESENTED FOR NAVY
ENLISTED AND 'SEABEE' GROUPS, PROVIDING A SUMMARY
OF CHARACTERISTICS THAT DISTINGUISH THE SUCCESSFUL
NAVY MAN AT SMALL ANTARCTIC STATIONS.
(AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JUN10

AD-632 505 5/10 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
CULTURAL AND PSYCHOLOGICAL DIFFERENCES AMONG
OCCUPATIONAL GROUPS. (U)
MAR 66 21P GUNDERSON, S. R. ERIC 1
MAHAN, JACK L. 1
REPT. NO. 66-121
MONITOR: NAVMED 1 MF-022.01,03-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN THE JOURNAL OF
PSYCHOLOGY V62 P187-JUN 1966. COPIES TO DDC USERS
ONLY.

SUPPLEMENTARY NOTE:

DESCRIPTORS: (ANTARCTIC REGIONS, PERSONNEL),
(PERSONALITY, PSYCHOMETRICS), (CULTURE,
SOCIOMETRICS), SELECTION, JOB ANALYSIS,
ADJUSTMENT (PSYCHOLOGY), ATTITUDES, GROUP
DYNAMICS (U)

CULTURAL BACKGROUND AND PSYCHOLOGICAL DIFFERENCES
WERE DETERMINED FOR NINE OCCUPATIONAL GROUPS WHICH
ARE REPRESENTED IN THE U. S. ANTARCTIC RESEARCH
PROGRAM. CULTURAL DIFFERENCES OBTAINED COULD BE
LARGELY SUBSUMED UNDER THE CONCEPT OF FAMILY
SOCIOECONOMIC STATUS LEVELS. VARIABILITY IN
PERSONALITY MEASURES TENDED TO BE CONSISTENT WITH
THOSE FOR CULTURAL ATTRIBUTES. THESE OCCUPATIONAL
DIFFERENCES APPEAR TO HAVE A PROFOUND EFFECT UPON
VALIDITIES OF BIOGRAPHICAL AND PERSONALITY DATA FOR
PERFORMANCE PREDICTION. SOCIAL AND WORK ROLES AT
ANTARCTIC SMALL STATIONS APPEARED GENERALLY
CONSISTENT WITH THE CULTURAL AND PERSONALITY DATA.
HETEROGENEITY IN CULTURAL BACKGROUNDS AND PERSONAL
VALUES MAY AFFECT THE COMPATIBILITY AND EFFECTIVENESS
OF WORK GROUPS IN ISOLATED SETTINGS. (AUTHOR) (U)

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UNCLASSIFIED

/JUN10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /GMR10

AD-632 944 5/9

SYSTEM RESEARCH LTD RICHMOND (ENGLAND)
AN ADAPTIVE AUTOMATION FOR TEACHING SMALL
GROUPS.

(U)

61 14P PASK, G. LEWIS, B. N. 1
CONTRACT: AF 61(052)-102.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*TEACHING MACHINES, GROUP
DYNAMICS), (*GROUP DYNAMICS, TEACHING METHODS),
(*TEACHING METHODS, TEACHING MACHINES), SOCIAL
COMMUNICATION, CYBERNETICS, LEARNING,
FEASIBILITY STUDIES, GREAT BRITAIN,
AUTOMATA

(U)

IT WAS FIRST ARGUED THAT THE AUTOMATED TEACHING OF
SMALL GROUPS REQUIRES, FOR MOST SKILLS, A RATHER
SPECIAL KIND OF ADAPTIVE AUTOMATION WHICH CAN
ORGANISE THE GROUP MEMBERS BY MANIPULATING THEIR
CHANNELS OF COMMUNICATION. AN EXAMPLE OF SUCH AN
AUTOMATON WAS THEN DESCRIBED AND ITS POTENTIALITIES
POINTED OUT. (AUTHOR)

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-633 000 5/9

SYSTEM RESEARCH LTD RICHMOND (ENGLAND)
RESEARCH ON THE DESIGN OF ADAPTIVE TEACHING SYSTEMS
WITH A CAPABILITY FOR SELECTING AND ALTERING CRITERIA
FOR ADAPTATION. (U)

DESCRIPTIVE NOTE: ANNUAL TECHNICAL SUMMARY REPT. NO. 2, 1
APR 61-31 MAY 62.

APR 62 142P PASK, GORDON I
CONTRACT: AF 61(052)-402,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-262 972.

DESCRIPTORS: (TEACHING MACHINES, DESIGN),
(TEACHING METHODS, THEORY), GROUP DYNAMICS,
TRAINING, CYBERNETICS, LEARNING, DECISION
MAKING, SOCIAL COMMUNICATION, GREAT BRITAIN (U)

TOPICS INCLUDE: THE DISTRIBUTION OF CONTROL IN
DECISION-MAKING GROUPS, INTERACTION BETWEEN A GROUP
OF SUBJECTS AND AN ADAPTIVE AUTOMATON TO PRODUCE A
SELF-ORGANISING SYSTEM FOR DECISION-MAKING, REVIEW OF
EXPERIMENTAL PROCEDURE, COMMENTS ON AN INDETERMINACY
THAT CHARACTERISES A SELF-ORGANISING SYSTEM,
STRATEGIES OF COMMUNICATION, A SIMPLE ADAPTIVE
TEACHING MACHINE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-633 198 5/10
OKLAHOMA STATE UNIV STILLWATER
ASCHIAN REPLICATION AND EXTENSION. (U)
DESCRIPTIVE NOTE: MASTER'S THESIS,
MAY 66 73P CAMMALLERI, JOSEPH ANTHONY I
CONTRACT: AF 33(600)-1243,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*DECISION MAKING, *GROUP DYNAMICS),
PSYCHOMETRICS, BEHAVIOR (U)

A STUDY WAS CONDUCTED TO DETERMINE THE SOCIAL EFFECTS OF A UNANIMOUS MAJORITY OF CONFEDERATES OF THE EXPERIMENTER ON THE YIELDING BEHAVIOR OF SEVERAL TYPES OF MINORITIES WHO MADE VERBAL JUDGMENTS IN AN ASCHIAN SITUATION. TWO NAIVE PARTNERS (TOGETHERNESS DYAD) WERE SUBJECTED TO THE INFLUENCE OF THE UNANIMOUS MAJORITY AND THE RESULTS COMPARED TO AN ADDITIONAL EXPERIMENTAL SETTING IN WHICH TWO PARTNERS WHO WERE PREVIOUS FRIENDS (FRIENDS DYAD) WERE SUBJECTED TO THE SAME INFLUENCE. THE DEPENDENT VARIABLE WAS THE ERRORS SCORED BY THE MINORITIES WHICH WERE RESPONSES THAT AGREED WITH THE DELIBERATELY ERRONEOUS ESTIMATES OF THE MAJORITY. IT WAS PREDICTED THAT THE FRIENDS DYAD WOULD RESIST COMPLYING TO THE MAJORITY PRESSURES TO A SIGNIFICANTLY GREATER DEGREE THAN WOULD THE TOGETHERNESS DYAD AND THAT THE TOGETHERNESS DYAD WOULD RESIST COMPLIANCE TO THE PRESSURES OF THE MAJORITY TO A SIGNIFICANTLY GREATER DEGREE THAN WOULD THE ALONE SUBJECTS. FINDINGS AND CONCLUSIONS: THE PREDICTIONS WERE CONFIRMED. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-633 24A 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
ASPECTS OF THE CRITERION PROBLEM IN SMALL GROUP
RESEARCH. I. BEHAVIORAL DOMAINS TO BE STUDIED. (U)
66 33P ALTHAN, IRWIN I
MONITOR: NAVMED ,NAVMED HRO08-12-2008-01 ,MP-
022.01.03-1002-13

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN ACTA PSYCHOLOGICA V25
P101-31 1966.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
PSYCHOMETRICS, PERFORMANCE(HUMAN) (U)

THE GENERAL CRITERION QUESTION REGARDING SMALL
GROUP BEHAVIOR, NAMELY, 'HOW IS THE GROUP DOING'
WAS EXPANDED TO INCLUDE QUESTIONS CONCERNING THE
TOTAL BEHAVIOR OF GROUP MEMBERS AS THEY WORKED ON A
TASK, I.E., THEIR INTERPERSONAL BEHAVIOR, THEIR GOAL-
CONTRIBUTORY BEHAVIOR AS WELL AS THOSE BEHAVIORS
DIRECTLY RELATED TO TASK PERFORMANCE. THUS, THE
CRITERION QUESTION WAS DEFINED TO INCLUDE A VERY
BROAD RANGE OF BEHAVIORS WHICH CONCEPTUALLY AND
SEQUENTIALLY LINK TO EACH OTHER AND WHICH EVENTUALLY
INTERACT AND COMBINE TO AFFECT FINAL GROUP OUTPUT.
FROM SUCH A STARTING POINT AN ATTEMPT WAS MADE TO
DEVELOP A GENERAL 'LANGUAGE' OF BEHAVIOR WHICH WOULD
INCLUDE UNDER ITS UMBRELLA THE VAST NUMBERS OF TYPES
OF BEHAVIORS POSSIBLE, WOULD LINK THEM TO ONE ANOTHER
AND WHICH COULD BE APPLIED OVER A VARIETY OF
SITUATIONS. THE ADVANTAGES AND LIMITATIONS OF SUCH
A GENERAL BEHAVIOR CLASSIFICATION SYSTEM WERE
DISCUSSED, SPECIFICALLY WITH RESPECT TO THE
DESCRIPTION OF ONGOING SOCIAL INTERACTION IN SMALL
GROUP SITUATIONS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-633 262 5/8 5/10

MITRE CORP BEDFORD MASS

DO LARGE SHARED DISPLAYS FACILITATE GROUP
EFFORT, (U)

65 BP SMITH, SIDNEY L. :

DUGGAR, BENJAMIN C. :

CONTRACT: AF 19(624)-2390,

PROJ: AF-7040,

MONITOR: ESD, TR-64-16C

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN HUMAN FACTORS, 7237-44

JUNE 1965.

SUPPLEMENTARY NOTE:

DESCRIPTORS: (•DISPLAY SYSTEMS, MAN-MACHINE
SYSTEMS), (•GROUP DYNAMICS, •MAN-MACHINE
SYSTEMS), HUMAN ENGINEERING, VISUAL PERCEPTION,
EFFECTIVENESS, PERFORMANCE TESTS (U)

TWELVE FOUR-MAN GROUPS SEARCHED AND COUNTED
VISUALLY DISPLAYED ITEMS. IN ONE SESSION, THEY
USED A LARGE DISPLAY SHARED IN COMMON BY THE GROUP
MEMBERS; IN ANOTHER SESSION, SEPARATE SMALLER
DISPLAYS WERE VIEWED INDIVIDUALLY. INFORMATION WAS
PRESENTED UNDER CONDITIONS OF EQUAL VISUAL ANGLE, SO
THAT THESE TWO DISPLAY MODES WERE LOGICALLY
EQUIVALENT. PERFORMANCE WAS 15 PERCENT FASTER WITH
THE LARGE GROUP DISPLAY THAN WITH THE SMALL
INDIVIDUAL DISPLAYS. THERE WAS NO SIGNIFICANT
DIFFERENCE IN ERROR FREQUENCY. SOME SUBJECTS
PREFERRED THE LARGE DISPLAY, SOME THE SMALL. IN A
SUPPLEMENTARY STUDY, RUNNING INDIVIDUAL SUBJECTS
RATHER THAN GROUPS, THERE WERE NO DIFFERENCES IN
SPEED OR ACCURACY BETWEEN THE DISPLAY MODES. THIS
SUGGESTS THAT THE DIFFERENCE IN GROUP PERFORMANCE
TIME RESULTED FROM SOME FACILITATING EFFECT OF THE
SHARED DISPLAY ON THE PROCESS OF GROUP INTERACTION.
(AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AD-633 352 5/10
STATE UNIV OF NEW YORK BUFFALO
A STUDY OF SOME ROLE DIMENSIONS OF LEADER-FOLLOWER
RELATIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
APR 66 21P JULIAN, JAMES W. I
MOLLANDER, EDWIN P. I
REPT. NO. TR-3,
CONTRACT: NCHR-4674(OU),
PROJ: NR177-269,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP,
PERCEPTION(PSYCHOLOGY)), (GROUP DYNAMICS,
LEADERSHIP), BEHAVIOR, PERSONALITY, FACTOR
ANALYSIS, MOTIVATION (U)

WILLINGNESS OF GROUP MEMBERS TO ACCEPT A LEADER'S
INFLUENCE ATTEMPTS WAS SEEN TO DEPEND ON FOUR
PERCEIVED LEADER CHARACTERISTICS: HIS COMPETENCE,
HIS INTEREST IN PARTICIPATING IN THE GROUP ACTIVITY,
HIS INTEREST IN THE GROUP MEMBERS, AND THE SOURCE OF
HIS AUTHORITY, IN TERMS OF APPOINTMENT OR ELECTION.
LEVELS OF THE FOUR LEADER CHARACTERISTICS WERE
SYSTEMATICALLY VARIED BY A DESCRIPTIVE TECHNIQUE TO
COMPRISE A 3 X 3 X 2 X 2 FACTORIAL DESIGN. EACH
CELL CONSISTED OF 17 SUBJECTS GIVEN A PARTICULAR
DESCRIPTION OF A HYPOTHETICAL LEADER INCORPORATING
ONE LEVEL OF EACH OF THE LEADER CHARACTERISTICS.
SUBJECTS RESPONDED TO THE LEADER DESCRIBED BY
RATINGS ON EACH OF FOUR ROLE DIMENSIONS: 'CONTINUE
AS LEADER,' 'SERVE AS GROUP SPOKESMAN,' 'HAVE AS A
FOLLOWER,' AND 'HAVE AS A FRIEND.' EXCEPT FOR
SOURCE OF AUTHORITY, EACH ATTRIBUTE OF THE LEADER HAD
A STATISTICALLY SIGNIFICANT IMPACT ON MEMBER
ACCEPTANCE AND ENDORSEMENT OF HIM IN EACH OF THE FOUR
ROLE RELATIONSHIPS. THE LEADER DESCRIBED AS 'GOOD
PERFORMER IN THE GROUP ACTIVITY', 'INTERESTED IN
GROUP MEMBERS,' AND 'INTERESTED IN THE GROUP
ACTIVITY' WAS MOST HIGHLY RATED ON EACH DIMENSION.
THESE RESULTS ARE CONSISTENT WITH AN INTERACTIVE
APPROACH TO LEADERSHIP WHICH STRESSES THE LEADER'S
PERCEIVED CHARACTERISTICS AS A DETERMINANT OF HIS
ABILITY TO EXERT INFLUENCE. (AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-633 647 5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

INITIATION OF STRUCTURE, CONSIDERATION, AND TASK
PERFORMANCE IN INTERCULTURAL DISCUSSION GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

APR 66 29P ANDERSON, LYNN R. I

REPT. NO. TR-30,

CONTRACT: DDDR-1634(36), ANPA ORDER-454

PROJ: NH-177-472,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (CULTURE, GROUP DYNAMICS),
(LEADERSHIP, ATTITUDES), EFFECTIVENESS,
PERFORMANCE(HUMAN),
PERCEPTION(PSYCHOLOGY) (U)

RATINGS OF THE LEADER'S INITIATION OF STRUCTURE
AND CONSIDERATION WERE OBTAINED FROM MEMBERS OF 30
INTERCULTURAL DISCUSSION GROUPS CONSISTING OF ONE
AMERICAN AND ONE INDIAN GRADUATE STUDENT PLUS AN
AMERICAN LEADER. RATINGS OF GROUP
ATMOSPHERE, ESTEEM FOR LEADER, AND
EFFECTIVENESS OF LEADER WERE ALSO OBTAINED AFTER
EACH GROUP HAD COMPLETED AN INTERCULTURAL NEGOTIATION
TASK AND ALSO AFTER COMPLETING A GROUP CREATIVITY
TASK. RESULTS SHOWED THAT ON BOTH TASKS THE
AMERICAN AND INDIAN MEMBERS' ESTEEM FOR
LEADER AND GROUP ATMOSPHERE RATINGS WERE
POSITIVELY CORRELATED WITH THE LEADER'S CONSIDERATE
BEHAVIOR BUT WERE NOT RELATED TO THE LEADER'S
STRUCTURING BEHAVIOR. THE LEADER'S EFFECTIVENESS
AS RATED BY AMERICANS WAS POSITIVELY CORRELATED
WITH BOTH CONSIDERATION AND INITIATION OF
STRUCTURE SCORES. WHEN RATED BY THE INDIAN
SUBJECTS, THE LEADER'S EFFECTIVENESS WAS CORRELATED
ONLY WITH HIS CONSIDERATION SCORE. THE LEADER'S
SELF RATINGS OF CONSIDERATION AND INITIATION OF
STRUCTURE BOTH WERE POSITIVELY CORRELATED WITH HIS
OWN RATING OF THE GROUP ATMOSPHERE AND WITH HIS
RATING OF HIS OWN EFFECTIVENESS. THE GROUP
PERFORMANCE SCORES WERE UNRELATED TO CONSIDERATION
RATINGS. HOWEVER, GROUP PERFORMANCE WAS POSITIVELY
RELATED TO THE INITIATION OF STRUCTURE RATINGS,
BUT THIS FINDING WAS SPECIFIC TO THE CULTURE AND THE
TASK. THE RESULTS WERE DISCUSSED IN TERMS OF
DIFFERENCES IN ROLE EXPECTATIONS BETWEEN THE TWO
CULTURAL GROUPS. (AUTHOR) (U)

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/ONK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-633 448 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
SOME EFFECTS OF CULTURAL TRAINING ON LEADERSHIP IN
HETEROCULTURAL TASK GROUPS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.:
APR 66 37P CHEMERS, MARTIN M. I
FIEDLER, FRED E. ILEKHYANANDA, DUANGDUEN I
STOLURON, L. M. I
REPT. NO. TR-31,
CONTRACT: NONR-1634(36), ARPA ORDER-454
PROJ: NR-177-472,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (CULTURE, TRAINING),
(LEADERSHIP, TRAINING), (TRAINING, CULTURE),
GROUP DYNAMICS, EFFECTIVENESS, ATTITUDES (U)

AN EXPLORATORY STUDY, INVESTIGATING THE USE OF
CULTURAL TRAINING PROGRAMS TO INCREASE LEADER
EFFECTIVENESS IN HETEROCULTURAL PROBLEM SOLVING
GROUPS WAS CONDUCTED. THE 24 AMERICAN SS WERE
DIVIDED INTO TWO EQUAL GROUPS ON THE BASIS OF THEIR
LEADER ATTITUDES AS ASSESSED BY THE LEAST
PREFERRED CO-WORKER (LPC) SCORE. THESE
GROUPS WERE THEN FURTHER DICOTOMIZED FOR PURPOSES OF
TRAINING, WITH 12 MEN RECEIVING THREE HOURS OF
PROGRAMMED INSTRUCTION IN ARAB CULTURE, WHILE THE
OTHER 12 RECEIVED A CULTURALLY IRRELEVANT PROGRAM ON
MID-EAST GEOGRAPHY, WHICH WAS SIMILAR IN LENGTH
AND FORM TO THE CULTURE PROGRAM. A GENERALLY
HIGHER LEVEL OF PERFORMANCE WAS OBTAINED FOR
CULTURALLY TRAINED LEADERS ON MEASURES OF BOTH
PRODUCTIVITY AND LEADER-MEMBER RELATIONS.

DIFFERENCES WERE ALSO FOUND BETWEEN
PERMISSIVE, HUMAN RELATIONS-ORIENTED LEADERS AS
OPPOSED TO DIRECTIVE, CONTROLLING LEADERS.
INTERACTION EFFECTS BETWEEN CULTURAL TRAINING AND
LEADERSHIP STYLE SHOW THAT LEADERS WITH DIFFERING
LEADERSHIP STYLES BENEFIT FROM TRAINING IN
SPECIFIABLE WAYS. POSITIVE ATTITUDE CHANGES
OCCURRED AS A RESULT OF CULTURAL TRAINING AND FACE-
TO-FACE HETEROCULTURAL INTERACTION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HR10

AD-633 902 5/10
MIAMI UNIV OXFORD OHIO
GROUP PERFORMANCE AS A FUNCTION OF TASK DIFFICULTY
AND SIZE AND STRUCTURE OF GROUP: II, (U)
SEP 64 7P MORRISSETTE, JULIAN O. I
CONTRACT: AF 33(667)-10456,
PROJ: AF-7104,
TASK: 710403,
MONITOR: AMRL, TR-65-220

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF PERSONALITY
AND SOCIAL PSYCHOLOGY V3 N3 P357-9 MAR 1966.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), JOB ANALYSIS, PROBLEM
SOLVING, STATISTICAL ANALYSIS, ANALYSIS OF
VARIANCE (U)
IDENTIFIERS: GROUP STRUCTURE (U)

THE PAPER IS A SEQUEL TO MORRISSETTE, SWITZER,
AND CRANNELL (1965) (AD-629 322).
PERFORMANCE DATA ON 3-MAN GROUPS WAS OBTAINED IN
WHEEL (W) AND CIRCLE (C) STRUCTURES, AND LEVELS
OF TASK DIFFICULTY, N = 1.6 AND M = 2.4.
THESE DATA ARE COMPARED WITH THOSE OBTAINED ON 4-
AND 5-MAN GROUPS UNDER IDENTICAL CONDITIONS. 10
GROUPS WERE RUN UNDER EACH CONDITION, WITH EACH
GROUP GIVEN 16 PROBLEMS TO SOLVE. PROBLEM SOLUTION-
TIME AND ERROR DATA WERE COLLECTED. THE PROBLEM
SOLUTION TIME DATA SHOW THE FOLLOWING: (A) IN
C STRUCTURES, AS GROUP SIZE INCREASES PERFORMANCE
DETERIORATES; (B) IN W STRUCTURES THERE IS NO
RELATIONSHIP BETWEEN GROUP SIZE AND PERFORMANCE;
(C) AS GROUP SIZE DECREASES, THE EFFECT OF
STRUCTURE ON PERFORMANCE DECREASES. IN THE ERROR
DATA, ONLY STRUCTURE PRODUCED A SIGNIFICANT EFFECT,
WITH W STRUCTURE MAKING FEWER ERRORS THAN C.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-633 931 5/10
NAVAL SUBMARINE MEDICAL CENTER GROTON CONN
A COMPARISON OF INDIVIDUAL AND GROUP LEARNING OF
NONSENSE SYLLABLES, (U)
DEC 64 OF RYACK, BERNARD L. I
REPT. NO. 460.
MONITOR: NAVMED , MF022-03.07-9014.01

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF PERSONALITY
AND SOCIAL PSYCHOLOGY V2 N2 P296-9 AUG 1968.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEARNING, ANALYSIS OF VARIANCE),
(GROUP DYNAMICS, PERFORMANCE(HUMAN)), RECALL,
PSYCHOMETRICS (U)

INDIVIDUALS AND 2-MAN GROUPS LEARNED LISTS OF
EITHER 4, 12, OR 16 NONSENSE SYLLABLES. DATA FROM
INDIVIDUALS WERE ANALYZED IN 3 WAYS: (A)
AVERAGE INDIVIDUAL PERFORMANCE WAS COMPARED DIRECTLY
TO 2-MAN GROUP PERFORMANCE; (B) PERFORMANCE OF
THE BEST MEMBER OF ARTIFICIALLY CREATED 2-MAN GROUPS
WAS COMPARED TO TRUE GROUP PERFORMANCE; (C)
POOLED LEARNING OF THE 2 MEMBERS OF THE ARTIFICIAL
GROUPS WAS COMPARED TO THE LEARNING OF THE TRUE
GROUPS. TWO-MAN GROUP LEARNING WAS SIGNIFICANTLY
SUPERIOR TO AVERAGE INDIVIDUAL LEARNING AND TO THE
LEARNING OF THE BEST MEMBER OF ARTIFICIAL GROUPS, BUT
DID NOT DIFFER SIGNIFICANTLY FROM THE POOLED LEARNING
OF THE MEMBERS OF THE ARTIFICIAL GROUPS.
REGARDLESS OF THE METHOD OF ANALYSIS, ERRORS
INCREASED WITH INCREASES IN THE LENGTH OF THE LIST.
THE RESULTS THE RESULTS ARE CONSISTENT WITH A
POOLING-OF-ABILITIES MODEL OF PERFORMANCE.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-635 567 5/10 5/11
PRINCETON UNIV N J
PERSONALITY STRUCTURE, GROUP COMPOSITION, AND GROUP
FUNCTIONING. (U)
DESCRIPTIVE NOTE: DOCTORAL THESIS.
64 20P TUCKMAN, BRUCE R. ;
CONTRACT: NONR-1658(12), NONR-1958(36)
PROJ: NM-171-035.
MONITOR: NAVMED MRO05.12-2005.01-3

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN SOCIOLOGY, V27 N4 P469-
87 DEC 1964.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (PERSONALITY, *GROUP DYNAMICS),
BEHAVIOR, DECISION MAKING, SOCIOMETRICS (U)
IDENTIFIERS: GROUP STRUCTURE (U)

THREE-MAN GROUPS, HOMOGENEOUS IN PERSONALITY
STRUCTURE, PARTICIPATED IN A STOCK MARKET SIMULATION
OVER 10 SESSIONS. IT WAS HYPOTHEZIZED THAT MORE
ABSTRACT INDIVIDUALS (I.E., INDIVIDUALS WHO
PERCEIVE A MORE MULTI-FACETED WORLD AND WHO THINK IN
TERMS OF ALTERNATIVE INTERPRETATIONS AND
APPROACHES) WOULD ADOPT A GROUP STRUCTURE WHICH WAS
MORE FLEXIBLE AND OPEN THAN HOMOGENEOUS GROUPS OF
CONCRETE INDIVIDUALS. IT WAS FURTHER HYPOTHEZIZED
THAT THE ABSTRACT GROUPS WOULD DISPLAY MORE
ENVIRONMENTAL SENSITIVITY, A MORE INFORMATIONAL
ORIENTATION, GREATER DIFFERENTIATION, AND A MORE
INTEGRATED STRATEGY IN DEALING WITH THE TASK THAN
WOULD CONCRETE GROUPS. BOTH HYPOTHESES WERE
CONFIRMED BY THE DATA, INDICATING THAT A KNOWLEDGE OF
THE PERSONALITIES OF GROUP MEMBERS ENABLES ONE TO
PREDICT CONSEQUENT BEHAVIORS OF THE GROUP.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OHK10

AD-635 700 5/10
AMERICAN INSTITUTES FOR RESEARCH PITTSBURGH PA
EFFECTS OF TEAM ARRANGEMENT ON TEAM PERFORMANCE: A
LEARNING-THEORETIC ANALYSIS. (U)
MAR 68 10P EGERMAN, KARL I
CONTRACT: N0HR-255(100).

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF PERSONALITY
AND SOCIAL PSYCHOLOGY V3 NS P541-50 1966.

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), EFFECTIVENESS, TRAINING,
LEARNING, THEORY (U)

THREE GROUPS OF 6 2-PERSON TEAMS, DIFFERING ONLY IN
ARRANGEMENT, UNDERWENT 2 MAJOR PHASES OF TRAINING:
PRETEAM, WHERE EACH INDIVIDUAL DEVELOPED A
PROFICIENCY IN MAKING A TIMING RESPONSE; AND TEAM
TRAINING, WHERE EACH S USED HIS TIMING SKILL AS A
TEAM MEMBER. INDIVIDUAL PRETEAM PROFICIENCIES AND
THE TEAM ARRANGEMENT WERE THE ONLY 2 VARIABLES USED
TO PREDICT (A) INITIAL TEAMS PERFORMANCE, (B)
THE SCHEDULE OF REINFORCEMENT FOR EACH S, AND
(C) THE MANNER IN WHICH TEAM PERFORMANCE WOULD
CHANGE FROM THE INITIAL TO THE FINAL PERIODS OF
TRAINING. THIS INVESTIGATION POINTS OUT THE
FEASIBILITY OF APPLYING LEARNING-THEORETIC PRINCIPLES
TO A STUDY OF GROUP BEHAVIOR. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-637 234 5/10
STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
PERCEPTION OF LEADERSHIP IN SMALL GROUPS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.
AUG 66 39P HARRELL, THOMAS W. ;
REPT. NO. TR-11;
CONTRACT: NUNR-225(42);
PROJ: NR-171-388;

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON PROJECT PERSONALITY
DIFFERENCE IN DISCUSSION GROUP BEHAVIOR.

DESCRIPTORS: (*LEADERSHIP, *PERSONALITY),
(*GROUP DYNAMICS, LEADERSHIP), SOCIOMETRICS (U)

THE PROBLEM WAS TO DETERMINE WHETHER THERE WERE
PERSONALITY DIFFERENCES BETWEEN CHOICES FOLLOWING
SMALL GROUP DISCUSSIONS. SUCH PERSONALITY
DIFFERENCES, IF THEY EXISTED, COULD PREDICT THE
EMERGENCE OF LEADERSHIP BEHAVIOR IN INITIALLY
LEADERLESS GROUPS. THERE WERE 26 PERSONALITY
DIFFERENCES SIGNIFICANT AT THE .05 LEVEL OR HIGHER
BETWEEN THE EXTREMES IN MBA FIVE OR FOUR MAN
DISCUSSION GROUPS ON EITHER NUMBER OF TIMES TALKED,
ON SOCIOMETRIC CHOICES OF LEADERSHIP, OR GUIDANCE, OR
BEST IDEAS, OR BEING LIKED. THERE WERE 14
PERSONALITY DIFFERENCES SIGNIFICANT AT THE .05 LEVEL
OR HIGHER IN THE COMBINATION OF MBA AND EXECUTIVE
DEVELOPMENT PROGRAM FIVE MAN GROUPS ON EITHER
GUIDANCE, BEST IDEAS, OR BEING LIKED. ASCENDANCE
AND GENERAL ACTIVITY WERE HIGHER FOR THE NUMBER
1 MEN IN GUIDANCE IN EACH OF THE THREE SETS OF
GROUPS. MBA FIVE MAN GROUPS, MBA FOUR MAN GROUPS,
AND COMBINED EXECUTIVE DEVELOPMENT PROGRAM AND
MBA FIVE MAN GROUPS. INDIVIDUAL BACKGROUND
SURVEY SCORES WERE HIGHER FOR NUMBER 1 MBA FIVE
MAN GROUPS ON LEADER AND GUIDANCE, AND FOUR MAN
GROUPS ON GUIDANCE AND BEST IDEAS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-637 572 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA
WORK PROGRAM FISCAL YEAR 1967. RESEARCH AND
DEVELOPMENT IN TRAINING, MOTIVATION, AND
LEADERSHIP. (U)

JUN 66 119P

CONTRACT: DA-44-100-ARO-2,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (MILITARY TRAINING, SCIENTIFIC
RESEARCH), (MOTIVATION, SCIENTIFIC RESEARCH),
(LEADERSHIP, SCIENTIFIC RESEARCH),
PERFORMANCE(HUMAN), LANGUAGE, MANAGEMENT
ENGINEERING, BIBLIOGRAPHIES, ABSTRACTS (U)

CONTENTS: INDIVIDUAL TRAINING AND PERFORMANCE;
SMALL-UNIT TRAINING AND PERFORMANCE; TRAINING FOR
LEADERSHIP, COMMAND, AND CONTROL; LANGUAGE AND AREA
TRAINING; TRAINING TECHNOLOGY; TRAINING
MANAGEMENT. (U)

277

UNCLASSIFIED

/UMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-637 604 5/10 6/7
MARY WASHINGTON COLL FREDERICKSBURG VA
AN EXPERIMENTAL APPROACH TO PANIC BEHAVIOR. (U)
DESCRIPTIVE NOTE: FINAL REPT., 15 FEB 65-15 AUG 66.
AUG 66 49P SCHULTZ, DUANE P. I
CONTACT: NONR-4808100).

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (•BEHAVIOR, •SURVIVAL),
PERSONALITY, FEAR, REACTION(PSYCHOLOGY),
ADJUSTMENT(PSYCHOLOGY), GROUP DYNAMICS,
ABANDONMENT, FIRE SAFETY (U)
IDENTIFIERS: PANIC BEHAVIOR (U)

A SERIES OF STUDIES ARE REPORTED IN WHICH THE SUBJECT'S EFFORTS TO ESCAPE A DANGER SITUATION (A THREATENED ELECTRIC SHOCK) WERE THWARTED DUE TO THE ACTIONS OF FELLOW GROUP MEMBERS WHO WERE JAMMING THE ESCAPE ROUTE IN THEIR OWN EFFORTS TO ESCAPE. THE SUBJECT WAS FACED WITH A SITUATION IN WHICH SHE COULD EITHER: (A) WAIT UNTIL THE ESCAPE ROUTE BECAME UNJAMMED AND THEN TRY TO ESCAPE IN COOPERATION WITH THE REST OF HER GROUP, OR (B) ESCAPE THE DANGER SITUATION IMMEDIATELY BY SACRIFICING HER FELLOW GROUP MEMBERS, I.E., ASSURING THEIR EXPOSURE TO THE THREATENED SHOCK. IF A SUBJECT DID SAVE HERSELF AT THE EXPENSE OF THE OTHER GROUP MEMBERS SHE WAS CONSIDERED TO BE ENGAGING IN THE NONADAPTIVE BEHAVIOR (FROM THE STANDPOINT OF TOTAL GROUP SURVIVAL) THAT SEEMS TO BE CHARACTERISTIC OF PANIC BEHAVIOR. A NUMBER OF SITUATIONAL, PERSONALITY, AND BACKGROUND VARIABLES WERE INVESTIGATED TO DETERMINE THEIR POSSIBLE INFLUENCE IN TERMS OF EITHER FACILITATING OR INHIBITING THE PANIC RESPONSE. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-637 680 5/10
DARTMOUTH COLL HANOVER N H DEPT OF PSYCHOLOGY
TRANSNATIONAL WORKING GROUP ON DYNAMICS OF
CONFLICT. (U)

DESCRIPTIVE NOTE: PROGRESS REPT.
JUL 66 IOP LANZETTA, J. T. I
REPT. NO. PR-1,
CONTRACT: NONH-3987(OU),

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, SYMPOSIA),
CULTURE, RESEARCH PROGRAM ADMINISTRATION,
BARGAINING, EXPERIMENTAL DESIGN (U)
IDENTIFIERS: CONFLICT (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-637 727 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
BASIC PROBLEMS IN SMALL-UNIT LEADERSHIP. (U)
APR 65 97P JACOBS, T. O. I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEADERSHIP, MILITARY PERSONNEL),
EFFECTIVENESS, MILITARY ORGANIZATIONS,
MOTIVATION, ADJUSTMENT (PSYCHOLOGY), WARFARE,
GROUP DYNAMICS (U)

CONTENTS: LEADERSHIP IN GROUPS; SETTING
PLATOON GOALS AND STANDARDS; MOTIVATING
PERFORMANCE; NCO USE AND SUPPORT; HANDLING
DISRUPTIVE INFLUENCES. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-657 822 5/10
STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
DISCUSSION GROUPS WITH A TREND AWAY FROM ROLE
DIFFERENTIATION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.
AUG 66 JIP GUSTAFSON, DAVID P. I
REPT. NO. TR-13,
CONTRACT: NONR-225(62),
PROJ: HR-171-388.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS. SEE ALSO AD-616 293.

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS),
(GROUP DYNAMICS, DECISION MAKING), ATTITUDES,
PERSONALITY, BEHAVIOR,
PERCEPTION (PSYCHOLOGY), SOCIOMETRICS, VERBAL
BEHAVIOR (U)

TWELVE CASE DISCUSSION GROUPS, EACH CONSISTING OF
FIVE MBA STUDENTS, MET FOR FOUR SESSIONS. AFTER
THE FIRST AND FOURTH SESSIONS EACH SUBJECT RANKED ALL
SUBJECTS ON (1) IDEAS, (2) PARTICIPATION,
(3) GUIDANCE, (4) LEADERSHIP, AND (5)

LIKED. AN OBSERVER RECORDED THE FREQUENCY AND
LENGTH OF TIME EACH PERSON TALKED. LESS ROLE
DIFFERENTIATION AS MEASURED BY THESE VARIABLES WAS
FOUND IN THE HIGH AND LOW STATUS-CONSENSUS GROUPS AND
IN THE FOURTH SESSION IN THIS STUDY THAN IN A STUDY
PERFORMED BY BALES AND SLATER. ROLE

DIFFERENTIATION DID NOT OCCUR IN THE SIX GROUPS WHOSE
MEMBERS ENJOYED THE GROUP SESSIONS THE MOST.

COMMITMENT TO THE TASK AND IMMINENT INTEREST IN THE
TASK MAY TEND TO REDUCE THE AMOUNT OF ROLE
DIFFERENTIATION THAT OCCURS IN SMALL DECISION-MAKING
GROUPS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-657 823 5/10
STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
PERSONALITY DIFFERENCES BETWEEN EXTREME PERFORMERS
DURING A FOURTH DISCUSSION SESSION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.
AUG 66 HUP MARRELL, THOMAS W. I
REPT. NO. TH-12,
CONTRACT: NONR-2251621,
PROJ: NM-171-382.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS),
(GROUP DYNAMICS, PERSONALITY), BEHAVIOR,
ATTITUDES, VERBAL BEHAVIOR, PSYCHOMETRICS,
SOCIOMETRICS, PERCEPTION (PSYCHOLOGY) (U)

TWENTY-THREE FIVE MAN GROUPS OF MBA STUDENTS, WHO
HAD RECEIVED A NINE INSTRUMENT PERSONALITY TEST
BATTERY, DISCUSSED FOUR HUMAN RELATIONS CASES. AN
OBSERVER COUNTED THE NUMBER OF TIMES EACH STUDENT
TALKED. STUDENTS RANKED EACH OTHER ON BEST
IDEAS, GUIDANCE, LEADER, AND BEING LIKED.
FORTY-TWO PERSONALITY SCALES PLUS UNDERGRADUATE
GRADE POINT AVERAGE WERE COMPARED TO THE HIGHEST AND
LOWEST MEN ON EACH OF THE FOUR SOCIOMETRIC CHOICES
AND ON TIMES TALKING. TWENTY PERSONALITY SCALES
HAD 28 DIFFERENCES SIGNIFICANT AT THE .05 LEVEL OR
HIGHER BETWEEN THE HIGHEST AND LOWEST MEN IN THE
GROUPS. INDIVIDUAL BACKGROUND SURVEY WAS
HIGHER FOR EACH OF THE FOUR CHOICES AND FOR FREQUENCY
OF TALKING. THERE WERE SIGNIFICANT DIFFERENCES IN
SIX OF THE GUILFORD-ZIMMERMAN TEMPERAMENT
SURVEY SCALES, FIVE OF THE MMPI SCALES, TWO OF
THE GIBSELL SELF-DESCRIPTION INVENTORY
SCALES, TWO OF THE SVL SCALES. THERE WERE ALSO
SIGNIFICANT DIFFERENCES ON CONSIDERATION OF THE
LEADERSHIP OPINION QUESTIONNAIRE, PUBLIC
OPINION QUESTIONNAIRE (CALIFORNIA F-SCALE),
AND NEED FOR ACHIEVEMENT. GENERALLY THE
PERSONALITY OF THE HIGHEST CHOSEN MEN WAS ASCENDANT,
ACTIVE, AND DOMINANT. MEN CHOSEN AS LEADER IN THE
FOURTH SESSION ALSO TALKED MORE FREQUENTLY AND OFTEN
CHOSEN FOR PARTICIPATION, BEST IDEAS, AND
GUIDANCE IN BOTH SESSION FOUR AND SESSION ONE.
BEING LIKED WAS MUCH LESS CLOSELY ASSOCIATED WITH
CHOICE AS LEADER. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-637 995 5/10
STATE UNIV OF NEW YORK BUFFALO
EFFECTS OF PRIOR GROUP SUPPORT ON CONFORMITY: AN
EXTENSION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.
JUN 66 21P JULIAN, JAMES B. I
RYCKMAN, RICHARD M. I MOLLANDER, EDWIN P. I
REPT. NO. TR-4,
CONTRACT: NONH-4679(GO),
PHO: NR-177-269.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (BEHAVIOR, GROUP DYNAMICS), SOCIAL
PSYCHOLOGY, MOTIVATION, ATTITUDES, SOCIOMETRICS,
ANALYSIS OF VARIANCE (U)
IDENTIFIERS: CONFORMITY (U)

THE STUDY EXTENDS A LINE OF INVESTIGATION
EVALUATING THE EFFECTS OF PRIOR GROUP SUPPORT ON
CONFORMITY. CONDITIONS OF PRIOR GROUP SUPPORT WERE
MANIPULATED BY EXPERIMENTALLY VARYING THE PROPORTION
OF GROUP MEMBERS WHO APPEARED TO AGREE WITH THE SS'
JUDGMENTS OF AN UNAMBIGUOUS STIMULUS. THEIR
SUBSEQUENT CONFORMITY WAS ASSESSED BY MEANS OF THE
USUAL ASCH-CAUTCHFIELD PROCEDURE. FOR 100%
SUPPORT, THE GROUP APPEARED TO AGREE UNANIMOUSLY WITH
S'S JUDGMENT ON EACH OF AN INITIAL SET OF 20
TRIALS; FOR 75% SUPPORT, 3 OUT OF 4 GROUP MEMBERS
APPEARED TO AGREE WITH S; FOR 50% SUPPORT, 2
MEMBERS AGREED AND 2 MEMBERS DISAGREED WITH S; 1
MEMBER OF THE GROUP APPEARED TO AGREE WITH S FOR A
25% SUPPORT CONDITION; AND FOR A CONTROL CONDITION,
S RECEIVED NO FEEDBACK AS TO THE OTHERS' RESPONSES
ON THE INITIAL SET OF TRIALS. TEN MALE AND 10
FEMALE UNDERGRADUATE STUDENTS WERE RUN UNDER EACH OF
THESE CONDITIONS. MEAN CONFORMITY VARIED AS A
FUNCTION OF BOTH SEX AND LEVEL OF GROUP SUPPORT, WITH
100% SUPPORT YIELDING THE HIGHEST LEVEL OF
CONFORMITY FOR BOTH SEXES, AND 25% SUPPORT
RESULTING IN THE LOWEST LEVEL OF CONFORMITY. THE
RESULTS WERE INTERPRETED IN TERMS OF THE MEDIATING
EFFECTS OF SUPPORT ON S'S CONFIDENCE AT THE TASK
AND THEIR EXPECTANCIES WITH REGARD TO HOW OTHERS WOULD
APPROPRIATE TASK BEHAVIOR. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-638 000 5/10
STATE UNIV OF NEW YORK BUFFALO
WINNING AND LOSING TEAMS IN THREE GAMES UNDER
CONDITIONS OF INTRA-LEAGUE COMPETITION. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.
JUL 66 61P VINACKE, W. EDGAR ;
CHERNIAR, PAUL J. ; MORGANTI, JOHN ;
MYCANAN, RICHARD ; SIBLEY, RALPH ;
REPT. NO. TR-11,
CONTRACT: MONN-4374(UU),
PROJ: NM-170-270.

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GAME THEORY, *GROUP DYNAMICS),
ATTITUDES- DECISION MAKING,
PERFORMANCE(HUMAN), STATISTICAL ANALYSIS,
SOCIAL PSYCHOLOGY (U)

STRATEGY-ATTITUDES, SKILL, AND DECISION-MAKING WERE
INVESTIGATED IN RELATION TO WINNING AND LOSING.
SETS OF TEAMS, FORMED INTO LEAGUES, PLAYED ROUND-
ROBINS IN THREE COMPETITIVE GAMES, MULTIPLICATION,
PADDLEPUNG, AND RHYTHMIC CLAPPING. MOST TEAMS
CONSISTED OF FOUR PLAYERS, ONE OF WHOM SERVED AS A
SUBSTITUTE. STRATEGY WAS MEASURED BY A MULTIPLE-
CHOICE TEST, OTHER VARIABLES BY ASPECTS OF
PERFORMANCE DURING PLAY. CRITERIA OF WINNING
INCLUDED THE PERCENT OF ROUNDS WON AND THE PERCENT OF
GAMES WON. SUBSTANTIAL MONETARY PRIZES WERE
AWARDED FOR WINNING. A LARGE NUMBER OF VARIABLES
DIFFERENTIATED SHARPLY AMONG TEAMS WITHIN A
PARTICULAR LEAGUE, AND SOME SIGNIFICANTLY CORRELATED
WITH SUCCESS WHEN YEARS ARE POOLED. HOWEVER,
ATTEMPTS TO ARRIVE AT SYSTEMATIC CLASSIFICATION OF
VARIABLES BY DEVELOPING GENERAL MEASURES OF 'SKILL'
AND 'DECISION MAKING' REVEAL PATTERNS DISTINCTIVE FOR
PARTICULAR LEAGUES. THIS SUGGESTS THAT THE
DETERMINANTS OF WINNING DEPEND IN LARGE MEASURE UPON
THE CONDITIONS THAT EXIST WITHIN THE LEAGUE. THE
TWO SEXES DISPLAYED GENERAL DIFFERENCES, INTERPRETED
AS EVIDENCE THAT SKILL ASSUMES A MAJOR ROLE IN THE
MALE LEAGUES, AND SOME COMBINATION OF STRATEGY AND
DECISION-MAKING (ESPECIALLY AS REFLECTED IN USE OF
THE SUBSTITUTE) IS MORE IMPORTANT IN FEMALE
LEAGUES. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-638 183 5/5
LOCKHEED-GEORGIA CO MARIETTA
USE OF THE EXPERIMENTAL METHOD FOR EVALUATIONS OF
PERFORMANCE IN MULTI-MAN SYSTEMS. (U)
AUG 66 28P PASSEY, GEORGE E. I
ALLUISI, EARL A. ICHILES, R. DEAN I
CONTRACT: AF 33(687)-10606,
PROJ: AF-1710,
TASK: 171002,
MONITOR: ANRL TR-66-121

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: THIS REPT. WAS ORIGINALLY PUBLISHED AS
ANRL MEMO-P-67, FEB. 1964.

DESCRIPTORS: (HUMAN ENGINEERING, *CONFINED
ENVIRONMENTS), (GROUP DYNAMICS, CONFINED
ENVIRONMENTS), PERFORMANCE(HUMAN), DECISION
MAKING, FLIGHT CREWS, ASTRONAUTS, PERFORMANCE
TESTS (U)

THE REPORT DISCUSSES THE USE OF THE EXPERIMENTAL
METHOD AS A TECHNIQUE FOR ARRIVING AT SOLUTIONS TO
HUMAN FACTORS ENGINEERING PROBLEMS ENCOUNTERED IN THE
DESIGN OF MULTI-MAN SYSTEMS. OF SPECIFIC CONCERN
ARE THE METHODOLOGICAL DECISIONS THAT MUST BE MADE IN
THE DESIGN OF THE RESEARCH. FACTORS THAT ARE
LIKELY TO INFLUENCE THESE DECISIONS ARE CONSIDERED AS
WELL AS THE IMPLICATIONS OF THESE DECISIONS WITH
RESPECT TO THE VALIDITY AND GENERALITY OF THE DATA
THUS OBTAINED. THESE VARIOUS DECISION POINTS ARE
ILLUSTRATED THROUGH USE OF DATA ON GROUP PERFORMANCE
DURING LONG-TERM CONFINEMENT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-638 260 3710
NORTHWESTERN UNIV EVANSTON ILL
INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY
FOR FREE LEARNING. (U)
DEC 64 7P UNDERWOOD, BENTON J. I
CONTRACT: NMN-1228115;
PROJ: NM-154-067.

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF EXPERIMENTAL
PSYCHOLOGY 171 NS P673-9 1966.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (LEARNING, PSYCHOMETRICS), GROUP
DYNAMICS, VOCABULARY, SCALE, CORRELATION
TECHNIQUES (U)

27 TRIKRAMS WERE SCALED FOR DIFFICULTY BY 2 FORMS OF
MAGNITUDE ESTIMATION AND WERE ALSO RATED ON
PRONUNCIABILITY AND ASSOCIATION VALUE. 2 GROUPS ALSO
LEARNED THE 27 TRIKRAMS AND MEMBERS OF ONE OF THESE
GROUPS HAD PREVIOUSLY SCALED THE ITEMS.
CORRELATIONS BETWEEN GROUP SCALE VALUES AND GROUP
LEARNING VALUES WERE VERY HIGH FOR ALL SCALES
(ROUGHLY .90). INDIVIDUALS PREDICTED THEIR OWN
LEARNING WITH CONSIDERABLE SUCCESS (MINIMUM R
ESTIMATED AT .63), AND EVIDENCE INDICATED A SMALL
IDIOSYNCRATIC COMPONENT IN THE RATINGS. (AUTHOR) (U)

UNCLASSIFIED

JOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-638 306 5/10
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA
COMPARISON OF RANDOM PAIRS AND REAL PAIRS ON A SIMPLE
AUDITORY COUNTING TASK. (U)
DESCRIPTIVE NOTE: RESEARCH MEMO.
MAR 63 26P SMITH, EDWARD; MURPHY, DONALD
D. HAMPTON, GEORGE L.; BERNARDO, RAY;
BURDICK, HARRY;
CONTRACT: DA-44-100-ARU-2,

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE

DESCRIPTORS: (1) PERFORMANCE TESTS, CORRELATION
TECHNIQUES), (2) GROUP DYNAMICS, PERFORMANCE
TESTS), PSYCHOMETRICS, HEARING, EFFECTIVENESS,
AUDITORY PERCEPTION (U)

A COMPARISON WAS MADE OF PAIRS OF OBSERVERS WHO
WORKED TOGETHER, ON SIMPLE AUDITORY COUNTING
PROBLEMS, WITH PAIRS OF INDIVIDUALS WHO WORKED
INDEPENDENTLY OF EACH OTHER ON THE SAME PROBLEMS.
THE REAL PAIRS CONSISTED OF SS WORKING
TOGETHER AND ARRIVING AT A GROUP ANSWER FOR EACH
PROBLEM. IN THE RANDOM PAIRS CONDITION THE SS
WORKED INDEPENDENTLY AND ARRIVED AT INDIVIDUAL
ANSWERS FOR EACH PROBLEM; SUBSEQUENTLY THE SS WERE
RANDOMLY ASSIGNED TO PAIRS AND EACH PAIR GIVEN A
GROUP ANSWER BASED ON AN ARITHMETIC AVERAGE OF THEIR
INDIVIDUAL ANSWERS. THE TASK CHOSEN WAS AN
UNCOMPLICATED JUDGMENTAL ONE WHICH COULD BE
ACCOMPLISHED BY ONE PERSON WORKING ALONE, BUT WHICH
WAS SUFFICIENTLY DIFFICULT THAT A S ONLY RARELY WAS
CORRECT. THE TASK WAS TO COUNT THE NUMBER OF
AUDITORY EVENTS (TONES) WHICH HAD OCCURRED.
HOWEVER, BECAUSE THE EVENTS OCCURRED AT A
SUFFICIENTLY RAPID RATE TO PROHIBIT EXACT COUNTING,
THERE WAS THE POSSIBILITY THAT WITH THE REAL
PAIRS GROUP JUDGMENTS COULD INFLUENCE SUCCEEDING
JUDGMENTS AND/OR S'S CONFIDENCE IN THE ACCURACY OF
THE GROUP'S JUDGMENT AS COMPARED TO THE PERFORMANCE
OF THE RANDOM PAIRS. (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-658 927 5/10
MIAMI UNIV OXFORD OHIO
REVISION OF A MATHEMATICALLY DEFINED TASK TO STUDY
GROUP PERFORMANCE. (U)
JUN 66 13P MORRISSETTE, JULIAN O. I
VANNOY, JOSEPH I
CONTRACT: AF 33(615)-2224,
PROJ: AF-7164,
TASK: 716403,
MONITOR: AMRL TR-66-60

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, *SOCIAL
COMMUNICATION), PERFORMANCE(HUMAN), INFORMATION
THEORY, EFFECTIVENESS, PSYCHOMETRICS (U)

A MATHEMATICALLY DEFINED TASK FOR THE STUDY OF
GROUPS IN COMMUNICATION NETWORKS IS DESCRIBED. TWO
PROCEDURES WERE USED TO ADMINISTER THE TASK. IN
ONE PROCEDURE THE NUMBER OF DECKS OF CARDS THAT HAD
TO BE MAINTAINED TO PROVIDE VARIOUS ORDERS WITHIN
SUBJECTS AND OVER SUBJECTS AND PROBLEMS MADE THE
ADMINISTRATION OF THE TASK AWKWARD, TIME CONSUMING,
AND FRAUGHT WITH POSSIBLE SOURCES OF ERROR. IN THE
OTHER PROCEDURE, A REVISION OF THE FIRST, THE TASK
ELEMENTS OF THE PROBLEMS ASSIGNED TO EACH SUBJECT
WERE STAMPED IN RANDOM LOCATIONS ON A 5 IN. X 8 IN.
CARD, THUS GREATLY SIMPLIFYING THE ADMINISTRATION OF
THE TASK. INTERMITTENT TIME INTERVALS WERE REDUCED
FROM ABOUT 120 TO ABOUT 20 SECONDS. COMPARISONS OF
DATA OBTAINED FROM TWO EXPERIMENTS, ONE USING THE
ORIGINAL PROCEDURE AND THE OTHER THE REVISED
PROCEDURE, SHOWED NO SIGNIFICANT PROCEDURAL EFFECTS.
BOTH PROCEDURES PRODUCED THE SAME RESULTS WITH
RESPECT TO THE EFFECTS OF TASK DIFFICULTY AND
COMMUNICATION STRUCTURE ON GROUP EFFECTIVENESS.
(AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-639 647 5/10 12/1
ARIZONA STATE UNIV TEMPE
COALITION FORMATION AMONG MALES IN A THREE-PERSON
GAME AS A FUNCTION OF VARYING PAY-OFF MATRICES. (U)
OCT 65 13P BITTERS, DONALD R. ;
BACHRACH, ARTHUR J. ;
CONTRACT: NONR-2794(03).

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, GAME THEORY),
MATRIX ALGEBRA, STUDENTS, MALES (U)
IDENTIFIERS: REINFORCEMENT(PSYCHOLOGY) (U)

THREE MALE UNIVERSITY STUDENTS WERE PLACED IN A
GROUP SITUATION IN WHICH THE SUBJECTS (SS) EARNED
POINTS BY RESPONDING ON A SWITCH IN ALLIANCE WITH
ANOTHER MEMBER OF THE GROUP. THE MATRIX VALUE OF
EACH PLAYER WAS CHANGED FROM A MATRIX OF EQUALITY ($A = B = C$) TO SEVERAL PAY-OFF MATRICES OF
INEQUALITY ($A < (B + C)$), ($A > B > C$), ($A > (B + C)$). IT WAS FOUND THAT THE SS PURSUED A STRATEGY
IN WHICH THE GROUP EARNING WAS KEPT MAXIMAL AND, AT
THE SAME TIME, INDIVIDUAL WORK WAS KEPT MINIMAL.
AT THE END OF EACH SESSION THE DAY'S EARNINGS WERE
SPLIT EQUALLY AMONG THE THREE PLAYERS. (AUTHOR)

(U)

UNCLASSIFIED

DDI REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-640 DIB 5/10
DELAWARE UNIV NEWARK CENTER FOR RESEARCH ON SOCIAL
BEHAVIOR
COMPONENTS OF GROUP RISK TAKING. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
AUG 66 34P TEGER, ALLAN J. PRUITT, DEAN
G. J.
REPT. NO. TR-14,
CONTRACT: NONR-2265(02).

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, *DECISION MAKING),
SOCIAL PSYCHOLOGY, BEHAVIOR, SOCIAL
COMMUNICATION (U)

IN A PARTIAL REPLICATION OF AN EARLIER STUDY BY
WALLACH AND KOGAN, GROUP RISK TAKING WAS EXAMINED
UNDER CONDITIONS OF DISCUSSION AND INFORMATION
EXCHANGE. GROUP SIZE WAS ALSO MANIPULATED.
UNLIKE THE EARLIER FINDINGS, A RISKY SHIFT OCCURRED
IN THE INFORMATION EXCHANGE CONDITION, WHERE THE
SUBJECTS ONLY REVEALED TO ONE ANOTHER THE CONTENTS OF
THEIR PRIOR DECISIONS. A STRONGER RISKY SHIFT WAS
FOUND WHEN DISCUSSION WAS PERMITTED. RISKY SHIFT
WAS MORE PRONOUNCED THE LARGER THE SIZE OF THE GROUP.
THE EXTENT OF RISKY SHIFT ON A DECISION PROBLEM WAS
FOUND TO BE POSITIVELY RELATED TO THE INITIAL LEVEL
OF RISK ON THAT PROBLEM. THE RESULTS APPEAR TO
SUPPORT BROGAN'S 'VALUE OF RISK' THEORY OF GROUP
RISK TAKING MORE CLOSELY THAN ANY OTHER THEORY.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-640 161 5/10
HUMAN ENGINEERING LABS ABERDEEN PROVING GROUND MD
GROUP BEHAVIOR IN CONFINEMENT: REVIEW AND ANNOTATED
BIBLIOGRAPHY. (U)
DESCRIPTIVE NOTE: TECHNICAL MEMO.,
OCT 65 116P HONINGFELD, ALFREDA R. ;
REPT. NO. MEL-TM-14-65

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (CONFINEMENT (PSYCHOLOGY),
PERFORMANCE (HUMAN)), HUMAN ENGINEERING, GROUP
DYNAMICS, CONFINED ENVIRONMENTS, SENSORY
DEPRIVATION, PERFORMANCE TESTS, PSYCHOMOTOR TESTS,
STRESS (PSYCHOLOGY), ILLUSIONS, FALLOUT
SHELTERS, SPACE SIMULATION CHAMBERS, ABSTRACTS,
REVIEWS, BIBLIOGRAPHIES (U)

FIELD AND LABORATORY CONFINEMENT STUDIES WERE
REVIEWED TO EVALUATE EXISTING INFORMATION AND TO
IDENTIFY AREAS WHERE FUTURE RESEARCH IS NEEDED.
THE STUDIES REVIEWED DEAL WITH CONFINING TWO OR
MORE PEOPLE IN A RESTRICTED SPACE FOR A PROLONGED
PERIOD OF TIME: PARTICULAR ATTENTION WAS DEVOTED
TO HOW SUCH CONDITIONS DEGRADE PERFORMANCE. FEW OF
THE STUDIES BEAR ON THE ARMY'S CHIEF INTEREST IN
CONFINEMENT: HOW MEN WILL PERFORM DURING AND AFTER
PROLONGED CONFINEMENT IN ARMORED VEHICLES. THE
REVIEW CONCLUDES BY RECOMMENDING WAYS TO MAKE FUTURE
STUDIES OF CONFINEMENT MORE DIRECTLY RELEVANT TO THE
ARMY'S INTEREST. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-640 404 5/10
OHIO STATE UNIV COLUMBUS HUMAN PERFORMANCE CENTER
THE EFFECT OF TEAM FEEDBACK ON INDIVIDUAL PERFORMANCE
AND SELF-EVALUATION. (U)
DESCRIPTIVE NOTE: FINAL SCIENTIFIC REPT.,
SEP 66 15P JOHNSTON, WILLIAM A. I
HOWELL, WILLIAM C. I
CONTRACT: AF-AFOSR-795-66,
PROJ: AF-9770,
TASK: 977602,
MONITOR: AFOSR 66-1948

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTORS: (GROUP DYNAMICS, FEEDBACK),
(PERFORMANCE (HUMAN), GROUP DYNAMICS),
SIMULATION, TRACKING (U)
IDENTIFIERS: EVALUATION (U)

THE RESEARCH PROGRAM WAS DESIGNED TO ASSESS THE
ROLE OF TEAM FEEDBACK IN SMALL-GROUP ACTIVITY.
TEAM FEEDBACK WAS SIMULATED BY TELLING THE SUBJECT
THAT HE HAD A PARTNER AND THAT FEEDBACK REFLECTED HIS
TEAM PERFORMANCE RELATIVE TO AVERAGE PERFORMANCE.
ACTUALLY, FEEDBACK REPRESENTED THE SUBJECT'S
INDIVIDUAL TRACKING PERFORMANCE RELATIVE TO A
CRITERION, THE STRINGENCY OF WHICH WAS MANIPULATED
EXPERIMENTALLY. A STRINGENT CRITERION PRODUCED POOR
FEEDBACK AS THOUGH THE SUBJECT HAD A POOR PARTNER,
AND A LENIENT CRITERION SIMULATED A GOOD PARTNER.
IN GENERAL, THE SUBJECTS PERFORMED BEST WITH GOOD
PARTNERS (LENIENT CRITERIA). IF ONE PARTNER WAS
REPLACED BY A POORER PARTNER, THE SUBJECT'S
PERFORMANCE WAS RETARDED. THE SUBJECTS ACCEPTED THE
CREDIT FOR GOOD TEAM SCORES INDUCED BY A LENIENT
CRITERION, BUT ATTRIBUTED THE BLAME FOR POOR SCORES
BROUGHT BY A STRINGENT CRITERION TO THEIR CONTRIVED
PARTNERS. THE DATA SUPPORT THE THESIS THAT TEAM
FEEDBACK IS AN IMPORTANT DETERMINANT OF INDIVIDUAL
BEHAVIOR IN THE SMALL GROUP. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-646 624 5/10
AMERICAN INSTITUTES FOR RESEARCH PITTSBURGH PA TEAM
TRAINING LAB
A REINFORCEMENT ANALYSIS OF GROUP PERFORMANCE, (U)
JUL 65 25P GLASER, ROBERT IKLAUS, DAVID
J.
CONTRACT: NONH-2551(00).

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGICAL
MONOGRAPHS: GENERAL AND APPLIED V80 N13 23P 1966.

SUPPLEMENTARY NOTE:

DESCRIPTORS: (*GROUP DYNAMICS, *BEHAVIOR),
PERFORMANCE(HUMAN), LEARNING, SOCIAL
PSYCHOLOGY (U)
IDENTIFIERS: REINFORCEMENT(PSYCHOLOGY) (U)

TWO STUDIES INVESTIGATED RESPONSE FEEDBACK AND
REINFORCEMENT CONTINGENCIES OCCURRING IN A 'TEAM
ENVIRONMENT.' STUDY I INVESTIGATED 3-MAN SERIES
TEAMS UNDER CONDITIONS OF RESPONSE ACQUISITION,
EXTINCTION, SPONTANEOUS RECOVERY, REACQUISITION AND
REEXTINCTION. FEEDBACK TO TEAM MEMBERS WAS BASED
SOLELY ON GROUP OUTPUT. THE RESULTS SUGGEST TEAM
PERFORMANCE CAN BE MANIPULATED USING METHODS WHICH
EFFECTIVELY CONTROL THE BEHAVIOR OF INDIVIDUAL
ORGANISMS. STUDY II INVESTIGATED 3-MAN PARALLEL
TEAMS IN WHICH A REINFORCED TEAM RESPONSE COULD OCCUR
AS A FUNCTION OF CORRECT RESPONDING BY ONLY PART OF
THE TEAM. WITH CONTINUED REINFORCED PRACTICE,
PERFORMANCE DEGRADED TO A LEVEL EQUAL TO OR BELOW
INITIAL TEAM PERFORMANCES. THESE FINDINGS ARE
ANALYZED IN TERMS OF AN OPERANT CONDITIONING MODEL OF
TEAM PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-641 101 5/10
ILLINOIS UNIV URBANA DEPT OF PSYCHOLOGY
SMALL GROUP RESEARCH: A SYNTHESIS AND CRITIQUE OF
THE FIELD, (U)
66 409P MCGRATH, JOSEPH E. ;
ALTMAN, IRWIN ;
CONTRACT: AF 49(638)-1291,
PROJ: 9779,
TASK: 9779C2,
MONITOR: AFUSH 66-2247

UNCLASSIFIED REPORT

AVAILABILITY: HARD COPY AVAILABLE FROM MOLT,
RINEHART AND WINSTON, INC., 383 MADISON AVE.,
NEW YORK, N. Y. 10017.
SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH NAVAL
MEDICAL RESEARCH INST., BETHESDA, MD.

DESCRIPTORS: (GROUP DYNAMICS, SCIENTIFIC
RESEARCH), SOCIAL PSYCHOLOGY, CLASSIFICATION,
CULTURE, BIBLIOGRAPHIES (U)

CONTENTS: CLASSIFICATION OF SMALL GROUP RESEARCH
INFORMATION; A CASE STUDY; THE CLASSIFICATION
SYSTEM; A VALIDATION OF THE CLASSIFICATION SYSTEM;
EVALUATION, MODIFICATIONS, AND IMPLICATIONS OF THE
CLASSIFICATION SYSTEM; PERSPECTIVES ON THE SMALL
GROUP FIELD; DESCRIPTIVE CHARACTERISTICS OF THE SMALL
GROUP FIELD; GENERALIZATIONS FROM SMALL GROUP
RESEARCH DATA; METHODOLOGY OF SMALL GROUP RESEARCH;
PROBLEMS AND PROSPECTS; THE CULTURE OF THE SMALL
GROUP RESEARCH FIELD; CATALOGUE OF RELATIONSHIPS,
ANNOTATIONS, AND BIBLIOGRAPHY WITH ADDENDA. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-641 288 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
ALONE TOGETHER, 66 17P MAYTHORN, R. W. ; ALTMAN, I. I
MONITOR: NAVMED HRO02.01-03-1002

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE:

DESCRIPTIONS: (1) CONFINED ENVIRONMENTS,
STRESS (PSYCHOLOGY), (1) PERSONALITY,
CONFINEMENT (PSYCHOLOGY),
(1) ADJUSTMENT (PSYCHOLOGY),
CONFINEMENT (PSYCHOLOGY), BEHAVIOR,
PERFORMANCE (HUMAN), GROUP DYNAMICS

(U)

A STUDY WAS MADE TO DETERMINE WHAT HAPPENS WHEN
PAIRS OF MEN ARE LOCKED TOGETHER AROUND THE CLOCK
THAT WOULD NOT HAPPEN IF THEY WERE MERELY FELLOW
WORKERS OR ROOMMATES WHO WENT THEIR OWN WAYS AT
NIGHT. EIGHTEEN PAIRS OF MEN--YOUNG SAILORS IN
BOOT TRAINING--WERE SELECTED TO MEET CERTAIN
CONDITIONS OF COMPATIBILITY, IN ORDER TO DETERMINE
HOW MUCH OF THE STRESS OF ISOLATION COULD BE RELIEVED
BY PROPERLY MATCHING PERSONALITIES. THEY WERE
TESTED AND RATED IN FOUR PERSONALITY DIMENSIONS:
NEED FOR ACHIEVEMENT; NEED FOR DOMINANCE; NEED FOR
AFFILIATION; NEED FOR DOGMATISM. THEY WERE THEN
MATCHED IN SUCH A WAY THAT IN ONE-THIRD OF THE PAIRS
BOTH MEN WERE HIGH IN EACH OF THESE DIMENSIONS, IN
ONE-THIRD BOTH WERE LOW, AND IN THE FINAL THIRD ONE
WAS HIGH AND ONE LOW. THE CONTROL GROUP, COMPOSED
OF SIMILAR PAIRS, FOLLOWED THE SAME WORK SCHEDULE IN
IDENTICAL, CONFINED ROOMS, BUT WERE NOT CONFINED
AROUND THE CLOCK. THE STUDY DEMONSTRATES CLEARLY
THAT THE STRESSES OF ISOLATION ARE CONSIDERABLY
AFFECTED BY THE RELATIONS BETWEEN PERSONALITY TYPES.
GOOD ADJUSTMENT MAY DECREASE OR MODIFY STRESS IN
CONSTRUCTIVE WAYS; BAD ADJUSTMENT MAY INCREASE,
EXAGGERATE, OR COMPLICATE IT, SOMETIMES IN
DESTRUCTIVE WAYS.

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UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-641 652 5/1 5/9 5/10
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
SOME EFFECTS ON BUSINESS GAMING OF PREVIOUS QUASI-T
GROUP AFFILIATIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.:
SEP 66 22P DEEP, SAM IBASS, BERNARD H. I
VAUGHAN, JAMES A. I
REPT. NO. TM-12
CONTRACT: NUNN-624(14)

UNCLASSIFIED REPORT

DESCRIPTORS: 10GAME THEORY, 0MANAGEMENT
ENGINEERING), 10GROUP DYNAMICS, TRAINING),
COMMENCE, DECISION MAKING, COMBINATORIAL
ANALYSIS, EXPERIMENTAL DESIGN, STUDENTS (U)

NINETY-THREE GRADUATE BUSINESS STUDENTS AT THE
UNIVERSITY OF PITTSBURGH WERE ASSIGNED TO NINE
'COMPANIES' TO PLAY THE CARNEGIE TECH
MANAGEMENT GAME. THE GAME WAS THE MAJOR
PORTION OF A 15-WEEK COURSE IN INTEGRATED DECISION-
MAKING. MEN WERE ASSIGNED TO 'COMPANIES' ACCORDING
TO WHETHER THEY HAD BEEN IN THE SAME OR DIFFERENT
QUASI-T GROUPS 15 WEEKS EARLIER. 'COMPANIES'
COMPOSED OF TWO AND THREE SUB-DIVIDED EX-T GROUPS
PERFORMED SIGNIFICANTLY MORE EFFECTIVELY IN THE GAME
THAN 'COMPANIES' MADE UP OF WHOLLY RECONSTITUTED
SENSITIVITY TRAINING GROUPS. THE LATTER REPORTED
LESS INTERNAL CONFLICT BUT APPEARED TO BE LESS
EFFECTIVE AS COMPANIES BECAUSE OF OVERCONFIDENCE IN
EACH OTHER'S DEPENDABILITY. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-691 675 5/10
WASHINGTON UNIV ST LOUIS MO DEPT OF PSYCHOLOGY
SHIFTING AGREEMENT AND DISAGREEMENT IN DYADS UNDER
CONDITIONS OF PERCEIVED DIFFERENCES IN TASK
COMPETENCE.
DESCRIPTIVE NOTE: TECHNICAL REPT.,
AUG 66 24P WILLIS, RICHARD M. I
CONTRACT: NONH-816(12)
PHOJ: NR-171-988

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: (1) BEHAVIOR, MOTIVATION), (1) GROUP
DYNAMICS, BEHAVIOR), PERCEPTION(PSYCHOLOGY)

(U)

40 MALE AND 40 FEMALE SS WERE RUN IN LIKE-SEXED
DYADS IN 5 REPLICATIONS OF A 2 X 2 X 4 ORTHOGONAL
DESIGN. INDEPENDENT VARIABLES WERE (A) SEX OF
SS, (B) DIRECTION OF DIFFERENCE IN PERCEIVED
TASK COMPETENCE, AND (C) MODE OF PARTNER BEHAVIOR
(CONFORMITY, INDEPENDENCE, ANTICONFORMITY,
VARIABILITY). A SIMULATED INTERACTION SITUATION
WAS USED IN WHICH BEHAVIOR OF PARTNERS, AS PERCEIVED
BY SS, WAS MANIPULATED ALONG TWO DIMENSIONS OF
RESPONSE TO GENERATE THE FOUR MODES. NET
CONFORMITY AND INDEPENDENCE SCORES WERE SUBJECTED
TO ANALYSIS OF VARIANCE. MAIN RESULTS: (A) IN
ALL BUT ONE CONDITION, THE UNIDIMENSIONAL
CONFORMITY-INDEPENDENCE MODEL WAS APPLICABLE;
(B) THE MAIN EFFECT DUE TO DIFFERENCE IN
PERCEIVED TASK COMPETENCE WAS HIGHLY SIGNIFICANT AND
IN THE EXPECTED DIRECTION; (C) THE INTERACTION
BETWEEN SEX OF SS AND MODE OF PARTNER BEHAVIOR, AS
MEASURED BY NET CONFORMITY SCORES, WAS
SIGNIFICANT, WITH MALES AND FEMALES EXHIBITING
OPPOSITE REACTIONS TO ANTICONFORMITY; AND (D) THE
DOUBLE-CLUSTERING OF SS' PERCEPTIONS OF PARTNERS,
FOUND IN A PREVIOUS EXPERIMENT ON THE FOUR MODES OF
BEHAVIOR BUT WITHOUT DIFFERENCES IN PERCEIVED
COMPETENCE, DID NOT EMERGE WITH ANY CONSISTENCY.
(AUTHOR)

(U)

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DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-642 255

5/10

NAVAL MEDICAL RESEARCH INST BETHESDA MD
ASPECTS OF THE CRITERION PROBLEM IN SMALL GROUP
RESEARCH, II. THE ANALYSIS OF GROUP TASKS,

(U)

66 25P

ALTMAN, IRVING I

MONITOR: NAVMED

MF022-01.03-1002-10

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN ACTA PSYCHOLOGICA V25
P149-21 1966.

DESCRIPTIONS: (GROUP DYNAMICS, BEHAVIOR),
SOCIAL PSYCHOLOGY, LEADERSHIP, DECISION MAKING,
MOTIVATION, CLASSIFICATION, VERBAL BEHAVIOR

(U)

THE PAPER CONSIDERS THE GENERAL CRITERION QUESTION
HOW WELL IS A GROUP FUNCTIONING? FROM THE POINT OF
VIEW OF THE TASK OR SETTING WITHIN WHICH GROUPS
OPERATE. THE THESIS IS OFFERED THAT AN
UNDERSTANDING OF GROUP FUNCTIONING REQUIRES A
SPECIFICATION OF THE UNDERLYING PROPERTIES OF GROUP
TASKS TO ALLOW MAPPING BETWEEN RESULTS OBTAINED ON
DIFFERENT TASKS, AND TO PERMIT MAPPING BETWEEN
BEHAVIOR PROCESSES AND TASK CHARACTERISTICS. FOR
THIS PURPOSE, IT WAS PROPOSED THAT TASKS BE DESCRIBED
AND DIFFERENTIATED IN TERMS OF THE BEHAVIORS INVOLVED
IN THEIR PERFORMANCE. THE GENERAL BEHAVIOR LANGUAGE
PROPOSED IN AN EARLIER PAPER WAS THEN APPLIED TO THE
DESCRIPTION OF GROUP TASKS, ALONG WITH OTHER
DIMENSIONS SPECIFYING RELATIONSHIPS BETWEEN TASK
PARTICIPANTS, E.G., HIERARCHICAL LINKAGES, DEPENDENCY
LINKAGES, TEMPORAL LINKAGES, ETC. THE PROPOSED
APPROACH IS LIMITED IN SEVERAL WAYS, E.G., IT DOES
NOT MAP ADEQUATELY BETWEEN DIFFERENT MOLECULAR
LEVELS, DOES NOT IMMEDIATELY HANDLE CERTAIN DERIVED
TASK CHARACTERISTICS SUCH AS DIFFICULTY AND
COMPLEXITY. HOWEVER, IT HAS THE HEURISTIC VALUE OF
DESCRIBING TASKS AND BEHAVIOR IN A COMMON LANGUAGE,
PROVIDES A MULTIDIMENSIONAL SYSTEM FOR COMPARING
TASKS AND PRECISELY SPECIFYING WHERE THEY ARE ALIKE
AND DIFFERENT, AND HAS THE POTENTIALITY FOR
DESCRIBING A LARGE VARIETY OF TASKS. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-692 423 5/10

COLUMBIA UNIV NEW YORK TEACHERS COLL
TECHNIQUES OF INDUCING COOPERATION BETWEEN
ADVERSARIES.

(U)

DESCRIPTIVE NOTE: ANNUAL STATUS REPT. 1 OCT 66.

OCT 66 ISP DEUTSCH, MORTON :

CONTRACT: NQMR-4294(UO)

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL PSYCHOLOGY, BEHAVIOR),
GROUP DYNAMICS, MOTIVATION, ATTITUDES,
PERCEPTION (PSYCHOLOGY), GAME THEORY,
BARGAINING

(U)

SUMMARIES ARE PRESENTED OF THE FOLLOWING STUDIES:
USE OF ROLE-REVERSAL IN INTERGROUP
COMPETITION; FURTHER RESEARCH WITH THE
PRISONER'S DILEMMA; STRATEGIES OF INDUCING
COOPERATION; THE 'INTERNATIONAL CARD GAME
STUDY'; COMPLIANCE TO THREATS DIRECTED
AGAINST SELF AND AGAINST AN INNOCENT THIRD
PERSON.

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-642 549 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
THE EFFECTS OF SOCIAL ISOLATION AND GROUP COMPOSITION
ON PERFORMANCE. (U)
66 61P ALTHAN, IRVIN ;
HAYTHORN, WILLIAM B. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (+STRESS(PSYCHOLOGY),
PERFORMANCE(HUMAN)),
(+CONFINEMENT(PSYCHOLOGY),
PERFORMANCE(HUMAN)), (+GROUP DYNAMICS,
CONFINEMENT(PSYCHOLOGY)), PERSONALITY,
BEHAVIOR, CONFINED ENVIRONMENTS, SOCIAL
PSYCHOLOGY, PSYCHOMETRICS, STATISTICAL ANALYSIS (U)

THE STUDY EXAMINED PERFORMANCE OF SOCIALLY ISOLATED AND NONISOLATED DYADS ON TWO GROUP TASKS AND ON AN INDIVIDUAL TASK. DYADS WERE FORMED ACCORDING TO A GRECO-LATIN SQUARE DESIGN WITH COMPOSITION DIFFERENCES ON DOGMATISM, NEED ACHIEVEMENT, NEED AFFILIATION AND NEED DOMINANCE. NINE DYADS LIVED IN A SMALL ROOM FOR TEN DAYS WITH NO OUTSIDE CONTACT. MATCHED CONTROLS FOLLOWED THE SAME SCHEDULE BUT HAD ACCESS TO OTHER PEOPLE AND OUTSIDE FACILITIES. RESULTS ON GROUP TASKS INDICATED THAT ISOLATED DYADS OUTPERFORMED CONTROL DYADS AND THAT INCOMPATIBLE PAIRS TENDED TO DO BETTER THAN COMPATIBLE ONES (PRIMARILY IN CONTROL GROUPS). IN ISOLATION, HYPOTHETICALLY COMPATIBLE COMPOSITIONS GENERALLY PERFORMED AS WELL OR BETTER THAN THEIR MATCHED CONTROLS, WHEREAS INCOMPATIBLE DYADS PERFORMED THE SAME OR SLIGHTLY WORSE THAN THEIR CONTROL COUNTERPARTS. BY INTEGRATING THESE DATA WITH STRESS AND SYMPTOMATOLOGY FINDINGS, THE RESULTS WERE ACCOUNTED FOR WITHIN AN INVERTED U-SHAPED PERFORMANCE-STRESS FUNCTION. SINGLE SOURCES OF MILD STRESS (EITHER ISOLATION OR COMPOSITION) WERE ASSOCIATED WITH ENHANCED PERFORMANCE; COMBINED COMPOSITION AND SITUATIONAL STRESSES LED TO A LESSENING OF PERFORMANCE EFFECTIVENESS. (AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-642 863 5/10 5/1
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
BEHAVIOR IN GROUPS.
DESCRIPTIVE NOTE: ANNUAL REPT. NO. 4.
NOV 66 20P BASS, BERNARD M. ;
CONTRACT: NONR-629(14)

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-623 686.

DESCRIPTORS: (GROUP DYNAMICS, REVIEWS),
PERSONNEL MANAGEMENT, TRAINING, PSYCHOMETRICS,
DECISION MAKING

(U)

THE REPORT REVIEWS RESEARCH COMPLETED, IN PROGRESS
AND PLANNING FOR THE REPORT PERIOD NOVEMBER 15,
1965 - NOVEMBER 15, 1966 INCLUDING: (I)
ORIENTATION AND SOCIAL BEHAVIOR; (II)
PERFORMANCE IN COMPETITIVE ENVIRONMENTS; (III)
MANAGEMENT ROLES IN A CHANGING ENVIRONMENT;
(IV) RESEARCH ON MANAGEMENT USING THE
PROGRAM OF EXERCISES IN MANAGEMENT AND
ORGANIZATIONAL PSYCHOLOGY (PEX). (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-643 312 14/5 5/10 15/4
SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
THE USE OF TEAMS IN IMAGE INTERPRETATION: INFORMATION
EXCHANGE, CONFIDENCE, AND RESOLVING
DISAGREEMENTS. (U)
DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
UCT 66 SSP DUTEN, GEORGE R. ;
COCKRELL, JOHN T. ; SADACCA, ROBERT ;
CONTRACT: DA-44-092-ANO-65
PROJ: DA-2J620901A721
MONITOR: APNO TRR-1151

UNCLASSIFIED REPORT

DESCRIPTORS: (*PHOTOINTERPRETATION, *GROUP
DYNAMICS), TARGET RECOGNITION, EFFECTIVENESS,
PERFORMANCE(HUMAN), IMAGES, PHOTOGRAPHIC
INTELLIGENCE (U)

THE CENTERS ON SYSTEM TEAM INTERACTIONS DESIGNED TO
REDUCE THE TIME REQUIRED FOR TEAM INTERPRETATION
WHILE MAINTAINING THE SUPERIORITY OF TEAM PROCEDURES
IN THE ACCURACY AND COMPLETENESS OF THE IMAGERY
INFORMATION EXTRACTED. THREE EXPERIMENTS WERE
CONDUCTED, USING THE COMMON PROCEDURE OF HAVING EACH
TEAM MEMBER IN TWO-MAN TEAMS CHECK THE INTERPRETATION
OF HIS TEAMMATE. THREE SPECIFIC PRIMARY OBJECTIVES
WERE ESTABLISHED: (1) TO DETERMINE THE AMOUNT AND
TYPE OF KNOWLEDGE WHICH THE CHECKER SHOULD HAVE OF
THE INITIAL INTERPRETER'S WORK; (2) TO DETERMINE
WHETHER THE INITIAL INTERPRETER CAN ACCURATELY JUDGE
WHEN HIS WORK NEEDS TO BE CHECKED BY HIS TEAMMATE;
AND (3) TO DETERMINE HOW BEST TO UTILIZE A THIRD
MAN TO RESOLVE DISAGREEMENTS AMONG TEAMMATES ON
INTERPRETED ITEMS. VARIATIONS IN PROCEDURES WERE
ACHIEVED FOR ANALYSIS BY SETTING UP FOUR PHASES OR
MODULES OF INTERPRETER TEAM ACTIVITY. TEAM RESULTS
PRODUCED UNDER EACH METHOD WERE ASSESSED IN TERMS OF
COMPLETENESS, AMOUNT OF ERROR, ACCURACY, AND
EFFICIENCY. FINDINGS SUGGEST THAT (1) MORE
COMPLETE RESULTS ARE PRODUCED WITH HIGHER EFFICIENCY
IN TEAMS WHERE THE CHECKER HAS FULL KNOWLEDGE OF THE
INITIAL INTERPRETER'S WORK; (2) ONLY LIMITED
JUDGMENT AS TO THE ADEQUACY OF THEIR INTERPRETATIONS
CAN BE MADE BY INITIAL INTERPRETERS; (3) TEAM
PERFORMANCE INCREASES IN COMPLETENESS BUT DECREASES
IN EFFICIENCY WITH THE INTRODUCTION OF A THIRD MAN;
(4) RESULTS WITH DIFFERENT TEAM METHODS POSE A
TRADEOFF SITUATION, SINCE NO ONE METHOD APPEARS TO
HOLD BEST FOR TEAM PERFORMANCE UNDER ALL
REQUIREMENTS. (AUTHOR)

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(U)

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-644 480 5/10
OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS
THE EFFECT OF SIMULATED TEAM FEEDBACK ON THE
PERFORMANCE OF GOOD AND POOR TRACKERS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
NOV 66 12P JOHNSTON, WILLIAM A. I
NARNOCKI, LEON M. I
CONTRACT: AF-AFOSR-985-66
PROJ: AF-9778 ,RF-2064
TASK: 977602
MONITOR: AFOSR 66-2541

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), (TRACKING, FEEDBACK),
EFFECTIVENESS, SIMULATION (U)

THE EFFECT OF PARTNER ABILITY ON INDIVIDUAL
TRACKING PERFORMANCE WAS ASSESSED UNDER CONDITIONS OF
SIMULATED TEAM FEEDBACK. EACH SUBJECT WAS TOLD
THAT HE HAD A PARTNER AND THAT FEEDBACK REPRESENTED
HIS TEAM PERFORMANCE RELATIVE TO AVERAGE PERFORMANCE.
THE 'AVERAGE PERFORMANCE' CRITERION WAS SET SO THAT
SUBJECTS WOULD EXCEED IT ON 108, 308, 508,
708, AND 908 OF THE TRIALS. THESE LEVELS OF
CRITERION DIFFICULTY SIMULATED PARTNERS OF VARYING
ABILITY AND EACH WAS ADMINISTERED TO 14 SUBJECTS.
AS CONTRIVED PARTNER ABILITY INCREASED, PERFORMANCE
OF THE BETTER TRACKERS INCREASED STEADILY, AND
PERFORMANCE OF THE POORER TRACKERS FIRST DECREASED,
THEN INCREASED. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-644 534 5/10

ILLINOIS UNIV URBANA

LEADER BEHAVIOR, MEMBER ATTITUDES, AND TASK
PERFORMANCE OF INTERCULTURAL DISCUSSION GROUPS, (U)

JUL 65 15P ANDERSON, LYNN R. I

CONTRACT: NONR-1834(136)

PROJ: NR-177-472

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN THE JOURNAL OF SOCIAL
PSYCHOLOGY V69 P305-19 1966.

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH WAYNE
STATE UNIV., DETROIT, MICH. DEPT. OF
PSYCHOLOGY.

DESCRIPTORS: (LEADERSHIP, EFFECTIVENESS),
(GROUP DYNAMICS, LEADERSHIP), ATTITUDES,
BEHAVIOR, PERSONALITY, SOCIAL PSYCHOLOGY,
FACTOR ANALYSIS, PERFORMANCE(HUMAN), APPLIED
PSYCHOLOGY (U)

IN RECENT LEADERSHIP RESEARCH, THE FACTORS OF
CONSIDERATION AND INITIATION OF STRUCTURE
APPEAR TO ACCOUNT FOR A SUBSTANTIAL PERCENTAGE OF
VARIATIONS IN LEADER BEHAVIOR AND LEADER STYLES.
CONSIDERATION DESCRIBES THOSE LEADER BEHAVIORS
ORIENTED TOWARD MAINTAINING HARMONIOUS INTERPERSONAL
RELATIONS AND INSTIGATING HARMONY, RESPECT, AND MUTUAL
TRUST IN LEADER-MEMBER RELATIONS. BEHAVIORS
IDENTIFIED AS INITIATION OF STRUCTURE ARE
ATTEMPTS OF THE LEADER TO ESTABLISH WELL-DEFINED
CHANNELS OF COMMUNICATION, PATTERNS OF ORGANIZATION,
AND OTHER MEANS OF GETTING THE JOB DONE. THE
PRESENT RESEARCH EXPLORES THE RELATIONSHIP OF THESE
TWO DIMENSIONS OF LEADER BEHAVIOR AS THEY RELATE TO
VARIOUS LEADER ATTITUDES AND MEMBER ATTITUDES AND TO
THE TASK PERFORMANCE OF INTERCULTURAL DISCUSSION
GROUPS. (U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-644 809 5/10 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
PERSONALITY DIFFERENCES AMONG NAVY OCCUPATIONAL
GROUPS. (U)
66 6P GUNDERSON, E. K. ERIC I
NELSON, PAUL D. I
REPT. NO. 65-2
MONITOR: NAVMED MHOOS.12-2004-1

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN PERSONNEL AND GUIDANCE
JOURNAL P956-61 MAY 1966.

DESCRIPTORS: (PERSONALITY, NAVAL PERSONNEL),
(NAVAL PERSONNEL, MILITARY PSYCHOLOGY), JOB
ANALYSIS, GROUP DYNAMICS, PROFESSIONAL PERSONNEL,
LABOR, MOTIVATION, PSYCHOMETRICS (U)

DIFFERENCES AMONG SIX NAVY OCCUPATIONAL GROUPS
(ADMINISTRATIVE, TECHNICAL, MECHANICAL,
ELECTRICAL, CONSTRUCTION, AND COOKS) WERE
DETERMINED FOR 31 PERSONALITY AND VALUE SCALES,
INCLUDING THE ALLPORT-VERNON-LINDZEY STUDY OF
VALUES, THE SURVEY OF INTERPERSONAL VALUES,
AND THE FIRO-B INVENTORY. AGE AND NAVY
EXPERIENCE WERE CONTROLLED BY DIVIDING GROUPS INTO
'EXPERIENCED' AND 'INEXPERIENCED' CATEGORIES.
SIGNIFICANT DIFFERENCES BETWEEN GROUPS WERE PRESENT
FOR 29 OF THE 62 COMPARISONS. MOST OF THE VARIANCE
IN TEST SCORES AMONG GROUPS COULD BE ACCOUNTED FOR BY
DICHOTOMIZING THE SIX OCCUPATIONAL SPECIALTIES INTO
TWO BROAD CATEGORIES, 'WHITE COLLAR'
(ADMINISTRATIVE AND TECHNICAL) AND 'BLUE
COLLAR' (OTHER GROUPS). THE RESULTS SUGGESTED
RELATIONSHIPS BETWEEN CHOICE OF OCCUPATIONAL
SPECIALITY AND THE VALUE SYSTEMS, NEEDS, AND
MOTIVATIONS OF INDIVIDUALS IN THE NAVAL SERVICE. (U)

UNCLASSIFIED

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UNCLASSIFIED

DOL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-645 016 5/9 5/10
CASE INST OF TECH CLEVELAND OHIO
PROFESSIONAL MEN AND WOMEN AT WORK: A COMPARATIVE
STUDY IN A RESEARCH AND DEVELOPMENT ORGANIZATION, (U)
DESCRIPTIVE NOTE: DOCTORAL THESIS,
JUN 66 321P GLATT, EVELYN I

UNCLASSIFIED REPORT

DESCRIPTIONS: (PROFESSIONAL PERSONNEL,
(FEMALES), (EMPLOYMENT), (FEMALES), ATTITUDES,
MOTIVATION, BEHAVIOR, GROUP DYNAMICS,
ORGANIZATIONS, LEADERSHIP,
PERFORMANCE (HUMAN), SOCIAL PSYCHOLOGY, MALES,
HUMANS, THESES (U)

A COMPARATIVE INVESTIGATION WAS MADE OF
PROFESSIONAL WOMEN AND MEN AT WORK IN A LARGE,
DEFENSE-BASED RESEARCH AND DEVELOPMENT ORGANIZATION.
THE WOMEN ARE THE MAJOR FOCUS, AND THE MEN PROVIDE
A BASE-LINE FOR COMPARISON. THE STUDY ASKED:
(1) WHETHER PROFESSIONAL MEN AND WOMEN SHARED WORK
MOTIVATIONS AND WERE EQUALLY INVOLVED IN THEIR JOBS;
(2) WHETHER THEY WERE EQUALLY REWARDED BY THE
ORGANIZATION IN TERMS OF ADVANCEMENT; (3) WHETHER
THEY ATTRIBUTED EQUAL VALUE TO, WERE EQUALLY
SATISFIED BY AND EXPERIENCED SIMILAR OR DIFFERING
DEGREES OF CONFLICT BETWEEN, WORK AND HOME DEMANDS;
(4) WHETHER THEIR ACTUAL JOB MOBILITY AND
MOBILITY VALUES WERE THE SAME OR DIFFERENT; AND
(5) WHETHER THEY EXPERIENCED SIMILAR OR DIFFERING
DEGREES OF JOB SATISFACTIONS. THE RESULTS POINTED
OVERWHELMINGLY TO THE UNDERLYING SIMILARITIES BETWEEN
THE PROFESSIONAL MEN AND WOMEN WITHIN AN
ORGANIZATIONAL CULTURE WHICH PROVIDED ESSENTIALLY
EQUAL OPPORTUNITIES TO BOTH SEXES. THE MAJOR
DIFFERENCES AROSE FROM THE RESIDENTIAL IMMOBILITY OF
THE MARRIED PROFESSIONAL WOMAN. OTHER DIFFERENCES
WERE ATTRIBUTABLE TO OCCUPATIONAL GROUP OR MARITAL
STATUS RATHER THAN TO SEX. (AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-645 156

5/10

5/11

GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE STUDY OF GROUPS.

(U)

DESCRIPTIVE NOTE: STAFF MEMO.,

AUG 53 177P

BLUM, RICHARD I

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH ARMY
FIELD FORCES, FORT ORD, CALIF., HUMAN RESEARCH
UNIT NO. 2.

DESCRIPTORS: (GROUP DYNAMICS, REVIEWS), SOCIAL
PSYCHOLOGY, PERSONALITY, SEMANTICS, MATHEMATICAL
MODELS, EXPERIMENTAL DESIGN, SOCIOMETRICS,
PROJECTIVE TECHNIQUES, ATTITUDES, PUBLIC
OPINION, ANTHROPOLOGY, MOTIVATION, LEARNING,
PERFORMANCE (HUMAN), LEADERSHIP, BEHAVIOR,
PERCEPTION (PSYCHOLOGY), MONALE, INDUSTRIAL
PSYCHOLOGY, MILITARY PSYCHOLOGY, BIBLIOGRAPHIES

(U)

A REVIEW OF RESEARCH CONDUCTED ON THE STUDY OF
GROUPS IS PRESENTED. THE BIBLIOGRAPHY CONTAINS 788
ENTRIES.

(U)

307

UNCLASSIFIED

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UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-645 240 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
THE EFFECT OF INTER-GROUP COMPETITION ON GROUP MEMBER
ADJUSTMENT. (U)
66 17P FIEDLER, FRED L. I
CONTRACT: DA-44-193-MD-2460

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS,
ADJUSTMENT (PSYCHOLOGY)), HUMANE, PERSONALITY,
MILITARY PSYCHOLOGY, MOTIVATION (U)
IDENTIFIERS: SMALL GROUPS (U)

THE PAPER BRIEFLY REVIEWS RESEARCH SHOWING THAT
COMPETITION AMONG SMALL FACE-TO-FACE GROUPS MAY ALSO
CONTRIBUTE TO THE INDIVIDUAL GROUP MEMBER'S
ADJUSTMENT AND HUMANE. WHILE MANY OF THE STUDIES
WERE CONDUCTED WITH MILITARY UNITS, THE FINDINGS
SHOULD APPLY EQUALLY WELL TO INDUSTRIAL WORK GROUPS.
(AUTHOR) (U)

308

UNCLASSIFIED

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-646 377 5/10
AKRON UNIV OHIO

GENERALIZABILITY OF GAME PLAYING SKILL.
DESCRIPTIVE NOTE: TECHNICAL REPT.,

(U)

66 118P SHNIVER, JUNE DELUCA I
REPT. NO. TR-3
CONTRACT: NONH-4302(00)
PROJ: NR-177-356

UNCLASSIFIED REPORT

DESCRIPTORS: (1) DECISION MAKING,
PERFORMANCE (HUMAN), (2) GAME THEORY, DECISION
MAKING, PROBLEM SOLVING, PSYCHOMETRICS,
INTELLIGENCE TESTS, PERSONALITY TESTS, GROUP
DYNAMICS, SOCIAL PSYCHOLOGY, LEARNING,
CHILDREN

(U)

THE STUDY ATTEMPTED TO DISCOVER WHETHER (1)
SKILL IN ONE STRATEGIC GAME (THE GAME OF 99) IS
GENERALIZABLE TO ANOTHER STRATEGIC GAME,
(PIPELINE), (2) STRATEGIC SKILL IS DIFFERENT
FROM PUZZLE-SOLVING SKILL, (3) PREFERENCE FOR AND
EXPERIENCE IN STRATEGIC GAMES, AND (4)
PERSONALITY FACTORS, AS MEASURED BY THE GUILFORD-
ZIMMERMAN TEMPERAMENT SURVEY, ARE RELATED TO
SKILL IN GAMES OF STRATEGY. TWENTY-FOUR MALE
UNIVERSITY OF AKRON STUDENTS (12 SCIENCE MAJORS
AND 12 NON-SCIENCE MAJORS) PARTICIPATED IN A ROUND
ROBIN TOURNAMENT OF TWO GAMES OF STRATEGY. EACH WAS
PRESENTED WITH A PUZZLE TO SOLVE. THEIR NUMBER OF
WINS IN EACH OF THE TWO GAMES OF STRATEGY AND THEIR
WEIGHTED PUZZLE SCORES WERE CORRELATED WITH
BIOGRAPHIC, INTELLECTIVE, SELF-REPORTED PREFERENCE
AND EXPERIENCE SCORES, AND PERSONALITY FACTORS AS
MEASURED BY THE GUILFORD-ZIMMERMAN TEMPERAMENT
SURVEY. THE RESULTS SEEM TO JUSTIFY THE
FOLLOWING CONCLUSIONS: (1) GENERALIZATION OF
SKILL BETWEEN TWO GAMES WHICH MEET THE OPERATIONAL
DEFINITIONS OF STRATEGIC GAMES WAS NOT DEMONSTRATED
BY THIS STUDY, (2) THERE IS NO RELATIONSHIP
BETWEEN PREFERENCE FOR AND EXPERIENCE IN STRATEGIC
GAMES, ACTIVITIES OR SITUATIONS AND STRATEGIC SKILLS
AS MEASURED BY THE GAME OF 99 AND PIPELINE, AND
(3) NO RELATIONSHIP WAS DEMONSTRATED BETWEEN
SKILL IN THE GAME OF 99 OR PIPELINE AND
PERSONALITY FACTORS AS MEASURED BY THE GUILFORD-
ZIMMERMAN TEMPERAMENT SURVEY. (AUTHOR)

(U)

UNCLASSIFIED

DJC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JMK10

AD-644 767 5/10

STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
PEER RATINGS FOR EXTREME PERFORMERS IN DISCUSSION
GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:

DEC 66 18P HARRELL, THOMAS W. I
REPT. NO. TH-14
CONTRACT: NUNR-225(42)
PROJ: NM-171-360

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (GROUP DYNAMICS,
(PERCEPTION/PSYCHOLOGY)), LEADERSHIP,
PERSONALITY, PSYCHOMETRICS (U)

TWO HUNDRED EIGHTY-FOUR SUBJECTS WERE STUDIED IN 42
FIVE-MAN DISCUSSION GROUPS AND 21 FOUR-MAN DISCUSSION
GROUP. THIRTEEN OF THE 5-MAN GROUPS CONSISTED OF
PARTICIPANTS IN AN EXECUTIVE DEVELOPMENT PROGRAM,
THE OTHERS WERE MAJORS OF BUSINESS
ADMINISTRATION STUDENTS. DURING EACH DISCUSSION
SESSION AN OUTSIDE OBSERVER COUNTED THE NUMBER OF
TIMES EACH MAN TALKED. AFTER EACH SESSION SUBJECTS
ANSWERED A SOCIOMETRIC QUESTIONNAIRE INCLUDING THE
RANKS OF ALL MEMBERS INCLUDING HIMSELF FOR BEST
IDEAS, MOST GUIDANCE, AND LEADER. SUBJECTS
RANKED ALL BUT HIMSELF ON BEST LIEKED. AT THE
END OF THE RESPECTIVE COURSES THESE AND OTHER
SUBJECTS COMPLETED A PEER RATING FOR THE DISCUSSANTS
AND ALL OTHER MEMBERS OF THEIR CLASSES. THESE PEER
RATINGS INCLUDED POSITIVE CHOICE AS A PROSPECTIVE
BOSS, RELATIVE CHOICE AS A BOSS, AND POSITIVE AND
NEGATIVE CHOICES AS A FRIEND. PERSONS WHO WERE AT
THE TWO EXTREMES OF THE FIVE MEASURES OF SMALL GROUP
BEHAVIOR WERE COMPARED AS TO THEIR NUMBER OF PEER
RATING CHOICES. EIGHT DIFFERENCES OUT OF 60 TESTED
WERE SIGNIFICANT AT THE .05 LEVEL OR BETTER.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-646 768 5/10

STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
COMPARISON OF ROLE DIFFERENTIATION IN SEVERAL
SITUATIONS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

DEC 66 29P GUSTAFSON, DAVID P. I

REPT. NO. TR-15

CONTRACT: NONR-225(62)

PROJ: NR-171-388

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON PERCEPTION OF LEADERSHIP
IN SMALL GROUPS.

DESCRIPTORS: (GROUP DYNAMICS,
PERCEPTION(PSYCHOLOGY)), LEADERSHIP,
PERSONALITY, PSYCHOMETRICS, BEHAVIOR,
SOCIOMETRICS (U)

TWENTY-FOUR FIVE MAN GROUPS OF MBA STUDENTS
DISCUSSED HUMAN RELATIONS CASES IN FOUR HALF-HOUR
SESSIONS. THERE WERE 12 GROUPS FROM THE STANFORD
MBA CLASS OF 1966 AND 12 FROM THE CLASS OF 1967.
AN OBSERVER RECORDED THE AMOUNT OF TIME EACH
STUDENT TALKED. STUDENTS RANKED EACH OTHER ON
BEST IDEAS, GUIDANCE, LEADER AND BEING
LIKED. LESS ROLE DIFFERENTIATION WAS FOUND IN
BOTH OF THESE STUDIES AS COMPARED WITH A STUDY
PERFORMED BY BALES AND SLATER. COMPARISONS
BETWEEN THESE TWO STUDIES AT STANFORD SHOWED THAT
ONE CLASS TENDED TO HAVE LESS ROLE DIFFERENTIATION BY
THE FOURTH SESSION. DIFFERENCES IN EXPERIMENTAL
CONDITIONS WERE DISCUSSED THAT COULD HAVE REDUCED THE
SUBJECTS COMMITMENT AND INTEREST IN THE TASK IN THE
CLASS THAT HAD GREATER ROLE DIFFERENTIATION. THE
STUDY CONFIRMED BALES AND SLATER'S FINDING THAT
ROLE DIFFERENTIATION WAS LESS IN GROUPS WITH HIGH
STATUS-CONSENSUS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-646 70Y 5/10
STANFORD UNIV CALIF GRADUATE SCHOOL OF BUSINESS
PERCEPTION OF LEADERSHIP IN SMALL GROUPS. (U)
DESCRIPTIVE NOTE: FINAL REPT.,
JAN 67 1UP MARRELL, THOMAS W. I
CONTRACT: N00N-265162)
PROJ: NM-171-388

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP,
PERCEPTION(PSYCHOLOGY)), (GROUP DYNAMICS,
PERCEPTION(PSYCHOLOGY)), PERSONALITY,
PSYCHOMETRICS, SOCIAL COMMUNICATION (U)

THREE HUNDRED THIRTY-FOUR MEN WERE STUDIED IN FOUR AND FIVE MAN DISCUSSION GROUPS. SOME GROUPS MET FOR FOUR SESSIONS. AN OUTSIDE OBSERVER COUNTED THE NUMBER OF TIMES EACH MAN TALKED. DISCUSSION GROUP MEMBERS RATED THE OTHERS AND THEMSELVES ON PARTICIPATION, BEST IDEAS, GUIDANCE, AND LEADERSHIP. DISCUSSION GROUP MEMBERS RATED THE OTHERS ONLY ON BEING LIKED. SUBJECTS TOOK A NINE INSTRUMENT PERSONALITY TEST BATTERY. AT THE END OF THE COURSE SUBJECTS PLUS OTHER CLASS MEMBERS RATED EACH OTHER ON THEIR POSITIVE AND NEGATIVE CHOICES FOR BOSS, EMOTIONAL MATURITY, AND FRIEND AND ASSOCIATE. THERE WERE NO CLEAR CUT ROLE DIFFERENTIATION AT THE END OF FOUR SESSIONS. PEER RATINGS FOR POSITIVE AND NEGATIVE BOSS CORRELATED SIGNIFICANTLY WITH CURRENT GRADE POINT AVERAGE BUT NOT VERY MUCH WITH TEST SCORES. THERE WERE SOME SIGNIFICANT DIFFERENCES BETWEEN THE EXTREME PERFORMERS IN THE SMALL DISCUSSION GROUPS ON THEIR PEER RATINGS. THERE WERE A FEW SIGNIFICANT PERSONALITY TEST DIFFERENCES BETWEEN THE EXTREME PERFORMERS IN THE SMALL DISCUSSION GROUPS. (U)
(AUTHOR)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-646 799 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
PURSUIT MOTOR PERFORMANCE: II. EFFECTS OF
REINFORCING SUCCESSIVELY LONGER INTERVALS OF
CONTINUOUS TRACKING OVER PRACTICE SESSIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
DLC 66 16P SHELDON, RICHARD W. I
BJORKLUND, JOHN F. I
REPT. NO. HUMHRG-TR-64-22
CONTRACT: DA-44-168-AMU-2
PROJ: DA-2J0145G18798-02

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-638 015.

DESCRIPTORS: (LEARNING, PERFORMANCE(HUMAN)),
(PERFORMANCE(HUMAN), TRACKING), TARGET
ACQUISITION, GROUP DYNAMICS, MOTOR REACTIONS,
MOTIVATION, PSYCHOMETRICS, BEHAVIOR (U)

THE OBJECTIVE WAS TO DETERMINE WHETHER PURSUIT
MOTOR PERFORMANCE WOULD BE FACILITATED, AND THE LEVEL
OF ACHIEVEMENT SUSTAINED, WITH THE USE OF THE
REINFORCEMENT TECHNIQUE OF SHAPING. THE PROCEDURE
USED IN THIS STUDY WAS PROGRESSIVELY LENGTHENING,
FROM SESSION TO SESSION, THE CONTINUOUS TARGET
CONTACT REQUIRED TO OBTAIN A REINFORCEMENT, KEEPING
THE DURATION REQUIREMENT CONSTANT WITHIN EACH
SESSION. TWO GROUPS OF FOUR SUBJECTS EACH
PRACTICED UNDER THE EXPERIMENTAL CONDITIONS FOR TEN
15-TRIAL SESSIONS. REINFORCEMENT WAS PROVIDED
DURING SESSIONS 2-7. HALF OF THE EXPERIMENTAL
SUBJECTS IMPROVED APPRECIABLY DURING THE REINFORCED
PRACTICE. WHEN REINFORCEMENT WAS WITHDRAWN, THE
DIFFERENCES BETWEEN THE MEAN PERFORMANCE LEVELS OF
THE EXPERIMENTAL SUBJECTS AND A CONTROL GROUP OF
EIGHT SUBJECTS, WHO PRACTICED WITHOUT ANY
REINFORCEMENT, WERE NEGLECTIBLE. (U)

UNCLASSIFIED

DUL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-646 817 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
GROUP BEHAVIOR IN LONG-TERM ISOLATION, (U)
07 23P WILKINS, WALTER L. I
MONITOR: NAVMED MFO22-01.03-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGICAL STRESS
P278-90 1967.

DESCRIPTORS: (GROUP DYNAMICS, ANTARCTIC
REGIONS), (ADJUSTMENT(PSYCHOLOGY), ANTARCTIC
REGIONS), BEHAVIOR, ENVIRONMENT,
STRESS(PSYCHOLOGY), EMOTIONS, MOTIVATION,
ACCLIMATIZATION, PERFORMANCE(HUMAN), (U)
EFFECTIVENESS, ADAPTATION(PHYSIOLOGY)

THE ANTARCTIC PROVIDES AN UNEQUALLED LABORATORY
FOR THE STUDY OF GROUPS OF MEN ADAPTING THEMSELVES TO
A PHYSICALLY HOSTILE ENVIRONMENT. CRITERIA OF
EFFECTIVENESS OF GROUP PERFORMANCE ARE REVIEWED AND
IT IS CONCLUDED THAT TASK MOTIVATION, EMOTIONAL
COMPOSURE, AND SOCIAL COMPATABILITY ARE NEEDED IN
ADDITION TO TECHNICAL COMPETENCE. (AUTHOR) (U)

UNCLASSIFIED

ULC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-646 981 5/10

FOREIGN TECHNOLOGY DIV WRIGHT-PATTERSON AFB OHIO
AGE-GROUP PSYCHOLOGY, (U)

ULC 66 358P DOBRYNIN, N. F. ISARDIAN, A.

M. ILAVROVA, N. V. I

REPT. NO. FTD-MT-66-410

MONITOR: TT 67-60996

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: UNEDITED ROUGH DRAFT TRANS. OF MONO.
VOZRASTNAYA PSIKHOLOGIYA, MOSCOW, 1965 295P.

DESCRIPTORS: (CHILDREN, PSYCHOLOGY),
PERSONALITY, AGING (PHYSIOLOGY), LEARNING,
EDUCATION, ADOLESCENTS, APPLIED PSYCHOLOGY,
INSTRUCTORS, GROUP DYNAMICS, SOCIAL PSYCHOLOGY,
USSR (U)

THE VOLUME CONTAINS A SERIES OF LECTURES WHICH
GENERALIZE DATA ON THE METAL DEVELOPMENT OF PRESCHOOL
AND SCHOOL-AGE CHILDREN. THE INDIVIDUAL AGE
PERIODS ARE CHARACTERIZED AND THE PSYCHOLOGICAL
PECULIARITIES OF CHILDREN OF THESE AGES ARE
CONSIDERED WITH RESPECT TO THE CHILD'S PERSONALITY
DEVELOPMENT. THE TASKS, CONTENT, AND METHODS OF
AGE-GROUP PSYCHOLOGY AND THE PROBLEM OF HUMAN
DEVELOPMENT ARE ANALYZED. EARLY AGE, PRESCHOOL
AGE, EARLY SCHOOL AGE, JUVENILE PERIOD AND EARLY
YOUTH ARE CONSIDERED FROM ANATOMICAL, PHYSIOLOGICAL
AND PSYCHOLOGICAL POINTS OF VIEW. A CHAPTER IS
DEVOTED TO THE PSYCHOLOGICAL FEATURES IN THE
PERSONALITY OF THE TEACHER. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-647 0Y1 5/1U 5/2
NAVA, MEDICAL RESEARCH INST BETHESDA MD
THE SMALL GROUP FIELD: IMPLICATIONS FOR RESEARCH ON
BEHAVIOR IN ORGANIZATIONS, (U)
66 26P ALTMAN, IRWIN ;

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN STUDIES ON BEHAVIOR IN
ORGANIZATION: A RESEARCH SYMPOSIUM P69-86
1966.

DESCRIPTORS: (*ORGANIZATIONS, *BEHAVIOR),
(*GROUP DYNAMICS, INDUSTRIAL PSYCHOLOGY),
SOCIOLOGY, SOCIAL PSYCHOLOGY, CLASSIFICATION,
ANALYSIS OF VARIANCE, PERFORMANCE(HUMAN),
EFFECTIVENESS, PERSONALITY (U)

THE PAPER SUMMARIZES ASPECTS OF A LARGE SCALE
RESEARCH PROGRAM TO BUILD A CLASSIFICATION SYSTEM TO
INTEGRATE SMALL GROUP RESEARCH INFORMATION. IT
CONSIDERS POSSIBLE APPLICATIONS OF FINDINGS IN SMALL
GROUP RESEARCH TO ANALYSIS OF BEHAVIORAL PHENOMENA IN
LARGER GROUPS AND ORGANIZATIONS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-647 166 5/10 5/1
PITTSBURGH UNIV PA GRADUATE SCHOOL OF BUSINESS
A PLAN TO USE PROGRAMMED GROUP EXERCISES TO STUDY
CROSS-CULTURAL DIFFERENCES IN MANAGEMENT BEHAVIOR. (U)
66 9P BASS, BERNARD M. I

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL INTERNATIONAL
DE PSYCHOLOGIE VI N4 P315-22 1966.

DESCRIPTORS: (1-BEHAVIOR, CULTURE), (1-SOCIAL
PSYCHOLOGY, CULTURE), GROUP DYNAMICS,
MANAGEMENT ENGINEERING, TRAINING, PROBLEM
SOLVING, ORGANIZATIONS, DECISION MAKING,
LEADERSHIP

(U)

IDENTIFIERS: CROSS CULTURE(SOCIOLOGY)

(U)

THE RESPONSES OF MANAGERS FROM DIFFERENT COUNTRIES,
DEALING WITH THE SAME STANDARDIZED SIMULATED
SITUATIONS, WERE CONTRASTED. THROUGHOUT THE
TRAINING PERIOD A VARIETY OF SIGNIFICANT, MEANINGFUL
GENERALIZATIONS ACCRUED ABOUT DIFFERENCES ACROSS
CULTURES AMONG MANAGERS DEALING WITH BUDGETING
BEHAVIOR, EXPECTATIONS, COMPENSATION, APPRAISAL OF
SELF AND OTHERS, LEADERSHIP STYLE, GROUP DYNAMICS,
COMPETITIVENESS, PLANNING, COMMUNICATION PATTERNS,
NEGOTIATING BEHAVIOR, PROBLEM-SOLVING AND EVALUATIVE
PROCESSES. (AUTHOR)

(U)

UNCLASSIFIED

DOL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-647 100 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
STABLE ATTITUDE FACTORS IN NATURAL ISOLATED
GROUPS. (U)
SEP 65 9P SHEANS, LOYDA M. ;
GUNDERSON, E. K. ERIC ;
REPT. NO. 65-11
MONITOR: NAVMED MRJ05.12-2004-1

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF SOCIAL
PSYCHOLOGY V70 P199-204 1966.

DESCRIPTORS: (SOCIAL PSYCHOLOGY, ATTITUDES);
(ATTITUDES, FACTOR ANALYSIS); GROUP DYNAMICS;
EFFECTIVENESS, ADJUSTMENT (PSYCHOLOGY);
ENVIRONMENT, ANTARCTIC REGIONS, BEHAVIOR,
MOTIVATION, PSYCHOMETRICS (U)

FACTOR ANALYSIS WAS UTILIZED TO IDENTIFY A SMALL
NUMBER OF ATTITUDE DIMENSIONS WHICH REFLECTED
IMPORTANT ASPECTS OF INDIVIDUAL AND GROUP FUNCTIONING
AT ISOLATED ANTARCTIC STATIONS. EARLIER ANALYSES
OF TWO SEPARATE INVENTORIES ADMINISTERED TWICE DURING
THE WINTER PERIOD IN TWO EXPEDITIONS SUGGESTED THE
PRESENCE OF THREE SIGNIFICANT FACTORS REPRESENTING
THE CONCEPTS OF SOCIAL COMPATIBILITY, PERSONAL
MOTIVATION, AND GROUP ACCOMPLISHMENT. ADDITIONAL
ANALYSES WITH A NEW SINGLE INVENTORY ADMINISTERED TO
83 NAVY AND SCIENTIFIC ANTARCTIC PERSONNEL ON TWO
OCCASIONS DURING THE WINTER PERIOD CONFIRMED THE
PRESENCE OF ESSENTIALLY THE SAME THREE FACTORS AND
DEMONSTRATED THEIR STABILITY OVER TIME. (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-647 211 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
FREQUENCY OF CONTACT AND STEREOTYPING. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 66 BJP TRIANDIS, HARRY C. I
VASSILOU, VASSO I
REPT. NO. TR-43
CONTRACT: NONR-1034(36), ARPA ORDER-464
PROJ: NR-177-474

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH
ATHENIAN INSTITUTE OF ANTHROPOS.

DESCRIPTIONS: (1) SOCIAL PSYCHOLOGY, FACTOR
ANALYSIS; (2) SEMANTICS, SOCIAL PSYCHOLOGY,
STUDENTS, UNIVERSITIES, GROUP DYNAMICS,
EFFECTIVENESS, BEHAVIOR, ATTITUDES,
LEADERSHIP, CULTURE, ENVIRONMENT,
INTERACTIONS, PREDICTIONS, PSYCHOMETRICS (U)

SIX SAMPLES OF SS WERE TESTED WITH AN INSTRUMENT
WHICH UTILIZED A SEMANTIC DIFFERENTIAL FORMAT. THE
CONCEPTS WERE 'AMERICANS IN GENERAL TEND TO BE'
AND 'GREEKS IN GENERAL TEND TO BE.' THE SCALES
WERE CHARACTERISTICS OBTAINED FROM UNSTRUCTURED
INTERVIEWS OF AMERICANS AND GREEKS WORKING
TOGETHER IN JOBS REQUIRING FACE-TO-FACE SOCIAL
RELATIONS. THE SIX SAMPLES VARIED IN THE DEGREE OF
CONTACT. MAXIMUM CONTACT GROUPS CONSISTED OF
AMERICANS AND GREEKS WORKING TOGETHER; MEDIUM
CONTACT GROUPS CONSISTED OF AMERICANS LIVING IN
ATHENS TAKING A UNIVERSITY COURSE, AND GREEK
UNIVERSITY STUDENTS STUDYING IN ILLINOIS; MINIMUM
CONTACT GROUPS CONSISTED OF AMERICAN STUDENTS IN
ILLINOIS AND GREEK STUDENTS AT THE UNIVERSITY
OF ATHENS. THE AUTOSTEREOTYPES AND
HETEROSTEREOTYPES OF THE SIX SAMPLES WERE
INVESTIGATED. IT WAS FOUND THAT THE AUTOSTEREOTYPE
OF THE AMERICAN SAMPLES HAVING CONTACT WITH
GREEKS IS MORE FAVORABLE THAN THE AUTOSTEREOTYPE OF
THE AMERICANS HAVING NO CONTACT. THE
AUTOSTEREOTYPES OF THE THREE GREEK SAMPLES SHOW NO
DIFFERENCES. THE HETEROSTEREOTYPE OF AMERICANS
CONCERNING GREEKS IS LESS FAVORABLE FOR THE MAXIMUM
THAN THE MINIMUM CONTACT GROUPS; THE HETEROSTEREOTYPE
OF GREEKS CONCERNING AMERICANS IS MORE FAVORABLE
FOR THE MAXIMUM THAN FOR THE MINIMUM CONTACT GROUPS.
A THEORETICAL INTEGRATION OF THESE RESULTS IS
OFFERED. (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-647 212 6/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

LEADERSHIP STYLE AND THE PERFORMANCE OF CO-ACTING
GROUPS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

OCT 64 28P FIEDLER, FRID E. :

REPT. NO. TH-44

CONTRACT: NUNN-1034(36), ARPA ORDER-484

PROJ: NM-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP, GROUP DYNAMICS),
(PERFORMANCE(HUMAN), LEADERSHIP),
INTERACTION, MOTIVATION, TRAINING,
CREATIVITY, ATTITUDES, ANXIETY,
EFFECTIVENESS

(U)

THIS PAPER REVIEWS SEVERAL STUDIES OF CO-ACTING
GROUPS, THAT IS, GROUPS IN WHICH MEMBERS TYPICALLY DO
NOT INTERACT WITH ONE ANOTHER IN PERFORMING A COMMON
TASK. WHILE RELATIVELY FEW DATA ARE AVAILABLE,
THEY ARE QUITE CONSISTENT IN SHOWING THAT THE TASK-
ORIENTED (LOW LPC) LEADER TENDS TO PERFORM BETTER
IN SITUATIONS WHICH ARE RELATIVELY PLEASANT AND FREE
FROM ANXIETY WHILE THE RELATIONSHIP-ORIENTED LEADER
OF CO-ACTING GROUPS TENDS TO PERFORM BETTER IN
SITUATIONS IN WHICH TENSION OR ANXIETY IS RELATIVELY
HIGH. THESE FINDINGS ARE DISCUSSED IN TERMS OF
GROUP MEMBER REQUIREMENTS FOR QUASI-THERAPEUTIC
INTERACTIONS WHICH TYPICALLY PROVIDE LITTLE
PSYCHOLOGICAL GROUP SUPPORT FOR THE INDIVIDUAL
MEMBER.

(U)

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UNCLASSIFIED

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UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-647 466 5/16
TEAMS CHRISTIAN UNIV FORT WORTH INST OF BEHAVIORAL
RESEARCH
DIMENSIONS OF STIMULUS SITUATIONS WHICH ACCOUNT FOR
BEHAVIOR VARIANCE. (U)
DESCRIPTIVE NOTE: ANNUAL PROGRESS REPT.,
DEC 66 SELLIS, S. B. I
CONTRACT: NONR-343610U

UNCLASSIFIED REPORT

DESCRIPTORS: (BEHAVIOR, ENVIRONMENT), SOCIAL
PSYCHOLOGY, ECOLOGY, PERSONALITY, ATTITUDES,
MILITARY PSYCHOLOGY, GROUP DYNAMICS,
PERFORMANCE (HUMAN), STRESS (PSYCHOLOGY) (U)

THE GENERAL OBJECTIVES OF THE STUDIES UNDERTAKEN
CENTER AROUND THE IDENTIFICATION, ISOLATION, AND
QUANTIFICATION OF SITUATIONAL VARIABLES THAT ACCOUNT
FOR SUBSTANTIAL VARIANCE IN BEHAVIOR. THE MAIN
THESIS OF THE INVESTIGATION IS THAT BEHAVIOR VARIANCE
IS A FUNCTION OF THREE UNIVERSES OF VARIABLES: A.
INDIVIDUAL DIFFERENCES (REPRESENTED BY MEASURES OF
APTITUDE, INTEREST, ATTITUDE, AND PERSONALITY), B.
SITUATIONAL OR ENVIRONMENTAL VARIABLES, C. THE
INTERACTION OF INDIVIDUAL DIFFERENCES AND SITUATIONAL
(ENVIRONMENTAL) VARIABLES, AND THAT PSYCHOLOGY
HAS NEGLECTED THE SYSTEMATIC STUDY OF THE
ENVIRONMENT. THE TASKS DISCUSSED IN THIS REPORT
INVOLVE: (A) STUDIES OF DIMENSIONS OF GROUPS,
(B) STRESS REVIEWS, (C) EXPLORATION OF
VARIABLES DESCRIPTIVE OF THE ENVIRONMENT, AND (D)
A SURVEY OF MILITARY PSYCHOLOGISTS' JOB
SATISFACTIONS, BASED ON A 20 PER CENT SAMPLE OF
MEMBERSHIP OF THE AMERICAN PSYCHOLOGICAL
ASSOCIATION. (AUTHOR) (U)

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UNCLASSIFIED

/DMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /JMR10

AD-697 659 5/10
PRINCETON UNIV N J
ATTITUDE GENERALIZATION IN SOCIAL TRIADS AS A
FUNCTION OF PERSONALITY STRUCTURE AND AVAILABILITY OF
SOCIAL SUPPORT. (U)
DESCRIPTIVE NOTE: TECHNICAL REPORT
OF 118P STREUFERT, SIGFRIED ;
REPT. NO. TM-16
CONTRACT: NUNR-1050(12)
PROJ: HR-171-655

UNCLASSIFIED REPORT

DESCRIPTORS: (PSOCIAL PSYCHOLOGY;
INTERACTIONS), (ATTITUDES, SOCIAL
PSYCHOLOGY), PERSONALITY, GROUP DYNAMICS,
REACTIONS(PSYCHOLOGY),
PERCEPTION(PSYCHOLOGY), SOCIAL COMMUNICATION,
PSYCHOMETRICS, STATISTICAL ANALYSIS, VERBAL
BEHAVIOR (U)

THIS STUDY WAS CONCERNED WITH SOME OF THE RELEVANT
WAYS PERSONALITY STRUCTURE INFLUENCE SOCIAL
COMMUNICATION AND PERCEPTION IN THE EARLY STAGES OF
INTERACTIONS REACTIONS TO INTERPERSONAL CONFLICT
ARE STUDIED. (U)

322

UNCLASSIFIED

/JMR10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-647 697 5/10
COLUMBIA UNIV NEW YORK TEACHERS COLL
THE USE OF ROLE-REVERSAL IN INTERGROUP
COMPETITION.
DESCRIPTIVE NOTE: TECHNICAL REPT.,
FEB 67 105P JOHNSON, DAVID B. I
REPT. NO. TR-4
CONTRACT: 50NR-4294(00)

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL PSYCHOLOGY, *BARGAINING),
ATTITUDES, MOTIVATION, GROUP DYNAMICS,
BEHAVIOR, SOCIAL COMMUNICATION,
PERCEPTION(PSYCHOLOGY), PROBLEM SOLVING

(C)

THE STUDY EXAMINED THE EFFECTS OF TWO DIFFERENT
DISCUSSION METHODS, ROLE-REVERSAL AND DIRECT
PRESENTATION OF ONE'S OWN VIEWPOINT, UPON THE EASE OF
REACHING AGREEMENT IN AN INTERGROUP NEGOTIATING
SITUATION. TWO SS, REPRESENTING GROUPS WITH
OPPOSING POINTS OF VIEW, WERE INSTRUCTED TO REACH A
JOINT AGREEMENT ON THE ISSUE USING EITHER ROLE-
REVERSAL OR SELF-PRESENTATION. ROLE-REVERSAL
RESULTED IN MORE UNDERSTANDING OF THE OPPONENT'S
POSITION THAN DID SELF-PRESENTATION. WHEN ROLE-
REVERSAL WAS PERFORMED WITH HIGH INVOLVEMENT OR
ADEQUACY, THERE IS SOME EVIDENCE THAT ROLE-REVERSAL
WILL BE LESS EFFECTIVE THAN SELF-PRESENTATION IN
RESOLVING CONFLICTS INVOLVING INCOMPATIBLE POSITIONS,
WHILE ROLE-REVERSAL IS MORE EFFECTIVE THAN SELF-
PRESENTATION IN RESOLVING CONFLICTS INVOLVING
POTENTIALLY COMPATIBLE POSITIONS. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-647 76J 3/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
A TEST OF THE LEADERSHIP CONTINGENCY MODEL IN THREE
ORGANIZATIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JAN 67 30P MUNT, J. G. ;
REPT. NO. TM-47(67-3)
CONTRACT: NONR-1034(36)
PROJ: NM-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON COMMUNICATION,
COOPERATION, AND NEGOTIATION IN CULTURALLY
HETEROGENEOUS GROUPS. DOCTORAL THESIS.

DESCRIPTORS: (LEADERSHIP, INDUSTRIAL
PSYCHOLOGY), (INDUSTRIAL PSYCHOLOGY, GROUP
DYNAMICS), PREDICTIONS, PERFORMANCE (HUMAN),
MANAGEMENT ENGINEERING, SELECTION, TRAINING,
SAMPLING, BEHAVIOR (U)

THIS STUDY TESTED FIEDLER'S LEADERSHIP THEORY,
THE 'CONTINGENCY MODEL' IN THREE BUSINESS AND
INDUSTRIAL ORGANIZATIONS. THE SAMPLES INCLUDED
RESEARCH CHEMISTS, SHOP CRAFTSMEN, SUPER MARKET MEAT
AND GROCERY DEPARTMENTS, AND PRODUCTION FOREMEN.
THE MODEL SUCCESSFULLY PREDICTED PERFORMANCE FOR
BOTH INTERACTING (HIGH MEMBER TASK
INTERDEPENDENCE) AND CO-ACTING (LOW MEMBER TASK
INTERDEPENDENCE) GROUPS IN THE SAMPLED ORGANIZATIONS.
THESE RESULTS INDICATE THE MODEL'S APPARENT
APPLICABILITY TO INDUSTRIAL ORGANIZATIONS AND ITS
IMPLICATIONS FOR MANAGERIAL SELECTION, PLACEMENT, AND
TRAINING, AS WELL AS ORGANIZATIONAL MODIFICATION TO
FIT A MANAGER'S LEADERSHIP STYLE. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-647 801 5/10
COLUMBIA UNIV NEW YORK TEACHERS COLL
STRATEGIES OF INDUCING COOPERATION: AN EXPERIMENTAL STUDY. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
FEB 67 JIP DEUTSCH, MORTON I
EPSTEIN, YAKOV I CANAVAN, DONNAN I GUMPERT, PETER I
REPT. NO. TR-5
CONTRACT: NUMN-4294(00)

UNCLASSIFIED REPORT

DESCRIPTORS: (*SOCIAL PSYCHOLOGY, *BARGAINING),
ATTITUDES, MOTIVATION, GROUP DYNAMICS,
BEHAVIOR, SOCIAL COMMUNICATION,
PERCEPTION(PSYCHOLOGY), PROBLEM SOLVING (U)

SS PLAYED A TWO-PERSON LABORATORY GAME IN WHICH THEY COULD ACT ALTRUISTICALLY, INDIVIDUALISTICALLY, DEFENSIVELY, OR AGGRESSIVELY. SS DID NOT INTERACT WITH A REAL PERSON, BUT 5 PROGRAMMED STRATEGIES WERE EMPLOYED TO SEE WHICH WAS MOST EFFECTIVE IN ELICITING COOPERATION FROM A NON-COOPERATIVE S. THE STRATEGIES WERE: TURN THE OTHER CHEEK - THE PROGRAM RESPONDED TO A THREAT OR AN ATTACK BY AN ALTRUISTIC CHOICE AND WITH A COOPERATIVE CHOICE OTHERWISE: NONPUNITIVE - THE PROGRAM RESPONDED DEFENSIVELY RATHER THAN WITH COUNTER-THREATS OR COUNTER ATTACKS WHEN THE S THREATENED OR ATTACKED. AND RECIPROCATED THE REST OF THE S'S BEHAVIOR: DETERRENT - THE PROGRAM RESPONDED WITH A THREAT TO ANY NONCOOPERATIVE ACT OF THE S, COUNTER ATTACKED WHEN THE S ATTACKED AND RESPONDED COOPERATIVELY TO ANY COOPERATIVE BEHAVIOR FROM THE S; TWO TYPES OF REFORMED SINNER STRATEGY - IN BOTH THE PROGRAM RESPONDED WITH THREATS AND AGGRESSION FOR THE FIRST 15 TRIALS OF THE GAME AND THEN CHANGED DRAMATICALLY ON THE 16TH TRIAL BY DISARMING. IN ONE FORM OF THE REFORMED SINNER THE PROGRAM FOLLOWED THE TURN THE OTHER CHEEK STRATEGY, AND IN THE OTHER THE PROGRAM BECAME NONPUNITIVE. RESULTS ARE CONSISTENT WITH FINDINGS OF OTHER INVESTIGATORS. SS BEHAVED MOST COMPETITIVELY DURING THE 15 TRIALS OF THE REFORMED SINNER CONDITION WHEN THE PROGRAM WAS THREATENING AND AGGRESSIVE: SS TENDED TO EXPLOIT IN THE TURN THE OTHER CHEEK CONDITION: SS BEHAVED MOST COOPERATIVELY IN THE NONPUNITIVE CONDITION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-647 849 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
SOME EFFECTS OF CULTURAL TRAINING ON LEADERSHIP IN
METACULTURAL TASK GROUPS. (U)
66 15P CHEMEIS, MARTIN M. I
LEAHYANANDA, DUANGDUEN ; FIELDER, FRED E. I
STOLURUA, LAWRENCE M. I
CONTACT: NUNN-1034(26)
PROJ: NN-177-472

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN INTERNATIONAL JOURNAL
OF PSYCHOLOGY V1 N4 P301-14 1966.

DESCRIPTORS: (GROUP DYNAMICS, LEADERSHIP),
(LEADERSHIP, APPLIED PSYCHOLOGY), SOCIAL
PSYCHOLOGY, MOTIVATION, PERFORMANCE(HUMAN),
BEHAVIOR, CULTURE, TRAINING, CREATIVITY,
EFFECTIVENESS (U)

THE PRESENT STUDY EXPLORES WHETHER CULTURAL
TRAINING DIMINISHES THE CONFLICTS AND INCREASES THE
EFFECTIVENESS OF SMALL GROUPS THAT HAVE CULTURALLY
HETEROGENEOUS MEMBERSHIP. THE EXPERIMENTAL
TRAINING METHOD WAS DESIGNED TO (A) GIVE THE
TRAINEE NEW CULTURALLY-RELEVANT INFORMATION, AND
(B) SENSITIZE HIM TO SUBTLE CUES SO HIS BEHAVIOR
WOULD BECOME MORE APPROPRIATE TO, AND EFFECTIVE IN,
METACULTURAL ENCOUNTERS. IN THESE WAYS IT WAS
DESIGNED TO INCREASE HIS SKILLS IN INTERPERSONAL
SITUATIONS. (U)

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-648 449 5/10
BEAVER COLL GLENSIDE PA
LEADERSHIP STATUS AS A MODULATOR OF THE DETERMINATION
OF SOCIAL INTERACTION BY PRIOR REINFORCEMENT. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
66 JIP HAUSNER, BERNARD I
LEDERMAN, ELLEN IKATZ, SHIRLEY I
REPT. NO. TR-2
CONTRACT: NONR(6)-00028-66
PROJ: NA-171-456

UNCLASSIFIED REPORT

DESCRIPTORS: (*SOCIAL PSYCHOLOGY, *LEADERSHIP),
ATTITUDES, MOTIVATION, BEHAVIOR, SOCIAL
COMMUNICATION (U)
IDENTIFIERS: JUDGMENT (U)

AN EXPERIMENT WAS DESIGNED TO TEST THE INFLUENCE OF
PRIOR EXPERIENCE OF CAMPUS LEADERSHIP AS A MODULATING
FACTOR IN THE EFFECT OF PRIOR REINFORCEMENT OF
JUDGMENTAL RESPONSES ON BEHAVIOR IN A SOCIAL
INTERACTION IN JUDGMENT. TWENTY FEMALE COLLEGE
STUDENTS WERE RUN: TEN WERE LEADERS AND TEN WERE NON-
LEADERS. JUDGMENTS WERE MADE OF THE RATE OF
ALTERNATION OF A FLICKERING LIGHT. HALF OF EACH
GROUP WERE TOLD THEY WERE RIGHT 17 OUT OF 21 TRIALS;
HALF OF EACH GROUP WERE TOLD THEY WERE WRONG ON AN
EQUIVALENT NUMBER OF TRIALS. SS WERE THEN RUN IN
APPARENT COMMUNICATION WITH EACH OTHER, ACTUALLY
RECEIVING FALSE INFORMATION THAT P'S JUDGMENTS WERE
25 PER CENT HIGHER. AMONG THE LEADERS THE
REINFORCEMENT SCHEDULE DETERMINED TENDENCY TO SHIFT
JUDGMENTS TOWARDS P: SS TOLD THEY WERE WRONG
SHIFTED AND THOSE TOLD THEY WERE RIGHT MAINTAINED.
AMONG THE NON-LEADERS THERE WAS NO DEMONSTRABLE
EFFECT FROM THE REINFORCEMENT SCHEDULE. HOWEVER,
THE DEGREE TO WHICH THE EXPERIMENT WAS PERCEIVED AS A
TEST OF INDIVIDUAL SKILLS OR AS A SOCIAL SITUATION
DID DETERMINE DEGREE OF SHIFT IN JUDGMENT.
INTERACTION EFFECTS ON ANALYSIS OF VARIANCE WERE
SIGNIFICANT FOR LEADER VS. NON-LEADERS, POSITIVE VS.
NEGATIVE REINFORCEMENT. THUS, LEADERS ARE FOUND TO
RESPOND TO CUES IN THE OUTSIDE WORLD, NON-LEADERS TO
INTERNAL MEDIATING SYSTEMS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-648 607 5/10 5/9
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
LEADERSHIP PERFORMANCE OF NURSING SUPERVISORS AT TWO
ORGANIZATIONAL LEVELS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
FEB 67 44P NEALEY, STANLEY M. I
BLOOD, MILTON R. I
REPT. NO. TM-48
CONTRACT: NONR-1034(36)
PROJ: NR-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE. REPT. ON COMMUNICATION,
COOPERATION AND NEGOTIATION IN CULTURALLY
HETEROGENEOUS GROUPS.

DESCRIPTORS: (LEADERSHIP, BEHAVIOR),
(NURSES, SUPERVISORY PERSONNEL), SOCIAL
PSYCHOLOGY, GROUP DYNAMICS, EFFECTIVENESS,
PERSONNEL MANAGEMENT, ANALYSIS OF VARIANCE (U)

THE RELATIONS OF LEADERSHIP STYLE AND BEHAVIOR TO
WORK GROUP PERFORMANCE AND SUBORDINATE JOB
SATISFACTION HAVE BEEN INVESTIGATED FOR 22 FIRST-
LEVEL AND EIGHT SECOND-LEVEL NURSING SUPERVISORS IN A
VETERANS ADMINISTRATION HOSPITAL OF 1,680 BEDS.
NURSING ASSISTANTS SUPERVISED BY TASK-ORIENTED
(LOW LPC) LEADERS RECEIVED HIGHER PERFORMANCE
RATINGS AT THE FIRST LEVEL OF SUPERVISION, WHILE
RELATIONSHIP-ORIENTED (HIGH LPC) LEADERS
PERFORMED BETTER AT THE SECOND-LEVEL OF SUPERVISION.
SUBORDINATE'S JOB SATISFACTION WAS POSITIVELY
RELATED TO LEADER CONSIDERATION AT BOTH LEVELS OF
SUPERVISION. HOWEVER, INITIATING STRUCTURE
LEADER BEHAVIOR CONTRIBUTED TO HIGH SUBORDINATE JOB
SATISFACTION AT THE FIRST LEVEL OF SUPERVISION BUT
LOW SUBORDINATE JOB SATISFACTION AT THE SECOND LEVEL.
THESE DIFFERENCES IN EFFECTIVE MANAGEMENT PATTERNS
ARE INTERPRETED IN THE LIGHT OF APPARENT DIFFERENCES
IN SITUATIONAL LEADERSHIP DEMANDS AT THE TWO
SUPERVISORY LEVELS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-649 423 5/10
ILLINOIS UNIV URBANA

THE EFFECT OF LEADERSHIP AND CULTURAL HETEROGENEITY
ON GROUP PERFORMANCE: A TEST OF THE CONTINGENCY

MODEL,

SEP 65 30P FIEDLER, FRED E. I (U)

CONTRACT: NONR-1834(36)
PROJ: NR-177-472

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF
EXPERIMENTAL SOCIAL PSYCHOLOGY V2 N3 P237-64 JUL
1966.

DESCRIPTORS: (LEADERSHIP, EFFECTIVENESS),
(SOCIAL PSYCHOLOGY, LEADERSHIP), CULTURE,
PERFORMANCE (HUMAN), GROUP DYNAMICS,
TRAINING, LINGUISTICS, PSYCHOMETRICS,
ATTITUDES, BEHAVIOR (U)

AN EXPERIMENT WAS CONDUCTED (A) TO COMPARE THE
PERFORMANCE OF 96 CULTURALLY AND LINGUISTICALLY
HOMOGENEOUS AND HETEROGENEOUS THREE-MAN TEAMS UNDER
POWERFUL AND WEAK LEADERSHIP POSITIONS AND ON THREE
TYPES OF TASKS VARYING IN STRUCTURE AND REQUIREMENTS
FOR VERBAL INTERACTION, AND (B) TO TEST A
PREVIOUSLY DESCRIBED CONTINGENCY MODEL OF
LEADERSHIP EFFECTIVENESS. MONOCULTURAL AND
METECULTURAL GROUPS DIFFERED IN PERFORMANCE ONLY ON
THE HIGHLY VERBAL TASK. HETEROGENEOUS GROUPS,
DESPITE OBVIOUS COMMUNICATION DIFFICULTIES AND
CULTURALLY DIVERGENT BACKGROUNDS, PERFORMED ABOUT AS
WELL ON THE STRUCTURED AND NONVERBAL TASKS AS DID
HOMOGENEOUS GROUPS. GROUPS LED BY RECRUIT LEADERS
PERFORMED AS WELL AS GROUPS DIRECTED BY PETTY
OFFICERS. THUS, NEITHER THE MILITARY LEADERSHIP
TRAINING AND EXPERIENCE NOR THE POSITION POWER OF
PETTY OFFICERS CONTRIBUTED TO THE EFFECTIVENESS OF
THESE GROUPS. THESE FINDINGS HAVE CONSIDERABLE
POTENTIAL IMPLICATIONS FOR LEADERSHIP TRAINING
PROGRAMS AND EVALUATION OF THE COMMUNICATION VARIABLE
IN AFFECTING GROUP PRODUCTIVITY. THE EXPERIMENT
CLEARLY SUPPORTED THE HYPOTHESIS DERIVED FROM THE
CONTINGENCY MODEL THAT THE SPECIFIC LEADERSHIP
STYLE REQUIRED FOR EFFECTIVE GROUP PERFORMANCE IS
CONTINGENT UPON THE FAVORABLENESS OF THE GROUP-TASK
SITUATION. AS IN PREVIOUS RESEARCH, GROUPS UNDER
MANAGING, TASK-CONTROLLING (LOB LPC) LEADERS
PERFORMED BEST IN VERY FAVORABLE GROUP-TASK
SITUATIONS AS WELL AS IN GROUP-TASK SITUATIONS WHICH
WERE RELATIVELY UNFAVORABLE OR VERY UNFAVORABLE.
PERMISSIVE, CONSIDERATE, GROUP-ORIENTED LEADERS (U)

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UNCLASSIFIED

/UMK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-644 513 5/10

ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA
HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND
STRESS. REPORT ON UNIT EFFECTIVENESS. (U)

DESCRIPTIVE NOTE: REPT., FOR APR-JUL 66,
FEB 67 17P POSSENTI, RICHARD G. I

REPT. NO. AAL-TR-66-11

PROJ: 8437

TASK: 01005

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH BASSET
ARMY HOSP., FORT WAINWRIGHT, ALASKA.

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS),
(PERFORMANCE(HUMAN), GROUP DYNAMICS),
LEADERSHIP, BEHAVIOR, PERSONALITY, ATTITUDES,
COLD WEATHER TESTS, STRESS(PSYCHOLOGY),
PSYCHOMETRICS, ENVIRONMENTAL TESTS, ARMY
PERSONNEL, ALASKA (U)

AT THE REQUEST OF THE SURGEON'S OFFICE,
U.S. ARMY, ALASKA, USARAL, THE ARCTIC
AEROMEDICAL LABORATORY PSYCHOLOGIST ACCOMPANIED
30 ARMY PERSONNEL ON A FIELD EXERCISE NEAR
EILSON AIR FORCE BASE, ALASKA, TO STUDY
BEHAVIOR AND PERFORMANCE UNDER CONDITIONS OF COLD AND
STRESS. THE MEN WERE DIVIDED INTO SQUADS OF 10 MEN
EACH, REPRESENTING THREE COMPANIES. PERSONALITY
AND ATTITUDE SCALES WERE ADMINISTERED BEFORE, DURING
AND AFTER THE EXERCISE. ANALYSIS SHOWED THE
ESSENTIAL CHARACTER OF DYNAMIC LEADERSHIP PURPOSE AND
DIRECTION NECESSARY FOR MISSION SUCCESS. IT ALSO
POINTED UP THAT THE ABSENCE OF THESE CHARACTERISTICS
(VARIABLES) LEADS TO INDEPENDENT AND SEPARATE
ACTION WITH THE CONSEQUENT RESULT OF UNIT
INEFFECTIVENESS. THE MOST IMPORTANT FACTOR IN
MISSION SUCCESS SEEMED TO BE GOOD LEADERSHIP. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-644 824 5/10
AKRON UNIV OHIO
NATIONAL AND INTERACTIONAL DECISION-MAKING ROLES IN
TASK-ORIENTED GROUPS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
67 17P WASHBURN, NORMAN F. I
DARMOFALL, CECIL F. I
REPT. NO. TR-4
CONTRACT: NONR-43021001
PROJ: NR-177-356

UNCLASSIFIED REPORT

DESCRIPTORS: (DECISION MAKING, INTERACTIONS),
(GROUP DYNAMICS, BEHAVIOR), LEADERSHIP,
PROBLEM SOLVING, PERCEPTION(PSYCHOLOGY),
GAME THEORY, ENVIRONMENT, SOCIAL PSYCHOLOGY,
PERCEPTION(PSYCHOLOGY), PSYCHOMETRICS (U)

AS PART OF A LONG TERM EFFORT TO DEVELOP AND VERIFY
A THEORY THAT COGNITIVE STYLES DIFFER ACCORDING TO
DIFFERENTIAL SOCIALIZATION, AND THAT THEY IN TURN
AFFECT ROLE BEHAVIOR IN TASK-ORIENTED DECISION-MAKING
GROUPS, THIS STUDY TESTED THE HYPOTHESIS THAT
'STRATEGISTS' WOULD TEND TO EMERGE AS LEADERS IN
GROUPS MADE UP OF BOTH 'PUZZLE-SOLVERS' AND
'STRATEGISTS.' THE RESULTS TEND TO CONFIRM THE
HYPOTHESIS. (U)

UNCLASSIFIED

DUL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMR10

AD-647 806 3/10
NAVA, MEDICAL RESEARCH INST BETHESDA MD
EMOTIONAL SYMPTOMATOLOGY AND SUBJECTIVE STRESS IN
ISOLATED PAIRS OF MEN, (U)
66 2UP MAYTHORN, WILLIAM W. I
ALTMAN, IRWIN; MYERS, THOMAS I. I
MONITOR: NAVMED, NAVMED HQ006.14-2006-
01, MF024.01.03-1200-45

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF
EXPERIMENTAL RESEARCH IN PERSONALITY VI P290-305
1966.

SUPPLEMENTARY NOTES: RESEARCH SUPPORTED IN PART ONR.

DESCRIPTORS: (CONFINEMENT (PSYCHOLOGY); GROUP
DYNAMICS); STRESS (PSYCHOLOGY); EMOTIONS;
PERSONALITY; REACTION (PSYCHOLOGY);
PSYCHOMETRICS (U)

THIRTY-SIX NAVY RECRUITS WERE RUN IN DYADS, HALF
UNDER CONDITIONS OF ISOLATION AND HALF CONTROL.
DYADS WERE ORGANIZED TO SATISFY A 3X3 RECRO-
LATION SQUARE DESIGN ON FOUR PERSONALITY
CHARACTERISTICS--NEED ACHIEVEMENT, NEED AFFILIATION,
NEED DOMINANCE AND DOMINATISM--SUCH THAT HOMOGENEOUS
HIGH, HETEROGENEOUS AND HOMOGENEOUS LOW COMPOSITIONS
ON EACH PERSONALITY CHARACTERISTIC OCCURRED.
ISOLATED DYADS LIVED AND WORKED IN A SMALL ROOM FOR
10 DAYS WITH MINIMAL OUTSIDE CONTACT. CONTROLS
SLEPT AND ATE IN REGULAR NAVY FACILITIES BUT
OTHERWISE FOLLOWED THE SAME TASK AND WORK SCHEDULE AS
ISOLATION GROUPS. AT THE END OF THE EXPERIMENT,
SS INDICATED THEIR REACTION TO ISOLATION ON A
SUBJECTIVE STRESS SCALE AND AN EMOTIONAL
SYMPTOMATOLOGY QUESTIONNAIRE. RESULTS CONFIRMED
HYPOTHESES THAT (A) SOCIAL ISOLATION IS STRESS-
INDUCING; AND (B) STRESS IS A FUNCTION OF
INTERPERSONAL NEEDS. BOTH DYADS HAVING BOTH MEN HIGH
ON DOMINANCE EXPERIENCING MORE STRESS THAN THOSE
HETEROGENEOUS IN DOMINANCE; AND THOSE DYADS
HETEROGENEOUS IN ACHIEVEMENT SHOWING MORE STRESS THAN
HOMOGENEOUS GROUPS. THE RESULTS INDICATE THE
IMPORTANCE OF GROUP COMPOSITION TO FUNCTIONING IN
ISOLATED ENVIRONMENTS, AND PERHAPS TO OTHER STRESSFUL
SITUATIONS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-644 918 5/10 5/9
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
THE INTERFACE BETWEEN PERSONNEL AND ORGANIZATIONAL
PSYCHOLOGY. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAN 67 2/P BASS, BERNARD M. I
REPT. NO. TR-13
CONTRACT: N0HR-624114)

UNCLASSIFIED REPORT

DESCRIPTORS: (PERSONNEL MANAGEMENT, SOCIAL
PSYCHOLOGY), (SUPERVISORY PERSONNEL,
ORGANIZATIONS), GROUP DYNAMICS, TRAINING,
SELECTION, MORALE, RECRUITING, SUPERVISION (U)

THE FIRST PART OF THIS REPORT DELINEATES THE
IMPORTANCE OF ORGANIZATIONAL CONSIDERATIONS TO THE
PERSONNEL PSYCHOLOGIST AS HE CONCENTRATES ON
RECRUITING, SELECTION, TRAINING, JOB DESIGN AND SO
FORTH. THE SECOND PART DEALS WITH THE CONVERSE:
THE IMPORTANCE OF PERSONNEL CONSIDERATIONS TO THE
ORGANIZATIONAL PSYCHOLOGIST AS HE DEALS WITH PROBLEMS
OF MORALE, SUPERVISION, TEAMWORK, ORGANIZATIONAL
DESIGN AND CONFLICT RESOLUTION. (U)

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UNCLASSIFIED

/UMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-650 133 5/10

TEXAS UNIV AUSTIN DEPT OF PSYCHOLOGY

A COST-REWARD ANALYSIS OF REACTIONS TO EXTREME STRESS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

MAR 67 103P RADLUFF, ROLAND I

HELMREICH, ROBERT I

REPT. NO. TR-1

CONTRACT: N00014-67-A-0126

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON PERFORMANCE AND ADJUSTMENT UNDER STRESS.

DESCRIPTORS: (•DIVING, HAZARDS), (•BREATHING APPARATUS, UNDERWATER), (•PERFORMANCE(HUMAN), STRESS(PSYCHOLOGY)), ENVIRONMENT, BEHAVIOR, STRESS(PHYSIOLOGY), LEADERSHIP, CASUALTIES, ADJUSTMENT(PSYCHOLOGY)

(U)

THE REPORT, BASED ON ANALYSIS OF THE DATA FROM PROJECT SEALAB II, REPRESENTS AN ATTEMPT TO APPLY THE 'COSTS, REWARDS AND OUTCOMES' APPROACH OF THIBAUT AND KELLEY (1958) TO PHYSICALLY AND PSYCHOLOGICALLY STRESSFUL SITUATIONS. THE MODEL PROPOSES THAT PERSONS WILL ENTER HAZARDOUS OR OTHER HIGH COST ENVIRONMENTS VOLUNTARILY BECAUSE OF PERCEIVED BENEFITS AND THAT COSTS TEND TO BE QUITE STABLE AND REWARDS HIGHLY LABILE IN ENVIRONMENTS CHARACTERIZED BY NEGATIVE PHYSICAL STIMULI. IT IS SUGGESTED THAT IN DEVELOPING SOCIAL SYSTEMS WHICH ARE HIGH IN SUCH COSTS, THE REWARDS WILL DECLINE MORE RAPIDLY THAN COSTS (FOR EXAMPLE, THE REWARDS IN TERMS OF PRESTIGE AND PUBLIC HONORS HAVE DECLINED MORE RAPIDLY FOR SUCCESSIVE ASTRONAUTS THAN HAVE THE COSTS IN TERMS OF PHYSICAL HAZARD). THIS RELATIVELY RAPID DECLINE OF REWARDS IN COMPARISON WITH COSTS CAN BE EXPECTED TO HAVE NEGATIVE EFFECTS ON PERFORMANCE AND ADJUSTMENT IN SUCH SITUATIONS AND ON VOLUNTEER AND RETENTION RATES AS WELL. THE LEADERSHIP ROLE IN RELATION TO THE COST-REWARD STRUCTURE IS ANALYZED AND EVIDENCE IN SUPPORT OF THE MODEL IS CITED. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AU-650 229 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
SOME CULTURAL DIFFERENCES IN THE PERCEPTION OF SOCIAL
BEHAVIOR. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
FEB 67 44P TRIANDIS, HARRY C. ;
VASSILIOU, VASSO ; NASSIAKOU, MARIA ;
REPT. NO. TR-49
CONTRACT: NONR-1834(36), ARPA ORDER-454
PROJ: NR-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH
ATHENIAN INST. OF ANTHROPOS, ATHENS, GREECE.

DESCRIPTORS: (*SOCIAL PSYCHOLOGY,
*PSYCHOMETRICS), (*PERCEPTION(PSYCHOLOGY),
CULTURE), BEHAVIOR, GREECE, INTERACTIONS,
SOCIAL COMMUNICATION, FACTOR ANALYSIS, GROUP
DYNAMICS, EFFECTIVENESS (U)

CULTURAL DIFFERENCES IN THE PERCEPTION OF SOCIAL
BEHAVIORS WERE STUDIED BY PRESENTATION OF 120 SOCIAL
BEHAVIORS (E.G., TO HIT, TO COMMAND, TO OBEY,
ETC.) TO THREE SAMPLES OF RESPONDENTS: GREEK
FEMALES, AMERICAN FEMALES, AMERICAN MALES. THE
RESPONDENTS MADE THURSTONE EQUAL APPEARING INTERVAL
SCALE JUDGMENTS IN WHICH THE 120 BEHAVIORS
CONSTITUTED THE STIMULI. THE JUDGMENTAL CONTINUA
WERE DEFINED BY THE WORDS: GIVE AFFECT VS.
DENIES AFFECT; GIVES STATUS VS. DENIES
STATUS; INTIMACY VS. FORMALITY AND NO TRACE
OF HOSTILITY VS. MAXIMUM HOSTILITY. (THESE
DIMENSIONS WERE FOUND TO BE CULTURE COMMON, BETWEEN
AMERICANS AND GREEKS, IN PREVIOUS FACTOR ANALYTIC
WORK). NUMEROUS CULTURAL DIFFERENCES IN THE
PERCEPTION OF SOCIAL BEHAVIOR WERE OBSERVED. THEY
ARE DISCUSSED IN RELATION TO PREVIOUS STUDIES OF
AMERICAN AND GREEK NATIONAL CHARACTER. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-650 369 5/10 5/11
BUREAU OF SOCIAL SCIENCE RESEARCH INC WASHINGTON D C
THE PASSION FOR SKYDIVING, (U)
MAR 67 140P KLAUSNER, SAMUEL Z. I
CONTRACT: AF 49(638)-1510
PROJ: AF-9779
TASK: 977901
MONITOR: AFOSR 67-0312

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-630 793, AD-631 019,
AD-631 020, AND AD-631 049.

DESCRIPTORS: (*PARACHUTE JUMPING, *FEAR),
RECREATION, ANXIETY, PERSONALITY, PROJECTIVE
TECHNIQUES, PERSONALITY TESTS, EMOTIONS, GROUP
DYNAMICS, ATTITUDES, SOCIAL PSYCHOLOGY,
BEHAVIOR, QUESTIONNAIRES, DEFENSE
MECHANISMS (PSYCHOLOGY) (U)

THE REPORT IS COMPOSED OF SIX PAPERS ON THE
EMOTIONAL ASPECTS OF SPORT PARACHUTING AND ITS
MEANING FOR THE SELF-EVALUATION OF THE INDIVIDUAL.
SOME MECHANISMS SKYDIVERS EMPLOY TO MANAGE THE
FEARFUL COMPONENT OF THE SKYDIVING EMOTION, AND
MECHANISMS ENABLING THEM TO ACT DESPITE IT, ARE
DISCUSSED. THE FIRST PAPER EXAMINES SOME EMOTIONAL
QUALITIES WHICH SKYDIVERS ASSOCIATE WITH FREE FALL.
THE SECOND PAPER ATTEMPTS TO ASSESS THE IMPACT OF
THE ACT OF PARACHUTING ON THE SKYDIVER'S EVALUATION
OF HIMSELF. THE THIRD PAPER EXAMINES SOME OF THE
CONDITIONS UNDER WHICH AN INDIVIDUAL WILL RECOGNIZE
OR FAIL TO RECOGNIZE HIS FEAR. THE FOURTH PAPER
STUDIES FEAR OF FAILURE AS ONE SIGNIFICANT SOURCE OF
FEAR. THE FIFTH PAPER DEALS WITH SOME RATIONAL AND
NONRATIONAL MECHANISMS FOR MANAGING BEHAVIOR, AND THE
LAST PAPER DESCRIBES SOME DIFFERENCES BETWEEN
SKYDIVERS WHO ADOPT AN ATTITUDE OF FATALISM OR OF
EFFECTIVISM TOWARD THE OUTCOME OF SKYDIVING.
(AUTHOR) (U)

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UNCLASSIFIED

70MK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-650 491 5/10 6/16
NAVAL SUBMARINE MEDICAL CENTER GROTON CONN MEDICAL
RESEARCH LAB
SIGNAL PRESENTATION RATE, AUDITORY THRESHOLD, AND
GROUP VIGILANCE. (U)
DESCRIPTIVE NOTE: INTERIM REPT.,
JUL 64 IOP MARTZ, RICHARD L. I
REPT. NO. SMRL-484
MUNITION: NAVMED MFO22.03.03-9020.04

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PERCEPTUAL AND MOTOR
SKILLS. V23 P463-9 1966.

DESCRIPTORS: (*ATTENTION,
PERFORMANCE(HUMAN)), (*AUDITORY PERCEPTION,
THRESHOLDS(PHYSIOLOGY)), BEHAVIOR,
AUDIOMETRY, GROUP DYNAMICS, HEARING (U)

AUDITORY THRESHOLD WERE OBTAINED DURING THE COURSE
OF A SINGLE, TWO-HOUR VIGILANCE SESSION FROM EIGHT
GROUPS OF 11 TO 14 RATED AND NON-RATED NAVY
ENLISTED MEN, WHEN EXPOSED TO ONE OF FOUR SIGNAL
RATES: ONE PER HOUR, 2.5 PER HOUR, 7.5 PER HOUR AND
15 PER HOUR. SUBJECTS IN EACH GROUP WERE TESTED
TOGETHER IN A DARK, UNLIGHTED, NOISE-HOMOGENEOUS ROOM
IN CLOSE PHYSICAL (AND POSSIBLY TACTILE AND
VIBRATORY) PROXIMITY, BUT WITHOUT VISUAL OR
ACOUSTIC INTERACTION. EACH S WORE EARPHONES AND
PRESSED A MICROSWITCH TO REPORT SINGLE TONES IN
TRAINS OF 12 SUCCESSIVE TONES RANGING IN 2-DB STEPS
FROM ROUGHLY 14 DB BELOW TO 10 DB ABOVE THE AVERAGE
S'S THRESHOLD. RESULTS SHOWED: (A) A
POSITIVELY ACCELERATED LINEAR RELATION BETWEEN
AUDITORY DETECTION AND LOG SIGNAL RATE, (B)
DECREMENTS OF ONE TO TEN DB OCCURRING EARLY IN THE
FIRST HALF OF THE WATCH IN ALL GROUPS' PERFORMANCE
(AND VIRTUALLY ALL S'S) AT ALL SIGNAL RATES,
AND (C) LARGE INDIVIDUAL DIFFERENCES PERMITTING
AN ARBITRARY, SIGNIFICANT SEPARATION OF 'BETTER' AND
'POORER' PERFORMERS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-651 312 5/10 5/9
HUMAN SCIENCES RESEARCH INC MCLEAN VA
THE TRANS-CULTURAL RESEARCH AND TRAINING INSTITUTE
(TCI). (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.;
APR 67 91P LOUBERT, J. DANIEL ;
REPT. NO: HSK-RM-6777-CS
CONTRACT: NUNR-4346(U)
PROJ: NM-177-238, RR-000-08-02

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL PSYCHOLOGY, CULTURE),
(SOCIAL COMMUNICATION, GROUP DYNAMICS),
MILITARY PERSONNEL, TRAINING,
PERFORMANCE(HUMAN), SIMULATION, LINGUISTICS,
PROFESSIONAL PERSONNEL, SELECTION (U)

THOUSANDS OF AMERICANS WORKING OVERSEAS --
ESPECIALLY U.S. MILITARY ADVISORY AND TRAINING
PERSONNEL -- HOLD CRUCIAL POSITIONS WHICH REQUIRE
WORKING CLOSELY AS CO-EQUALS WITH THEIR FOREIGN
COUNTERPARTS. UNLESS THESE INDIVIDUALS SOMEHOW
ACQUIRE THE 'FEEL' OF SOCIO-CULTURAL CONDITIONS IN
THE HOST COUNTRY, THEY RISK PARTIAL OR TOTAL FAILURE
IN THEIR MISSION. MANY COMPLAINTS ARE REGISTERED
AGAINST TRADITIONAL TRAINING WHICH TALKS ABOUT
FOREIGN SOCIETIES. A NUMBER OF NEW TRAINING
TECHNIQUES, BASED ON EXPERIENTIAL TRAINING IN
DOMESTIC SIMULATIONS OF FOREIGN SOCIETIES, SEEM TO
OFFER THE POSSIBILITY OF OVERCOMING INTERNALIZATION
BLOCKAGE AND PERMIT THE TRAINEE TO ACQUIRE THE 'FEEL
AND FLAVOR' OF BASIC FEATURES OF THE OTHER CULTURE
BEFORE HIS IMMERSION IN IT. THE REPORT SUGGESTS
THAT MILITARY AND CIVILIAN GOVERNMENT AGENCIES
COMBINE WITH ACADEMIC, CORPORATE, AND OTHER PRIVATE
U.S. ORGANIZATIONS TO ESTABLISH A NATIONAL
TRANS-CULTURAL RESEARCH AND TRAINING
INSTITUTE WITH ONE OR MORE SATELLITE MODEL VILLAGES
SIMULATING CONDITIONS ABROAD. THIS WOULD PROVIDE
THE SETTING FOR FOREIGN AND AMERICAN TRAINEES AND
RESEARCHERS TO USE, EVALUATE, AND REFINES EXPERIENTIAL
TRAINING TECHNIQUES. THE INSTITUTE WOULD ALSO
SERVE AS A NATIONAL RESEARCH AND INFORMATION CENTER
ON PROBLEMS OF CROSS-CULTURAL TRANSFER. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-651 411 5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

COMMUNICATION, COOPERATION, AND NEGOTIATION IN
CULTURALLY HETEROGENEOUS GROUPS. (U)

DESCRIPTIVE NOTE: QUARTERLY REPT., 30 APR 67.

APR 67 13P FIEDLER, FRED E. I

CONTRACT: NONN-1834134; ARPA ORDER-454

PROJ: 2876

UNCLASSIFIED REPORT

DESCRIPTORS: (*CULTURE, *GROUP DYNAMICS),
SOCIAL PSYCHOLOGY, BEHAVIOR, LEADERSHIP,
EFFECTIVENESS, SOCIAL COMMUNICATION,
PERSONALITY, PSYCHOMETRICS (U)

SUMMARIES ARE PRESENTED OF THE FOLLOWING
PROJECTS: A CULTURE ASSIMILATOR PROGRAM FOR
IRAN, CONSISTING OF TWO BOOKS; A STUDY AT THE
EUROPEAN SCHOOL IN BRUSSELS WHICH EXAMINES
MEMBER REACTIONS TO SUPPOSED TEAM SUCCESS OR FAILURE;
A STUDY ON NEGOTIATION AND COOPERATION TASKS,
UTILIZING TWO-MAN TEAMS OF AMERICAN AND INDIAN
GRADUATE STUDENTS; CULTURE TRAINING STUDIES FOR
PEACE CORPS VOLUNTEERS; A STUDY ON THE EFFECT
OF LEADERSHIP STYLE AND STRESS ON THE PERFORMANCE OF
LEADERS; AN EXPERIMENT ON THE EFFECTS OF
ORGANIZATIONAL STRUCTURE AND LEADERSHIP STYLE ON
GROUP PERFORMANCE; A STUDY ON LEADER JUDGMENTS AND
ORGANIZATIONAL STRUCTURE. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-651 633 5/10

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J

SOME NECESSARY STEPS TOWARD AN EFFECTIVE THEORY OF ORGANIZATIONAL BEHAVIOR.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:

MAR 67 2UP INDIK, BERNARD P. I

REPT. NO. TH-20

CONTRACT: NONR-404(10)

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, *BEHAVIOR), THEORY, ORGANIZATIONS, SOCIAL PSYCHOLOGY, PERFORMANCE(HUMAN), DECISION MAKING, SOCIAL COMMUNICATION, PERCEPTION(PSYCHOLOGY)

(U)

IN OUR RUSH TO ANSWER PRACTICAL PROBLEMS WE HAVE
FALLEN INTO THE TRAP OF TOO MUCH CONCERN FOR THE
SHORT RUN ANSWERS. WE HAVE ACCUMULATED LARGE
AMOUNTS OF VERY SPECIFIC DATA THAT HAVE NOT CLEARLY
ADDED UP TO A COHERENT WHOLE. WE HAVE NOT DONE
SOME OF THE BASIC SPADE WORK NOR HAVE WE TAKEN SOME
IMPORTANT STEPS. THIS REPORT ATTEMPTS TO START TO
REMEDY THIS PROBLEM. THE REPORT DELINEATES AND
DESIGNATES A SYSTEM OF CLASSIFYING DATA DEALING WITH
INDIVIDUAL BEHAVIOR IN SMALL GROUPS AND ORGANIZATIONS
THAT EXIST IN A SOCIOCULTURAL ENVIRONMENT. IT
REINFORCES THE IDEA THAT THERE IS NOTHING SO
PRACTICAL AS A GOOD THEORY, SINCE A GOOD THEORY NOT
ONLY SUMMARIZES AVAILABLE EVIDENCE BUT ALSO SUGGESTS
SOUND ANSWERS TO A WIDE RANGE OF APPLIED PROBLEMS.
(AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-651 974 5/10
YALE UNIV NEW HAVEN CONN
PROLONGED STRESS IN SEALAB II: A FIELD STUDY OF
INDIVIDUAL AND GROUP REACTIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
67 96P HELMREICH, ROBERT L. 1
REPT. NO. TR-1
CONTRACT: NONR(6)-00012-66, NONR(6)-00030-66

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: DOCTORAL THESIS.

DESCRIPTORS: (*STRESS(PSYCHOLOGY),
UNDERWATER), REACTION(PSYCHOLOGY), GROUP
DYNAMICS, PERFORMANCE(HUMAN), LEADERSHIP,
SOCIOMETRICS, PSYCHOMETRICS, FEAR, SOCIAL
PSYCHOLOGY, PERSONALITY TESTS, EMOTIONS, THESES (U)
IDENTIFIERS: SEALAB (U)

AN INVESTIGATION WAS MADE OF INDIVIDUAL AND GROUP REACTIONS TO EXTREME, PROLONGED STRESS IN A FIELD SITUATION CONDUCTED AS PART OF PROJECT SEALAB II. THE 26 DIVERS COMPLETED PERSONALITY AND DEMOGRAPHIC QUESTIONNAIRES PRIOR TO SUBMERSION. WHILE UNDERWATER, THEY FILLED OUT CHECKLISTS AND WERE CONTINUOUSLY MONITORED BY CLOSED-CIRCUIT AUDIO AND TELEVISION. DIVERS UNDERWATER WERE SIGNIFICANTLY MORE FEARFUL AND AROUSED THAN ON THE SURFACE PRIOR TO SUBMERSION. THE THREE 10 MEN TEAMS WHICH LIVED TOGETHER UNDERWATER BECAME SIGNIFICANTLY MORE COHESIVE AFTER SUBMERSION. EVALUATION OF SOCIOMETRIC CHOICES OF LEADERS INDICATED THAT AGE AND MATURITY WERE THE ONLY CHARACTERISTICS ASSOCIATED WITH BEING CHOSEN AS A LEADER. PERFORMANCE, FEAR, AROUSAL, GREGARIOUSNESS AND CHOICE AS A PEER WERE NOT RELATED TO LEADER CHOICE. SELF-REPORTED FEAR AND AROUSAL WERE SIGNIFICANTLY CORRELATED WITH PERFORMANCE CRITERIA. THE MORE FRIGHTENED AND AROUSED DIVERS DEMONSTRATED INFERIOR PERFORMANCE. FIRST-BORN AND ONLY CHILDREN WERE SIGNIFICANTLY MORE FRIGHTENED AND SHOWED SIGNIFICANTLY POORER PERFORMANCE THAN LATER-BORNS. FAILURE OF AN INDIVIDUAL TO SHARE IN GROUP ACTIVITIES AND SOCIAL BEHAVIOR WAS ASSOCIATED WITH HIGHER LEVELS OF REPORTED STRESS AND INFERIOR PERFORMANCE. USING SIX PREDICTORS IN A MULTIPLE REGRESSION, IT WAS POSSIBLE TO ACCOUNT FOR 50% OF THE VARIANCE OF EACH OF THREE OBJECTIVE PERFORMANCE CRITERIA. (AUTHOR) (U)

341
UNCLASSIFIED

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-652 390 5/10
TUFTS UNIV MEDFORD MASS INST FOR PSYCHOLOGICAL
RESEARCH
RESEARCH INVOLVING COMMUNICATION PROCESSES IN TASK
ORIENTED GROUPS. (U)
DESCRIPTIVE NOTE: FINAL REPT.
MAY 67 JUP
CONTRACT: N00014-67-1-0001

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
ATTENTION, PERFORMANCE (HUMAN), DETECTION,
MOTIVATION, DECISION MAKING, MATHEMATICAL
MODELS, RELIABILITY, RECALL, PREDICTIONS,
PROBABILITY, PROBLEM SOLVING, VERBAL BEHAVIOR,
MODELS (SIMULATIONS), COMPUTERS,
ORGANIZATIONS, THEORY (U)

SEVERAL THEORETICAL ARTICLES WHICH EXAMINE VARIOUS
ASPECTS OF THE SMALL GROUP PERFORMANCE PROBLEM ARE
DISCUSSED. THESE INCLUDE: (1) AN ANALYSIS
OF THE EXECUTIVE PROCESS, BASED ON THE DISTRIBUTION
OF INFORMATION IN A GROUP WHICH RELATES TO PARTICULAR
DECISIONS. THE GENERAL NOTION WAS THAT THE
INFORMATION BEARING ON ANY ACTION DECISION CAN BE
DETERMINED OR ESTIMATED AND THAT AN EFFECTIVE
EXECUTIVE STRUCTURE IS ONE THAT MAXIMIZES THE AMOUNT
OF RELEVANT INFORMATION BROUGHT TO BEAR ON EACH
DECISION. (2) AN EXAMINATION OF PHASING
RELATIONSHIPS AMONG ACTION UNITS WITH PARTICULAR
EMPHASIS ON MEASUREMENT. (3) A DISCUSSION OF
THE USE OF COMPUTER SIMULATION MODELS WITH SPECIAL
REFERENCE TO ORGANIZATION THEORY. (4) A SURVEY
OF THE POSSIBLY APPROPRIATE MATHEMATICAL MODELS FOR A
VARIETY OF GROUP PERFORMANCE SUBFUNCTIONS.
(AUTHOR) (U)

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70MK10

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0NK10

AD-653 645 579
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
INDIVIDUAL AND SMALL-UNIT TRAINING FOR COMBAT
OPERATIONS, (U)
MAY 67 61P JACOBS, T. O. SHARD, JOSEPH
S. POWERS, THEODORE H. GEORGE, CLAY E. I
MCFANN, HOWARD H. I
REPT. NO. HUMANO PROFESSIONAL PAPER-21-67
CONTRACT: DA-44-186-AMU-2

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT ARMY HUMAN FACTORS
RESEARCH AND DEVELOPMENT ANNUAL CONFERENCE
(12TH), FORT BENNING, GEORGIA, OCTOBER, 1966.

DESCRIPTORS: (MILITARY TRAINING, EFFICIENCY),
HUMAN ENGINEERING, TRAINING DEVICES, ARMY
TRAINING, LEADERSHIP, RIFLES, TEACHING METHODS,
TEACHING MACHINES, PROGRAMMED INSTRUCTION,
SYMPOSIA (U)

CONTENTS: TRAINING FOR MODERN COMBAT
OPERATIONS; A CASE STUDY OF THE DEVELOPMENT OF AN
INDIVIDUAL COMBAT TRAINING PROGRAM; THE FOUNDATIONS
FOR LEADER TRAINING; TRAINING FOR COORDINATION
WITHIN RIFLE SQUADS; INDIVIDUALIZATION OF
INSTRUCTION. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-653 904 5/10
OHIO STATE UNIV COLUMBUS
EFFECT OF SIMULATED SOCIAL FEEDBACK OF INDIVIDUAL
TRACKING PERFORMANCE, (U)
APR 66 9P JOHNSTON, WILLIAM A. I
NABHUCKI, LEON H. I
CONTRACT: AF-AFOSR-905-66
PROJ: AF-4776
TASK: 977602
MONITOR: AFUSH 67-1400

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF APPLIED
PSYCHOLOGY V51 N2 P145-51 1967.

DESCRIPTORS: (0TRACKING,
(0PERFORMANCE(HUMAN)), (0GROUP DYNAMICS,
(0PSYCHOMETRICS), FEEDBACK, SIMULATION;
DETERMINANTS, SOCIAL PSYCHOLOGY, ERRORS (U)

INDIVIDUAL TRACKING PERFORMANCE WAS EXAMINED UNDER
CONDITIONS OF SIMULATED SOCIAL FEEDBACK. EACH OF
60 SS WAS TOLD HE HAD A PARTNER AND THAT POSTTRIAL
FEEDBACK REPRESENTED THEIR TEAM PERFORMANCE RELATIVE
TO AVERAGE TRACKING ABILITY. ACTUALLY, S'S
FEEDBACK REPRESENTED HIS INDIVIDUAL PERFORMANCE
RELATIVE TO A LENIENT, MODERATE, OR STRINGENT
CRITERION. THE CRITERIA SIMULATED PARTNERS OF
VARYING ABILITY. SS BLAMED THEIR CONTRIVED
PARTNERS FOR POOR SCORES RECEIVED UNDER THE STRINGENT
CRITERION. PERFORMANCE OF GOOD TRACKERS WAS NOT
AFFECTED BY CRITERION DIFFICULTY, BUT POOR TRACKERS
PERFORMED BEST UNDER THE MODERATE CRITERION. THE
INHIBITORY INFLUENCE OF THE STRINGENT CRITERION WAS
MAGNIFIED DURING A TERMINAL EXTINCTION SESSION.
THE RESULTS SUGGEST THAT CRITERION DIFFICULTY IS AN
IMPORTANT DETERMINANT OF PERFORMANCE IN TEAM AND
PERHAPS INDIVIDUAL TASKS. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-654 114 5/10
WALTER REED ARMY INST OF RESEARCH WASHINGTON D C
OBSERVATIONS OVER THE LIFETIME OF A SMALL ISOLATED
GROUP: STRUCTURE, DANGER, BOREDOM AND VISION, (U)
JUL 66 42P SMITH, WILLIAM M. I

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGICAL REPORTS
V19 P475-514 1966. (AVAILABLE TO DDC USERS;
OTHERS TO UNIV OF MONTANA, SOUTHERN UNIVERSITY
PRESS, BOX 1441, MISSOULA, MONTANA 59801, FOR
\$1.50).

DESCRIPTORS: (GROUP DYNAMICS, *CONFINED
ENVIRONMENTS), SOCIAL PSYCHOLOGY, BEHAVIOR,
MORALE, VISUAL PERCEPTION, ANTARCTIC REGIONS,
ATTITUDES, REACTION (PSYCHOLOGY),
SOCIOMETRICS (U)
IDENTIFIERS: WHITEOUTS (U)

SEVEN MEN, WORKING AS A SELF-CONTAINED UNIT IN
ANTARCTICA, WERE OBSERVED FROM THE BEGINNING TO THE
END OF THEIR ASSOCIATION AS A GROUP. PRESENTED AND
DISCUSSED ARE DATA ON CERTAIN PROPERTIES OF INFORMAL
GROUP STRUCTURE, EFFECTS OF PERSONAL DANGER,
MONOTONY, BOREDOM, AND VISUAL PERCEPTION ;N
WHITEOUTS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /QMK10

AD-654 345 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
LEADERSHIP IN SMALL MILITARY UNITS: SOME RESEARCH
FINDINGS, (U)
JUN 67 20P LANGE, CARL J. :
REPT. NO. HUMANO PROFESSIONAL PAPER-24-27
CONTRACT: DA-44-188-ANO-2
PROJ: DA-2JU24701A712-01

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE NATO DEFENSE
PSYCHOLOGY SYMPOSIUM GROUP PRODUCTIVITY, PARIS
(FRANCE), AUG 60.

DESCRIPTORS: (LEADERSHIP, EFFECTIVENESS),
MILITARY PERSONNEL, MILITARY TRAINING,
MOTIVATION, SOCIAL PSYCHOLOGY, GROUP DYNAMICS,
BEHAVIOR, PERFORMANCE (HUMAN) (U)

THE EFFECT OF A LEADER'S ACTIONS ON HIS FOLLOWERS
IN SMALL MILITARY UNITS WAS THE SUBJECT OF SEVERAL
RESEARCH STUDIES CONDUCTED TO EXPLORE THE NATURE OF
THE LEADERSHIP PROCESS. THE RESULTS OF THE STUDIES
EMPHASIZED THE LEADER'S ACTIVE ROLE IN FACILITATING
AND MOTIVATING EFFECTIVE PERFORMANCE AND MINIMIZING
DISRUPTING INFLUENCES. A FRAMEWORK FOR LEADERSHIP
TRAINING CONCEPTS WAS FORMULATED. (AUTHOR) (U)

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/QMK10

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-655 101 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
MEMBER REACTIONS TO SUCCESS AND FAILURE OF TASK
GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

MAY 67 29P NINANE, PAUL; FIEDLER, FRED

E. I.

REPT. NO. TR-51

CONTRACT: N0001-1834(36), ARPA ORDER-454

PROJ: NR-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH LOUVAIN
UNIV. (BELGIUM). REPT. ON COMMUNICATION,
COOPERATION, AND NEGOTIATION IN CULTURALLY
HETEROGENEOUS GROUPS.

DESCRIPTORS: (GROUP DYNAMICS; BEHAVIOR),
(LEADERSHIP; ATTITUDES),
PERFORMANCE (HUMAN); REACTION (PSYCHOLOGY),
MOTIVATION; SOCIAL COMMUNICATION; SOCIAL
PSYCHOLOGY (U)

A STUDY WAS CONDUCTED TO INVESTIGATE THE EFFECT OF
SUCCESS AND FAILURE ON THE REACTIONS OF HIGH AND LOW
STATUS MEMBERS WHOSE TEAMS DIFFERED IN LINGUISTIC AND
CULTURAL BACKGROUND AND LEADERSHIP STYLE. THE
MAJOR DIFFERENCE IN MEMBER REACTIONS WERE DUE TO THE
SUPPOSED SUCCESS OR FAILURE OF THEIR TEAMS.
SUBSTANTIAL EFFECTS DUE TO LEADERSHIP STYLE WERE
OBSERVED IN MEMBER REACTIONS IN THE FAILURE CONDITION
TO OTHERS IN THE GROUP, INDICATING THAT GROUPS OF
RELATIONSHIP-ORIENTED (HIGH LPC) LEADERS TENDED
TO SCAPEGOAT, OR PROJECT BLAME ONTO LOW-STATUS
MEMBERS OF THE GROUP, AND THESE GROUPS HAVING TASK-
ORIENTED (LOW LPC) LEADERS. IN GENERAL, THE
INTERPRETATION SUGGESTS ITSELF THAT RELATIONSHIP-
ORIENTED LEADERS AND MEMBERS OF THEIR GROUP FIND IT
DIFFICULT TO COPE WITH THE NEGATIVE EVALUATION OF THE
EXPERIMENTER, IMPLIED BY THE RATING THAT THE TEAM HAD
PERFORMED POORLY. IN CONTRAST, THE TASK-ORIENTED
LEADER AND HIS GROUP MEMBERS APPEAR TO BE MORE
CONCERNED WITH THE SATISFACTION WHICH IS DERIVED FROM
THE TASK, AND HENCE LESS VULNERABLE TO NEGATIVE
FEEDBACK FROM THE EXPERIMENTER. CONTRARY TO
EXPECTATION, THE DIFFERENCES BETWEEN HOMOGENEOUS AND
HETEROGENEOUS WERE SMALL AND INSIGNIFICANT. ONLY
THE GROUP ATMOSPHERE SCORES OF HOMOGENEOUS GROUPS
WERE SIGNIFICANTLY HIGHER, INDICATING A SOMEWHAT MORE
PLEASANT, RELAXED GROUP CLIMATE IN TEAMS IN WHICH ALL

MEMBERS SPEAK THE SAME LANGUAGE AND SHARE THE SAME BACKGROUND. DHK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-655 102 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
A CONSIDERATION OF TWO ASSUMPTIONS UNDERLYING
FIEDLER'S CONTINGENCY MODEL FOR THE PREDICTION OF
LEADERSHIP EFFECTIVENESS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAY 67 32P FISHBEIN, MARTIN ; LANDY, EVA ;
HATCH, GRACE ;
REPT. NO. TR-52
CONTRACT: NONR-1854(36), ARPA ORDER-454
PROJ: NR-177-472

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON COMMUNICATION,
COOPERATION, AND NEGOTIATION IN CULTURALLY
HETEROGENEOUS GROUPS.

DESCRIPTORS: (LEADERSHIP, EFFECTIVENESS),
PREDICTIONS, BEHAVIOR, PERFORMANCE(HUMAN),
SOCIAL PSYCHOLOGY, ATTITUDES, GROUP
DYNAMICS (U)

AN ATTEMPT WAS MADE TO EXPLORE TWO OF THE BASIC
ASSUMPTIONS UNDERLYING FIEDLER'S (1964, 1965)
CONTINGENCY MODEL: (1) THE ASSUMPTION THAT
DIFFERENT GROUP-TASK SITUATIONS 'REQUIRE A DIFFERENT
LEADER-GROUP MEMBER INTERACTION,' I.E., 'DEMAND'
DIFFERENT TYPES OF LEADERSHIP BEHAVIORS; AND (2)
THE ASSUMPTION THAT THESE 'DEMANDS' WILL COVARY
SYSTEMATICALLY WITH THE THREE DIMENSIONS OF THE
GROUP-TASK SITUATION SPECIFIED BY THE CONTINGENCY
MODEL. ONE HUNDRED FORTY-ONE MALE UNDERGRADUATES
RATED THE WAY THEY BELIEVED THE 'MOST EFFECTIVE
LEADER' (HEL) SHOULD PERFORM IN EACH OF EIGHT
GROUP-TASK SITUATIONS ON A BEHAVIORAL DESCRIPTION
QUESTIONNAIRE. THE RESULTS INDICATED THAT
ALTHOUGH THESE RATINGS OF THE HEL'S BEHAVIOR DID
VARY ACROSS THE DIFFERENT GROUP-TASK SITUATIONS, THE
RATINGS WERE SIGNIFICANTLY INFLUENCED BY ONLY TWO OF
THE THREE GROUP-TASK DIMENSIONS ISOLATED BY
FIEDLER, NAMELY, THE LEADER-MEMBER RELATIONS AND
THE POSITION POWER DIMENSIONS. ADDITIONAL
HYPOTHESES RELATED TO THE CONTINGENCY MODEL WERE
ALSO INVESTIGATED AND DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-655 163 5/10 5/9
ILLINOIS UNIV URBANA
THE EFFECT OF INTER-GROUP COMPETITION ON GROUP MEMBER
ADJUSTMENT. (U)
CONTRACT: 67 17P FIEDLER, FRED E. I
DA-49-193-MD-2060

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PERSONNEL PSYCHOLOGY
V20 N1 P33-44 1967.

DESCRIPTORS: (MILITARY PSYCHOLOGY,
ADJUSTMENT(PSYCHOLOGY)), (INDUSTRIAL
PSYCHOLOGY, MOTIVATION), (GROUP DYNAMICS,
ADJUSTMENT(PSYCHOLOGY)), MORALE, BEHAVIOR,
PERCEPTION(PSYCHOLOGY),
STRESS(PSYCHOLOGY), ATTITUDES, PERSONNEL
MANAGEMENT, APPLIED PSYCHOLOGY, SOCIAL
PSYCHOLOGY (U)

THE EXPERIMENTS REVEALED A NUMBER OF IMPORTANT
IMPLICATIONS FOR THE ORGANIZATIONAL MANAGEMENT OF
MEN. THE STUDIES INDICATE THAT COMPETITION AMONG
SMALL FACE-TO-FACE GROUPS NOT ONLY ASSISTS MEN TO
MAINTAIN PERSONAL ADJUSTMENT IN THE GROUP, BUT THAT
IT ALSO ELIMINATES THE DEMORALIZING EFFECTS OF
FAILURE. IT SHOULD BE STRESSED, HOWEVER, THAT THE
COMPETITION IS MOST LIKELY TO HAVE A BENEFICIAL
EFFECT ONLY IF THE MEN COMPETE AS SMALL GROUPS. IN
THE MILITARY ORGANIZATION, THE SQUAD CONSISTING OF 8
TO 12 MEN, OR PERHAPS THE PLATOON CONSISTING OF 50
MEN, IS THE LARGEST UNIT THAT COULD BE DESCRIBED AS A
FACE-TO-FACE GROUP. THE STUDIES SUGGEST THAT
COMPETITION IS BENEFICIAL TO MORALE AND ADJUSTMENT BY
HELPING GROUPS INTO MORE COHESIVE UNITS IN WHICH MEN
SEE EACH OTHER AS INTERDEPENDENT AND IN A POSITIVE
MANNER. IN CONTRAST, COMPETITION AMONG MEN AS
INDIVIDUALS BELONGING TO THE SAME GROUP IS LIKELY TO
DIVIDE THE GROUP AND TO ENGENDER RESENTMENT. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-655 429 5/1 5/9 5/10
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
HOW TO SUCCEED IN BUSINESS ACCORDING TO BUSINESS
STUDENTS AND MANAGERS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUL 67 26P BASS, BERNARD M. I
REPT. NO. TR-15
CONTRACT: NUNN-624(14)

UNCLASSIFIED REPORT

DESCRIPTORS: (PERSONNEL MANAGEMENT, DECISION
MAKING), INDUSTRIAL PSYCHOLOGY, GROUP DYNAMICS,
SOCIAL PSYCHOLOGY, ATTITUDES, INDUSTRIAL
RELATIONS, MANAGEMENT ENGINEERING, MOTIVATION,
QUESTIONNAIRES, ORGANIZATIONS, FACTOR
ANALYSIS (U)

THE ORGANIZATIONAL SUCCESS QUESTIONNAIRE WAS
DEVELOPED TO SEE THE EXTENT GRADUATE BUSINESS
STUDENTS AND MIDDLE MANAGERS ACCEPT THE OPINIONS OF
THE SOCIAL THEORISTS AND THE POLITICAL THEORISTS
ABOUT WHAT IT TAKES TO SUCCEED IN LARGE
ORGANIZATIONS. SIX FACTORS EMERGED IN A FIRST
ANALYSIS BUT FAILED TO REMAIN SUFFICIENTLY
INDEPENDENT. CONSEQUENTLY, A SOCIAL APPROACH SCALE
WAS CONSTRUCTED WITH A MEAN INTERNAL CONSISTENCY
RELIABILITY OF .72 AND A MEAN RETEST RELIABILITY OF
.52. A POLITICAL SCALE YIELDED SIMILAR
RELIABILITIES. SLIGHT, BUT MEANINGFUL RELATIONS
WERE FOUND BETWEEN SCALE RESPONSES AND RESPONSES TO
OTHER INVENTORIES OF ORIENTATION AND VALUE. BOTH
SOCIAL AND POLITICAL APPROACHES ARE NEEDED FOR
SUCCESS, FAIRLY OR VERY OFTEN, ACCORDING TO THE
RESPONDENTS (THE SOCIAL SOMEWHAT MORE THAN THE
POLITICAL.) BUT INITIALLY STUDENTS FAVORED LESS
ACTIVITY OF EITHER KIND COMPARED TO MIDDLE MANAGERS.
FOLLOWING TRAINING THE MANAGERS REMAINED UNCHANGED
BUT THE STUDENTS BECAME MORE LIKE THE MANAGERS.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-655 731 3/10
NORTH DAKOTA STATE UNIV FARGO DEPT OF PSYCHOLOGY
A CROSS-CULTURAL STUDY OF AUTHORITARIANISM. (U)
OCT 66 6P HEADE, ROBERT D. I
WHITTAKER, JAMES O. I
CONTACT: AF-AFOSH-762-66
PROJ: AF-9779
TASK: 977902
MONITOR: AFOSH 67-1660

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF SOCIAL
PSYCHOLOGY V72 P3-7 1967.
SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH WESTERN
WASHINGTON STATE COLL., BELLINGHAM, DEPT. OF
PSYCHOLOGY.

DESCRIPTORS: (SOCIAL PSYCHOLOGY,
PERSONALITY), SOCIOMETRICS, PERSONALITY
TESTS, LEADERSHIP, SOCIAL COMMUNICATION,
STATISTICAL ANALYSIS (U)
IDENTIFIERS: CROSS CULTURE(SOCIOLOGY) (U)

THE PERSONALITY DIMENSION, AUTHORITARIANISM, WAS
INVESTIGATED IN SIX CULTURALLY DISPARATE GROUPS OF
COLLEGE STUDENTS: AMERICANS, ARABS,
RHODESIAN AFRICANS (MASHONA), CHINESE,
INDIANS, AND BRAZILIANS. MEAN SCORES ON THE
CALIFORNIA F SCALE WERE SIGNIFICANTLY LOWER FOR
AMERICANS THAN FOR ANY OF THE OTHER GROUPS.
BRAZILIANS SCORED SIGNIFICANTLY LOWER THAN ALL
EXCEPT AMERICANS. ARABIANS AND CHINESE SHOWED
NO DIFFERENCE AND TOGETHER CONSTITUTED THE NEXT
HIGHEST LEVEL OF AUTHORITARIANISM. RHODESIANS AND
INDIANS EXHIBITED NO DIFFERENCES AND TOGETHER WERE
HIGHEST IN AUTHORITARIANISM. IMPLICATIONS FOR
FURTHER RESEARCH IN PERSONALITY, LEADERSHIP, AND
SOCIAL RELATIONS EMPLOYING THIS PARAMETER OF
PERSONALITY ARE DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-655 992 5/9 5/1 5/10
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
ADMINISTRATIVE TRAINING AND RESEARCH USING SMALL
GROUP EXERCISES. 1. COMBINING MANAGEMENT TRAINING
AND RESEARCH. 11. (U)
66 13P BASS, BERNARD M. :
REPT. NO. MRC-REPRINT-67-1, MRC-REPRINT-67-2

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PITTSBURGH BUSINESS
REVIEW V37 N4 P1-4 APR 1967 AND TRAINING AND
DEVELOPMENT JOURNAL 6P APR 1966.
SUPPLEMENTARY NOTE: RESEARCH SUPPORTED IN PART BY
NUNK.

DESCRIPTORS: (PERSONNEL MANAGEMENT,
*TRAINING), DECISION MAKING, SIMULATION,
ORGANIZATIONS, PERFORMANCE (HUMAN), GROUP
DYNAMICS, TRAINING DEVICES, SUPERVISORY PERSONNEL,
MANAGEMENT ENGINEERING (U)

A SERIES OF SIMULATED ORGANIZATIONAL EXPERIENCES OF
APPROXIMATELY 40 HOURS, ORIGINALLY DEVELOPED FOR
ADMINISTRATIVE TRAINEES, WERE DESIGNED TO PERMIT
SMALL GROUPS TO CONDUCT THE EXERCISES AND EVALUATE
THEIR EXPERIENCES BY THEMSELVES. THE MATERIALS ARE
INTEGRATED WITH LECTURES AND READINGS. THE
EXERCISES, MOST OF WHICH ARE CONTROLLED EXPERIMENTS,
PROVIDE USEFUL RESEARCH INFORMATION. SYSTEMATIC
DIFFERENCES IN PERFORMANCE ARE OBSERVED BETWEEN
TRAINING GROUPS OF MIDDLE MANAGERS, TECHNICIANS AND
ADMINISTRATION STUDENTS AS WELL AS BETWEEN GROUPS
FROM DIFFERENT COUNTRIES. MOREOVER, CONSISTENT
PATTERNS OF BEHAVIOR ARE SEEN FOR INDIVIDUALS AND
GROUPS AS THEY PROCEED THROUGH THE SERIES OF
EXERCISES. A PROGRAM OF COOPERATIVE RESEARCH FOR
TRANSNATIONAL STUDIES OF MANAGEMENT BEHAVIOR IS
UNDERWAY. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-656 367 5/10
RUTGERS - THE STATE UNIV NEW BRUNSWICK N J
COMPONENTS OF DECISIONS IN A SIMULATED
ENVIRONMENT.
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUN 67 54P CASTORE, CARL M. I
STREUFERT, SIEGFRIED I
REPT. NO. TR-2
CONTRACT: N00014-67-A-0115
PROJ: RRUG6-08-02

(U)

UNCLASSIFIED REPORT

DESCRIPTORS: (*DECISION MAKING, *GROUP
DYNAMICS), FACTOR ANALYSIS, SIMULATION,
PERFORMANCE (HUMAN), SOCIAL PSYCHOLOGY,
BEHAVIOR

(U)

TEN MEASURES OF DECISION MAKING PERFORMANCE WERE
CALCULATED FOR DATA DERIVED FROM 14 FOUR-MAN GROUPS
(7 MUNS) OF A TACTICAL SIMULATION. THE DATA
WERE FACTOR ANALYZED TO DETERMINE THE RELATIONSHIPS
AMONG THE 10 MEASURES, AND THE EXTENT TO WHICH THESE
MEASURES, EITHER SINGLY OR IN COMBINATION, REFLECTED
THE FOLLOWING ASPECTS OF DECISION MAKING
PERFORMANCE: (1) THE DEGREE OF INTEGRATION
PRESENT IN DECISION MAKING; (2) THE CONTINUITY
OVER TIME OF A STRATEGIC TRAIN OF THOUGHT; (3)
THE INTERRELATEDNESS AMONG INDEPENDENT STRATEGIES;
(4) THE INTERCONNECTEDNESS AMONG ASPECTS OF A
STRATEGY; AND (5) THE RATIO OF 'QUALITY TO
QUANTITY' IN DECISION MAKING. THE RESULTS
INDICATED THAT THE MEASURES USED REFLECTED (1)
THE RATE OF DECISION MAKING ACTIVITY; (2) A TIME
DIMENSION RELATED TO INTEGRATIVE DECISION MAKING;
(3) THE AMOUNT OF INTEGRATIVE DECISION MAKING
ACTIVITY; AND (4) THE RATIO OF QUALITY TO
QUANTITY IN DECISION MAKING. THE INTERRELATEDNESS
AMONG STRATEGIES AND THE INTERCONNECTEDNESS OF THE
ASPECTS OF A STRATEGY FAILED TO EMERGE AS ASPECTS OF
PERFORMANCE IN THIS ANALYSIS. THIS FAILURE WAS
RELATED TO LIMITATIONS IN THE DECISION MAKING
ENVIRONMENT USED IN THIS STUDY AND TO THE MEASUREMENT
TECHNIQUES. SUGGESTIONS ARE OFFERED FOR THE
MEASUREMENT OF THE VARIOUS ASPECTS OF INTEGRATIVE
DECISION MAKING IN FUTURE STUDIES. (AUTHOR)

(U)

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UNCLASSIFIED

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMKID

AD-656 823 5/10

WALTER REED ARMY INST OF RESEARCH WASHINGTON D C
LEADERSHIP AND MOTIVATION, AN OPERATIONAL FORMULATION
APPLICABLE TO UNCONVENTIONAL SITUATIONS. (U)

67 19P NIOCH, DAVID MCK. I

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN UNIDENTIFIED JOURNAL
P71-64.

DESCRIPTORS: (SOCIAL PSYCHOLOGY, LEADERSHIP,
(LEADERSHIP, MOTIVATION), BEHAVIOR, SOCIAL
COMMUNICATION, DECISION MAKING, ORGANIZATIONS,
PERFORMANCE (HUMAN), MILITARY PSYCHOLOGY,
INSURGENCY, COUNTERINSURGENCY, GROUP DYNAMICS,
CULTURE (U)

IN THIS PAPER, SOME LIMITED ASPECTS OF THE NEWER
PROBLEMS ARE CONSIDERED, CHIEFLY FROM THE POINT OF
VIEW OF RECENT DEVELOPMENTS IN THE FIELD OF
BEHAVIORAL SCIENCE AND COMMUNICATION. (U)

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-657 35U 5/10

EDUCATIONAL TESTING SERVICE PRINCETON N J
CONCEPTUAL STRUCTURE AND GROUP PROCESSES IN AN INTER-
NATION SIMULATION. PART 1. THE PERCEPTION OF
SIMULATED NATIONS, (U)

APR 62 372P DRIVER, MICHAEL J. I
REPT. NO. RB-62-15
CONTRACT: PHS-M-4186

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH
PRINCETON UNIV., N. J., CONTRACT NONR-
10581121, PROJ. NR-171-GDS, REPT. NO. 9, AND
NORTHWESTERN UNIV., EVANSTON, CONTRACT AF
49(638)-742.

DESCRIPTORS: (*PERCEPTION (PSYCHOLOGY), *GROUP
DYNAMICS), (*SOCIAL PSYCHOLOGY, SIMULATION),
STRESS (PSYCHOLOGY), DECISION MAKING,
ENVIRONMENT, DETERMINANTS, SELECTION,
PSYCHOMETRICS, ACCURACY (U)

THE PURPOSES OF THE STUDY WERE TO UNCOVER THE
GENERAL STRUCTURE OF THE CONCEPT USED TO PERCEIVE
SOCIAL GROUPS ACTING AS SIMULATED NATIONS, TO
DETERMINE WHETHER THE COMPLEXITY AND CONTENT OF THIS
PERCEPTUAL CONCEPT WOULD SHIFT UNDER VARYING
SITUATIONAL STRESSES AND TO DISCOVER WHETHER
DIFFERENCES IN THE COMPLEXITY OF THIS SPECIFIC
CONCEPT COULD BE TRACED TO A MEASURE OF GENERALIZED
COGNITIVE COMPLEXITY. THE THEORY ADVANCED WAS THAT
COMPLEXITY WOULD RELATE TO STRESS IN A CURVILINEAR
FASHION. MODERATE STRESS SHOULD INDUCE GREATER
COMPLEXITY IN SOCIAL PERCEPTION THAN EITHER TOO MILD
OR TOO INTENSE STRESS. IN ADDITION IT WAS EXPECTED
THAT AT MOST STRESS LEVELS DIFFERENCES IN COMPLEXITY
CAN BE RELATED TO DIFFERENCES IN THE CHARACTERISTIC
LEVELS OF COGNITIVE COMPLEXITY IN PERCEIVERS. IN
ORDER TO EXAMINE THESE POINTS, THE COMPLEXITY OF THE
SOCIAL GROUP CONCEPT AS IT FUNCTIONED IN THE
INTERNATION SIMULATION WAS STUDIED. THE
SIMULATION ALLOWED SEVEN, THREE-MAN NATIONS TO
OPERATE IN A COMPLEX DECISION MAKING ENVIRONMENT FOR
FOUR DAYS. IN 10 DIFFERENT RUNS OF THE SIMULATION,
ONE HALF OF THE NATIONS WERE MANNED BY PERSONS OF
HIGH GENERALIZED COMPLEXITY, WHILE HALF WERE STAFFED
WITH MORE GENERALLY SIMPLE PERSONS. GENERALIZED
COMPLEXITY WAS MEASURED WITH THE SITUATIONAL
INTERPRETATION TEST.

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-697 353 5/10 5/11 5/9
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
TRAINING, TASKS AND MEDIATOR ORIENTATION IN
METECOCULTURAL NEGOTIATIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.:
MAY 67 R&P HAYAR, E. S. K. I
TOUZARD, HUBERT ISUMMERS, DAVID A. I
REPT. NO. TR-54
CONTRACT: N0NR-1634(36), ARPA ORDER-454
PROJ: NK-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL COMMUNICATION, CULTURE),
(TRAINING, SOCIAL COMMUNICATION),
EFFECTIVENESS, LEADERSHIP (U)

THE STUDY INVESTIGATED THE EFFECTS OF CULTURAL
TRAINING, MEDIATOR ORIENTATION, AND TASK
CHARACTERISTICS UPON METECOCULTURAL NEGOTIATION.
SPECIFICALLY, INDIAN AND AMERICAN SS
NEGOTIATED CHILD-HEARING ISSUES UNDER 3 AMERICAN
TRAINING CONDITIONS (CULTURE ASSIMILATOR VS.
TRADITIONAL VS. IRRELEVANT TRAINING), 3 MEDIATOR
CONDITIONS (HIGH VS. MODERATE VS. LOW LPC), AND 2
TASK CONDITIONS (FORMAL VS. INFORMAL
NEGOTIATIONS). RESULTS FROM 36 TRIALS CONSISTING
OF ONE AMERICAN NEGOTIATOR, ONE INDIAN NEGOTIATOR
AND AN AMERICAN MEDIATOR SUGGEST THE FOLLOWING:
(A) INTRAGROUP RELATIONS ARE FACILITATED WHEN ONE
MEMBER OF THE NEGOTIATION GROUP HAS RECEIVED CULTURAL
TRAINING, AND THAT PROGRAMMED (ASSIMILATOR)
TRAINING IS MORE EFFECTIVE THAN TRADITIONAL ESSAY
TRAINING; (B) INTRAGROUP RELATIONS ARE
FACILITATED IF THE NEGOTIATORS ARE NOT REQUIRED TO
DEFEND POSITIONS FORMALLY ASSIGNED TO THEM, BUT ARE
FREE TO INTERACT WITHOUT SUCH FORMAL RESTRAINTS; AND
(C) WHEN THE TASK IS FORMAL, THE NEGOTIATORS ARE
MOST EFFECTIVE IF THE MEDIATOR IS ORIENTED TOWARDS
MAINTAINING HARMONIOUS RELATIONS BETWEEN THE
NEGOTIATORS (HIGH LPC). IF THE NEGOTIATION
SITUATION IS INFORMAL, THE NEGOTIATORS ARE MOST
EFFECTIVE IF THE MEDIATOR TENDS TO BE MORE TASK-
ORIENTED (LOW LPC). (AUTHOR) (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-65/ 625 5/10
PRINCETON UNIV N J DEPT OF PSYCHOLOGY
DECISION MAKING AND PERFORMANCE IN HETEROGENEOUS AND
HOMOGENEOUS GROUPS, (U)
FEB 65 JBP STAGER, PAUL KENNEDY, L.
REPT. NO. 6
CONTRACT: NONR-1858(42)
PROJ: PR-006-U6-U1

UNCLASSIFIED REPORT

DESCRIPTORS: (DECISION MAKING, GROUP
DYNAMICS), PERFORMANCE(HUMAN), UNCERTAINTY,
GAME THEORY (U)
IDENTIFIERS: INFORMATION
PROCESSING(PSYCHOLOGY) (U)

DECISION MAKING IN SMALL HETEROGENEOUS AND
HOMOGENEOUS GROUPS WAS INVESTIGATED FROM THE
STANDPOINT OF INFORMATION ACQUISITION, INFORMATION
PROCESSING, AND GROUP PERFORMANCE IN A SIMULATED
BUSINESS GAME. THE TASK REQUIRED EXTENSIVE
INFORMATION SEARCH, TRACKING OF ENVIRONMENTAL CHANGE
AND INTEGRATION OF THE INFORMATION ACQUIRED. THE
GROUPS WERE COMPOSED ON THE BASIS OF THE SS'
COGNITIVE STRUCTURE DEFINED BY A DIMENSION OF
ABSTRACTNESS IN CONCEPTUAL COMPLEXITY. ASSESSMENTS
OF EIGHT EXPERIMENTAL GROUPS WERE OBTAINED FOR
INFORMATION ACQUISITION, INFORMATION PROCESSING AND
GROUP PERFORMANCE. ALTHOUGH THE MORE STRUCTURALLY
CONCRETE GROUPS EVIDENCED THE MOST EXTENSIVE
INFORMATION SEARCHING, ASSESSMENT OF GROUP
PERFORMANCE WAS HIGHEST FOR THE HETEROGENEOUS
ABSTRACT GROUPS. THE HETEROGENEOUS CONCRETE GROUPS
WERE ASSESSED MORE EFFECTIVE THAN THE HOMOGENEOUS
CONCRETE GROUPS. THE LEVEL OF GROUP HETEROGENEITY
APPEARED TO BE A DETERMINING FACTOR IN THE INFLUENCE
WHICH THE OVERALL LEVEL OF CONCEPTUAL COMPLEXITY HAD
ON GROUP PERFORMANCE. (ALTHOUGH) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-657 647 5/10

RUTGERS - THE STATE UNIV NEW BRUNSWICK N J GRADUATE
SCHOOL OF LIBRARY SERVICE

ORGANIZATIONAL COMMUNICATION: A BIBLIOGRAPHY, (U)

67 257P VOOS, HENRY :

CONTRACT: NUNN-404(21)

PROJ: NR-049-210

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN RUTGERS - THE STATE
UNIVERSITY.

DESCRIPTORS: (SOCIAL COMMUNICATION,
BIBLIOGRAPHIES); ORGANIZATIONS, GROUP
DYNAMICS, MILITARY ORGANIZATIONS, SEMANTICS,
VERBAL BEHAVIOR, MANAGEMENT ENGINEERING (U)

THE LITERATURE ON GROUP COMMUNICATION WAS SURVEYED
FOR THE PERIOD 1956 TO JUNE 1966. THE
PSYCHOLOGICAL AND MANAGERIAL LITERATURE SHOWS THAT
COMMUNICATION IS OF PRIME CONCERN TO BOTH THE
MILITARY AND COMMERCIAL ESTABLISHMENTS. SOLUTIONS
FOR THE FUTURE SEEM TO POINT TO THE APPLICATION OF
THE LABORATORY TECHNIQUES USED IN TESTING
COMMUNICATION FLUX TO REAL SITUATIONS. EXCLUDED
FROM THIS SEARCH HAS BEEN THE LITERATURE ON
ELECTRONIC COMMUNICATION TECHNIQUES, FAMILY AND
STUDENT GROUPS, AND THE COMMUNICATION OF TECHNICAL
INFORMATION. (AUTHOR) (U)

UNCLASSIFIED

DGC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-657 850 5/10
PRINCETON UNIV N J DEPT OF PSYCHOLOGY
CONCEPTUAL LEVEL AS A COMPOSITION VARIABLE IN SMALL
GROUP DECISION-MAKING. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
FEB 66 84P STAGER, PAUL I
REPT. NO. TR-17
CONTRACT: NONR-1658(12), NONR-1858(42)
PHOJ: NK-171-655, RR-006-06-U1

UNCLASSIFIED REPORT

DESCRIPTORS: (1) DECISION MAKING, (1) GROUP
DYNAMICS, (1) PERCEPTION (PSYCHOLOGY),
(1) BEHAVIOR, PSYCHOMETRICS, SELECTION,
ENVIRONMENT, PERFORMANCE (HUMAN),
INTERACTIONS, PERSONALITY, DETERMINANTS,
PROBLEM SOLVING (U)

DECISION-MAKING IN SMALL GROUPS, VARYING IN
COMPOSITION ALONG A DIMENSION OF CONCEPTUAL LEVEL,
WAS INVESTIGATED FROM THE STANDPOINT OF THE EMERGENT
FUNCTIONAL ROLE STRUCTURE, CONFLICT GENERATION,
UTILIZATION OF CONFLICT IN DECISION SYNTHESIS, AND
INFORMATION ACQUISITION. THE STUDY WAS DIRECTED
TOWARD AN UNDERSTANDING OF THE RELATIONSHIP BETWEEN
THE CONCEPTUAL LEVEL DIMENSION (THE INDEPENDENT
VARIABLE) AND THE DEPENDENT VARIABLES OF GROUP
INFORMATION PROCESSING STRUCTURE AND SPECIFIC
PREDECISIONAL PROCESSES. ON THE BASIS OF THE
CONCEPTUAL SYSTEMS THEORY, THE FOLLOWING HYPOTHESES
WERE ADVANCED: (A) STRUCTURING DECREASES OR,
CONVERSELY, ROLE FLEXIBILITY INCREASES, AS THE
PERCENTAGE OF MEMBERS OF A HIGH CONCEPTUAL LEVEL IN
THE GROUP INCREASES; (B) GROUPS, IN WHICH THE
MEMBERS ARE ALL OF A HIGH CONCEPTUAL LEVEL, MANIFEST
MORE INTERPERSONAL CONFLICT THAN GROUPS IN WHICH THE
MEMBERS DIFFER IN CONCEPTUAL; (C) THE EXTENT TO
WHICH GENERATED CONFLICT IS UTILIZED IN DECISION
SYNTHESIS INCREASES WITH AN INCREASING PHCL IN THE
GROUP; (D) THE EXTENT OF SEARCH FOR NOVEL
INFORMATION INCREASES AS THE PHCL IN THE GROUP
INCREASES, WHEREAS TOTAL INFORMATION SEARCH IS NOT
DEPENDENT UPON GROUP COMPOSITION. EACH OF THE
HYPOTHESES ADVANCED WAS CONFIRMED BY THE OBTAINED
RESULTS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-658 159 15/3
STANFORD RESEARCH INST MENLO PARK CALIF
CONCEPTUAL DESIGN OF A CIVIL DEFENSE RESCUE SYSTEM
WITH A SUPPLEMENT ON COMMUNITY MANPOWER RESOURCES. (U)
DESCRIPTIVE NOTE: FINAL REPT. (PHASE 2),
AUG 67 138P CRAIN, JOHN L. ; THOMAS, LACY
6. 1
CONTRACT: N00028-66-C-0523
PROJ: SM1-5900
TASK: 2511B
MONITOR: ANDL TRC-67-01

UNCLASSIFIED REPORT

DESCRIPTIONS: (CIVIL DEFENSE SYSTEMS,
RESCUES), MANPOWER STUDIES, LEADERSHIP,
ORGANIZATIONS, COMMAND + CONTROL SYSTEMS,
NUCLEAR WARFARE, EVACUATION, URBAN AREAS,
TABLES (U)
IDENTIFIERS: POSTATTACK OPERATIONS (U)

CULMINATING SEVERAL YEARS OF RESEARCH ON THE
PROBLEM OF RESCUE AFTER NUCLEAR ATTACK, THIS STUDY
REVIEWS PAST WORK AND PRESENTS A PRELIMINARY DESIGN
OF A GENERAL RESCUE SYSTEM. IN THIS SYSTEM, THE
POPULATION WOULD BE DORMANT DURING THE NON-CRISIS
PERIOD, BUT WOULD BE AROUSED AT THE EARLIEST SIGN OF
A CRISIS, TO PREPARE FOR ATTACK AND TO CARRY OUT
POSTATTACK RESCUE OPERATIONS UNDER RECOGNIZED LOCAL
LEADERS. IN EACH URBAN AREA, THIS LEADERSHIP WOULD
BE PROVIDED BY A SMALL GROUP OF CADRE DRAWING UPON
NEIGHBORHOOD LEADERSHIP THROUGH AN INACTIVE RESERVE
OF CITIZEN ORGANIZATIONS. THE CADRE WOULD SUPPLY
THE CONTINUING READINESS IN PEACETIME UNDER THE
GUIDANCE OF THE OCD. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-658 736 5/10

ILLINOIS UNIV URBANA

A CRITERION MODEL FOR THE STUDY OF INTERPERSONAL
RELATIONS IN SMALL ISOLATED GROUPS, (U)

67 36P MCGRATH, JOSEPH E. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, MILITARY
PERSONNEL), (ADJUSTMENT, PSYCHOLOGY),
PERFORMANCE (HUMAN),
PERCEPTION (PSYCHOLOGY), INTERACTIONS,
PREDICTIONS, PERSONALITY, ENVIRONMENT,
BEHAVIOR, ATTITUDES, PROBABILITY (U)

REPORT CONCENTRATES ON THOSE ASPECTS OF THE GROUP'S
TASK WHICH HAVE TO DO WITH MAINTAINING EFFECTIVE
MEMBERS AND AN INTACT GROUP. GROUP TASK ACTIVITIES
DIRECTLY INSTRUMENTAL TO MISSION PERFORMANCE AND
PHYSICAL SURVIVAL ARE SO OBVIOUSLY IMPORTANT THAT
THEY HAVE RECEIVED FAR MORE ATTENTION IN PAST
RESEARCH -- AND INDEED, IN THE EFFORT OF THIS
WORKGROUP -- THAN HAS BEEN GIVEN TO PROBLEMS OF
INTERPERSONAL RELATIONS AND MEMBER ADJUSTMENT. THE
PURPOSE OF THIS PAPER IS TO EXPLORE SOME OF THE
PROBLEMS INVOLVED IN FORMULATION OF A CRITERION
SYSTEM FOR INVESTIGATION OF INTERPERSONAL RELATIONS
AND INDIVIDUAL ADJUSTMENT IN SMALL, ISOLATED MILITARY
GROUPS. (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-658 800 5/10

STATE UNIV OF NEW YORK BUFFALO DEPT OF PSYCHOLOGY
RECIPROCITY AND CREDIT BUILDING IN DYADS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JUN 67 ZIP PRUITT, DEAN G. I

REPT. NO. TR-1

CONTRACT: N00014-67-C-0190

UNCLASSIFIED REPORT

DESCRIPTORS: (MOTIVATION, GROUP DYNAMICS),
(GROUP DYNAMICS, PSYCHOMETRICS), ATTITUDES,
REACTION(PSYCHOLOGY), GAME THEORY, SOCIAL
PSYCHOLOGY

(U)

IDENTIFIERS: RECIPROCITY(PSYCHOLOGY)

(U)

FOUR HYPOTHESES, BASED ON GULDNER'S THEORY OF
RECIPROCITY, WERE TESTED IN AN EXPERIMENTAL GAMING
SITUATION, WITH THE FOLLOWING RESULTS: MORE REWARD
WAS PROVIDED TO THE OTHER PERSON, (A) THE MORE HE
HAD GIVEN IN THE PAST, (B) THE LARGER HIS FUTURE
RESOURCES, AND (C) THE SMALLER HIS PAST RESOURCES
(BOTH WITH HIS PAST LEVEL OF GIVING AND HIS PAST
PERCENTAGE OF GIVING HELD CONSTANT). NO
INTERACTION WAS FOUND BETWEEN PAST EXPERIENCE WITH
THE OTHER PERSON AND THE SIZE OF HIS FUTURE
RESOURCES. (AUTHOR)

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-659 039 5/10

STATE UNIV OF NEW YORK BUFFALO DEPT OF PSYCHOLOGY
QUALITY AND QUANTITY OF CONTRIBUTIONS AS DETERMINANTS
OF PERCEIVED ABILITY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JUL 67 17P REGULA, C. ROBERT I

JULIAN, JAMES W. I

REPT. NO. TR-6

CONTRACT: NUNK-9679(00)

PROJ: NH-177-269

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP,
PERCEPTION(PSYCHOLOGY)), (VERBAL BEHAVIOR,
PERSONALITY), GROUP DYNAMICS, CREATIVITY (U)

THE IMPORTANCE OF TALKATIVENESS OR THE RELATIVE
FREQUENCY OF CONTRIBUTING TO TASK INTERACTION WAS
EXAMINED AS A FACTOR WHICH DETERMINES PERSON
PERCEPTION. BOTH THE QUALITY AND FREQUENCY OF
COMMENTS MADE IN A TWO-PERSON INTERACTION WERE
CONTROLLED BY USING EXPERIMENTAL CONFEDERATES WHO
PERFORMED PRESCRIBED ROLES. QUANTITY BUT NOT
QUALITY OF TASK CONTRIBUTIONS WAS SIGNIFICANTLY
RELATED TO THE ATTRIBUTION OF CREATIVITY, AND
INFLUENCE OVER OTHERS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-659 040 5/10

STAT: UNIV OF NEW YORK BUFFALO DEPT OF PSYCHOLOGY
REACTIONS TO THE GROUP SPOKESMAN AS INFLUENCED BY HIS
PERCEIVED COMPETENCE, SOURCE OF AUTHORITY, AND TAS
SUCCESS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

AUG 67 25P JULIAN, JAMES W. ;

MULLANDER, EDWIN P. ; REGULA, C. ROBERT ;

REPT. NO. TN-7

CONTRACT: NUNR-4679(00)

PROJ: NK-177-269

UNCLASSIFIED REPORT

DESCRIPTORS: (LEADERSHIP,
PERCEPTION(PSYCHOLOGY)), GROUP DYNAMICS,
ATTITUDES, PERFORMANCE(HUMAN),
PSYCHOMETRICS (U)

136 MEN FROM THE AFROTC MET AS MEMBERS AND
SPOKESMEN IN 4-PERSON DISCUSSION GROUPS. THESE
GROUPS WERE DISTRIBUTED IN A 2X2X2 FACTORIAL DESIGN,
WHICH VARIED THE PERCEIVED COMPETENCE, SOURCE OF
AUTHORITY, AND SUCCESS OF THE SPOKESMAN. AS
HYPOTHESIZED, REACTIONS TO THE SPOKESMAN DIFFERED AS
A FUNCTION OF ALL THREE FACTORS, WITH THE MORE
COMPETENT AND SUCCESSFUL SPOKESMAN ENDORSED MORE
STRONGLY THAN THE LESS COMPETENT AND UNSUCCESSFUL
SPOKESMAN. THE SPOKESMAN'S SOURCE OF AUTHORITY,
WHETHER ELECTED OR APPOINTED, INTERACTED WITH BOTH
PERCEIVED COMPETENCE AND SUCCESS TO DETERMINE MEMBER
ENDORSEMENT. IN ADDITION, THE ELECTED SPOKESMAN
WAS PERCEIVED SOMEWHAT MORE POSITIVELY THAN THE
APPOINTED SPOKESMAN. THESE RESULTS POINT TO THE
IMPORTANT EFFECTS OF LEGITIMIZING MECHANISMS IN
SHAPING GROUP MEMBER WILLINGNESS TO SUPPORT THE
LEADER IN HIS ROLE AS SPOKESMAN FOR THE GROUP.
(AUTHOR) (U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-659 169 5/10

ILLINOIS UNIV URBANA DEPT OF PSYCHOLOGY
ROLE STRUCTURE, LEADERSHIP, AND NEGOTIATION

EFFECTIVENESS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT..

AUG 67 140P VIDMAR, NEIL J. :

MCGRATH, JOSEPH E. :

REPT. NO. TR-6

CONTRACT: AF 49(638)-1291

PROJ: AF-9779

TASK: 977902

MONITOR: AFOSR 67-1571

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON STUDIES IN THE SOCIAL
PSYCHOLOGY OF CONFLICT.

DESCRIPTORS: (=LEADERSHIP,
PERFORMANCE(HUMAN)), (=GROUP DYNAMICS,
ATTITUDES), DECISION MAKING, EFFECTIVENESS,
SOCIAL PSYCHOLOGY, MOTIVATION, ORGANIZATIONS,
EDUCATION, BEHAVIOR,
PERCEPTION(PSYCHOLOGY)

(U)

THE STUDY COMPARED THE EFFECTIVENESS OF NEGOTIATION
GROUPS VERSUS DECISION-MAKING GROUPS WITH THE SAME
TASK AND ATTITUDINAL COMPOSITION BUT WITHOUT A
CONFLICT-GENERATING REPRESENTATIONAL ROLE STRUCTURE.
IT ALSO TESTED THE AMELIORATIVE EFFECTS OF A
NEUTRAL LEADER (MEDIATOR) ON SUCH CONFLICT AND ON
CONSEQUENT GROUP PERFORMANCE EFFECTIVENESS. (1)
RESULTS VALIDATE A PREVIOUS TEST OF A MODEL OF THE
NEGOTIATION PROCESS, IN WHICH MEMBERS' ATTRACTION TO
THEIR REFERENCE GROUPS ARE VIEWED AS FORCES IMPEDING
NEGOTIATION SUCCESS, WHILE MEMBERS' COMMITMENT TO A
SUPERORDINATE REFERENCE POSITION AND THEIR MOTIVATION
TO RESOLVE THE PROBLEM ARE VIEWED AS FORCES PROMOTING
NEGOTIATION SUCCESS. (2) RESULTS ALSO SHOW
THAT GROUPS HAVING A REPRESENTATIONAL ROLE STRUCTURE
(IE NEGOTIATION GROUPS) SET FORTH LESS SUCCESSFUL
SOLUTIONS THAN DECISION-MAKING GROUPS WITHOUT THIS
STRUCTURE. (3) A NEUTRAL LEADER APPEARS TO
ATTENUATE CONFLICT ARISING FROM A REPRESENTATIONAL
ROLE STRUCTURE, AND ENHANCES THE CHANCES OF A
SUCCESSFUL GROUP SOLUTION. THE FINDINGS HAVE
IMPLICATIONS FOR ORGANIZATIONAL DECISION-MAKING AND
FOR THE NEGOTIATION PROCESS.

(U)

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-654 220 5/10

OHIO STATE UNIV COLUMBUS HUMAN PERFORMANCE CENTER
INDIVIDUAL PERFORMANCE AND SELF-EVALUATION IN A
SIMULATED TEAM.

(U)

FEB 67 24P JOHNSTON, WILLIAM A. :

CONTRACT: AF-AFOSM-705-66

PROJ: AF-4770

TASK: 477602

MONITOR: AFOSM 67-2290

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN ORGANIZATIONAL
BEHAVIOR AND HUMAN PERFORMANCE V2 N3 P309-28 AUG
1967.

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), (PERFORMANCE(HUMAN),
FEEDBACK), TRACKING, SIMULATION, ANALYSIS

(U)

TEAM FEEDBACK WAS SIMULATED BY TELLING EACH SUBJECT
THAT HE HAD A PARTNER AND THAT POSTTRIAL FEEDBACK
INDICATED THEIR TEAM SCORE RELATIVE TO AVERAGE
TRACKING PERFORMANCE. FEEDBACK ACTUALLY INDICATED
THE SUBJECT'S OWN TRACKING SCORE RELATIVE TO A
CRITERION, THE STRINGENCY OF WHICH WAS SYSTEMATICALLY
MANIPULATED TO GENERATE VARYING LEVELS OF SIMULATED
TEAM FEEDBACK. TEAMMATE REPLACEMENT WAS SIMULATED
BY INSTRUCTIONS AND, IN SOME CONDITIONS, BY AN ACTUAL
CHANGE IN CRITERION STRINGENCY. THE SUBJECTS
ACCEPTED THE CREDIT FOR GOOD SCORES INCURRED BY A
LENIENT CRITERION BUT ATTRIBUTED THE BLAME FOR THE
POOR SCORES BROUGHT BY A STRINGENT CRITERION TO THEIR
CONTRIVED PARTNERS. INDIVIDUAL PERFORMANCE WAS
RETARDED BY POOR SCORES, BUT ONLY AFTER TEAMMATE
REPLACEMENT HAD BEEN SIMULATED. THIS INHIBITORY
EFFECT WAS MOST PRONOUNCED WHEN POOR SCORES WERE
GIVEN BOTH BEFORE AND AFTER REPLACEMENT INSTRUCTIONS.
THE PERFORMANCE DATA WERE INTERPRETED IN TERMS OF
THE MOTIVATING EFFECT OF SELF-EVALUATIONS AND OF THE
DISCOURAGEMENT RENDERED BY UNFULFILLED HOPES OF
IMPROVED TEAM OUTPUT. THE SELF-EVALUATION DATA
WERE INTERPRETED IN TERMS OF SOCIAL COMPARISON
THEORY. (AUTHOR)

(U)

UNCLASSIFIED

UDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-660 019 5/9 5/10
OHIO STATE UNIV COLUMBUS HUMAN PERFORMANCE CENTER
TEAM TRAINING. (U)
DESCRIPTIVE NOTE: FINAL TECHNICAL REPT. FEB 66-FEB 67.
JUN 67 91P UN1665, GEORGE E. I
JOHNSTON, WILLIAM A. I
CONTRACT: N61339-1327
MONITOR: NAVTRADEVCEM 1327-2

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-600 309.

DESCRIPTORS: (MILITARY TRAINING, COMBAT
INFORMATION CENTERS), (COMBAT INFORMATION
CENTERS, TRAINING DEVICES), GROUP DYNAMICS,
TRAINING, AIRBORNE, FEEDBACK, TRANSFER OF
TRAINING, PERFORMANCE (HUMAN), VOICE
COMMUNICATION SYSTEMS, STRESS (PSYCHOLOGY),
SOCIAL PSYCHOLOGY, APPLIED PSYCHOLOGY, REVIEWS (U)
IDENTIFIERS: TEAM TRAINING (U)

THE FINAL REPORT IS PRESENTED ON A FOUR-YEAR
PROGRAM OF LABORATORY RESEARCH ON TEAM TRAINING IN A
CIC CONTEXT. THE RESEARCH LITERATURE ON TEAM
TRAINING IS REVIEWED, AND A SET OF CONCLUSIONS IS
DRAWN WITH REGARD TO TEAM PERFORMANCE AS A FUNCTION
OF TASK, TRAINING, AND COMMUNICATIONS VARIABLES.
IN ADDITION, THE IMPLICATIONS FROM THIS RESEARCH
ARE PRESENTED WITH REGARD TO A SPECIFIC TEAM TRAINING
DEVICE: THE ISFS DEVICE WHICH IS USED TO TEACH
TACTICAL SKILLS IN THE CONTEXT OF AN AIRBORNE
TACTICAL DATA CENTER. THE APPENDICES CONTAIN FULL
DESCRIPTIONS OF THREE LABORATORY STUDIES NOT REPORTED
PREVIOUSLY IN THE LITERATURE. (AUTHOR) (U)

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UNCLASSIFIED

/UMK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-660 554 5/10
RAND CORP SANTA MONICA CALIF

DELPHI:
OCT 67 12P DALKEY, NORMAN C. ;
REPT. NO. P-3704

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED FOR PRESENTATION AT THE
SECOND SYMPOSIUM ON LONG-RANGE FORECASTING AND
PLANNING, ALMA LONDO, N. MEX., OCT 11-12 1967.

DESCRIPTORS: (QUESTIONNAIRES, GROUP DYNAMICS),
(GROUP DYNAMICS, ATTITUDES), PUBLIC OPINION,
PROBLEM SOLVING, DECISION MAKING, PREDICTIONS,
PERFORMANCE (HUMAN), SOCIAL PSYCHOLOGY
IDENTIFIERS: DELPHI TECHNIQUE

(U)

(U)

AN EXPERIMENT WAS CONDUCTED COMPARING THE
PERFORMANCE OF STRUCTURED FACE-TO-FACE DISCUSSION
GROUPS AND THE ANONYMOUS QUESTIONNAIRE TECHNIQUE.
THE EXPERIMENT WAS GUIDED BY TWO PRESUMPTIONS:
(1) THAT IN A FACE-TO-FACE SITUATION, INFORMATION
TRANSFER IS LIKELY TO BE MUCH GREATER THAN IN THE
ANONYMOUS CONTROLLED COMMUNICATION SITUATION; AND
(2) THAT THE EFFECT OF UNDESIRABLE SOCIAL
INTERACTIONS COULD BE MITIGATED BY IMPOSING A
SPECIFIC FORMAT FOR THE DISCUSSIONS. THE
PRESUMPTION TO BE TESTED WAS THAT A STRUCTURED
CONFERENCE OF THIS SORT WOULD PRODUCE MORE ACCURATE
ESTIMATES THAN THE QUESTIONNAIRE TECHNIQUE. THE
MAJOR OUTCOME OF THE EXPERIMENT WAS THAT THE
PRESUMPTION THAT THE STRUCTURED DISCUSSION WOULD TURN
IN A BETTER PERFORMANCE WAS NOT BORN OUT: IN FACT,
THE QUESTIONNAIRE RESPONSES WERE, IF ANYTHING,
SOMEWHAT MORE ACCURATE THAN THE STRUCTURED CONFERENCE
RESPONSES. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-860 593 5/10
OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS
INDIVIDUAL PERFORMANCE AND SELF-EVALUATION AS A
FUNCTION OF LEVEL TEAM OUTPUT. (U)
DESCRIPTIVE NOTE: FINAL REPT.,
SEP 67 14P JOHNSTON, WILLIAM A. I
HOWELL, WILLIAM C. I
CONTRACT: AF-AFOSR-985-67
PROJ: AF-9778, RF-2064-A
TASK: 977802
MONITOR: AFOSR 67-2494

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON THE REINFORCEMENT BASIS
OF GROUP FEEDBACK EFFECTS. SEE ALSO AD-659
220.

DESCRIPTORS: (GROUP DYNAMICS,
PERFORMANCE(HUMAN)), ATTITUDES, MOTIVATION,
BEHAVIOR, SOCIAL PSYCHOLOGY, FEEDBACK, APPLIED
PSYCHOLOGY (U)

FOUR EXPERIMENTS WERE CONDUCTED TO DISCLOSE THE
EFFECT OF TEAM OUTPUT ON INDIVIDUAL BEHAVIOR.
LEVEL OF TEAM OUTPUT WAS SIMULATED BY TELLING EACH
SUBJECT THAT HE HAD A PARTNER AND THAT POSTTRIAL
FEEDBACK INDICATED THEIR TEAM SCORE RELATIVE TO
AVERAGE TRACKING PERFORMANCE. ACTUALLY, FEEDBACK
INDICATED THE SUBJECT'S OWN TRACKING SCORE RELATIVE
TO A CRITERION, THE STRINGENCY OF WHICH WAS
MANIPULATED TO GENERATE THE DESIRED LEVELS OF
SIMULATED TEAM FEEDBACK (POOR, AVERAGE, AND
GOOD). THE SUBJECTS ACCEPTED THE CREDIT FOR THE
GOOD TEAM SCORES PRODUCED BY A LENIENT CRITERION BUT
BLAMED THEIR CONTRIVED PARTNERS FOR THE POOR TEAM
SCORES BROUGHT BY A STRINGENT CRITERION.
INDIVIDUAL PERFORMANCE TENDED TO BE DIRECTLY
RELATED TO SIMULATED TEAM OUTPUT WHEN TASK DIFFICULTY
WAS LOW, BUT INVERSELY RELATED WHEN TASK DIFFICULTY
WAS HIGH. THESE PERFORMANCE EFFECTS WERE HIGHLY
TRANSITORY, HOWEVER, AND OCCURRED ONLY UNDER LIMITED
CONDITIONS. (AUTHOR) (U)

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UNCLASSIFIED

/DNK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-661 356 5/10

NORTH CAROLINA UNIV CHARLOTTE
INDIVIDUAL BEHAVIOR IN A SIMULATED PANIC
SITUATION.

(U)

DESCRIPTIVE NOTE: FINAL TECHNICAL REPT. 15 OCT 66-19
OCT 67,

JCT 67 40P SCHULTZ, JANE P. :

CONTRACT: N00014-67-C-0131

PROJ: NN-170-274

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-657 604.

DESCRIPTORS: (0) BEHAVIOR, (0) SURVIVAL, SOCIAL
PSYCHOLOGY, GROUP DYNAMICS, PERSONALITY,
ADJUSTMENT (PSYCHOLOGY), FEAR,
REACTION (PSYCHOLOGY), ABANDONMENT, FIRE
SAFETY, DISASTERS, PERSONALITY TESTS,
NEUROSES

(U)

IDENTIFIERS: PANIC BEHAVIOR

(U)

STUDIES ARE REPORTED IN WHICH S'S EFFORT TO
ESCAPE A DANGER SITUATION ARE THWARTED BY THE ACTIONS
OF FELLOW GROUP MEMBERS JAMMING THE ESCAPE EXIT IN
THEIR OWN ESCAPE ATTEMPTS. S COULD EITHER TRY TO
ESCAPE IN COOPERATION WITH THE OTHERS BY WAITING HIS
TURN, OR SACRIFICE THEM IN ORDER TO SAVE HIMSELF.
RESPONSE BEHAVIOR WAS INVESTIGATED AS A FUNCTION OF
GROUP COMPOSITION AND PERSONALITY VARIABLES. NO
SIGNIFICANT DIFFERENCES IN INCIDENCE OF PANIC WERE
FOUND BETWEEN: (1) MALES VS. FEMALES, (2)
FEMALES FROM TWO SUBJECT POPULATIONS, (3) MIXED
SEX VS. SINGLE SEX GROUPS, (4) UNITED STATES
NAVAL RESERVISTS VS. MALE COLLEGE STUDENTS.
OLDER NAVAL RESERVISTS WITH LONGER PERIODS OF
SERVICE DEMONSTRATED A MARKED, THOUGH NONSIGNIFICANT,
REDUCTION IN THE PANIC RESPONSE, AS COMPARED TO
YOUNGER NAVAL RESERVISTS WITH SHORTER PERIODS OF
SERVICE. COMPARING THOSE WHO DEMONSTRATED THE
PANIC RESPONSE WITH THOSE WHO DID NOT ON THREE
OBJECTIVE TESTS OF PERSONALITY REVEALED THAT MALES
WHO PANICKED SCORED SIGNIFICANTLY HIGHER ON THE
NEUROTICISM SCALE OF THE MAUDSLEY PERSONALITY
INVENTORY THAN MALES WHO DID NOT PANIC.
(AUTHOR)

(U)

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/UMK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-662 072

5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

NEGOTIATION AND CONFLICT: AN EXPERIMENTAL
STUDY.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JUL 62 115P

MCCRATH, JOSEPH E. I

JULIAN, JAMES W. I

REPT. NO. TR-16

CONTRACT: DA-49-193-MD-2060, PHS-M-1774

UNCLASSIFIED REPORT

DESCRIPTORS: (1) GROUP DYNAMICS, (2) BARGAINING,
(3) DECISION MAKING, (4) GAME THEORY, BEHAVIOR,
ADJUSTMENT (PSYCHOLOGY), DETERMINANTS,
PERCEPTION (PSYCHOLOGY), PERSONALITY, SOCIAL
COMMUNICATION, ATTITUDES

(U)

THE REPORT DESCRIBES AN EXPERIMENT INVOLVING 60
FOUR PERSON NEGOTIATION GROUPS, EACH WITH ONE MEMBER
IN THE ROLE OF A 'MINORITY-OF-ONE,' TWO AGREEING
MEMBERS IN 'MAJORITY' ROLES, AND A NEUTRAL
'MODERATOR.' THE STUDY VIEWS NEGOTIATION AS
INVOLVING CONFLICT AT THREE LEVELS: (A) INTER-
GROUP CONFLICT BETWEEN THE PARTIES REPRESENTED IN THE
NEGOTIATION; (B) INTRA-GROUP CONFLICT AMONG THE
NEGOTIATORS THEMSELVES, CONSIDERED AS MEMBERS OF A
SMALL, TASK-ORIENTED GROUP; AND (C) INTRA-
INDIVIDUAL OR ROLE CONFLICT FOR THE INDIVIDUAL
NEGOTIATORS. THREE MAJOR RESULTS WERE OBTAINED:
(A) INTERPERSONAL RELATIONSHIPS IN THE
NEGOTIATION GROUPS DIFFERED SIGNIFICANTLY AS A
FUNCTION OF THE INDIVIDUAL'S ROLE IN THE GROUP.
(B) PERCEIVED TASK SUCCESS LED TO DIFFERENCES
IN SITUATIONAL ADJUSTMENT OF INCUMBENTS OF DIFFERENT
ROLES. (C) THE DEGREE OF INTER-PERSONAL
HOSTILITY DISPLAYED DURING THE NEGOTIATION WAS
SIGNIFICANTLY RELATED TO GROUP COHESIVENESS, AVERAGE
MEMBER ADJUSTMENT AND GROUP TASK SUCCESS. RESULTS
OF THE STUDY LED TO THE FORMULATION OF A TENTATIVE
MODEL FOR ANALYSIS OF NEGOTIATION AS A COMPLEX
SOCIAL-PSYCHOLOGICAL PROCESS, AND HYPOTHESES FOR A
SYSTEMATIC EXTENSION OF RESEARCH IN THIS PROBLEM
AREA.

(U)

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UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-662 091 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
INTERPERSONAL EXCHANGE IN ISOLATION, (U)
65 16P ALTMAN, IRWIN ;
HAYTHORN, WILLIAM R. ;
PROJ: NAVMED-MR-002-01.03-1002
TASK: MR002-01.03-1002-18

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN SOCIOMETRY V28 N4 P411-
26 DEC 1965.

DESCRIPTORS: (SOCIAL COMMUNICATION, *CONFINED
ENVIRONMENTS), QUESTIONNAIRES, GROUP DYNAMICS,
SOCIOMETRICS, STRESS (PSYCHOLOGY), BEHAVIOR,
SOCIAL PSYCHOLOGY, PERSONALITY (U)

THE STUDY EXPLORED INTERPERSONAL EXCHANGE IN
ISOLATED AND NON-ISOLATED GROUPS. NINE DYADS
FORMED AT DIFFERENT LEVELS ON NEED ACHIEVEMENT, NEED
DOMINANCE, NEED AFFILIATION AND DOGMATISM WORKED OUT
LIVED IN A SMALL ROOM FOR TEN DAYS, WITH NO OUTSIDE
CONTACT. MATCHED CONTROLS FOLLOWED A SIMILAR
SCHEDULE BUT HAD ACCESS TO OTHER PEOPLE AND OUTSIDE
FACILITIES. RESULTS ON A SELF-DISCLOSURE
QUESTIONNAIRE SHOWED SEVERAL DIFFERENCES. ISOLATES
REVEALED MORE ABOUT INTIMATE TOPICS TO PARTNER THAN
CONTROLS, ALTHOUGH LESS THAN TO BEST FRIEND.
CONTROLS REVEALED IN INTIMATE AREAS COMPARABLE TO
DISCLOSURE TO AVERAGE PERSONS. ISOLATES ALSO
ACHIEVED A DEPTH OF DISCLOSURE SIMILAR TO THAT
ACHIEVED WITH CLOSE FRIENDS, ALTHOUGH THE MAGNITUDE
OF SUCH DISCLOSURE WAS SMALL. RESULTS WERE
INTEGRATED INTO A GENERAL THEORETICAL MODEL
DESCRIBING THE DEVELOPMENT OF RELATIONSHIPS AND
EXCHANGE OF PERSONAL INFORMATION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-662 393 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
DEVELOPMENTAL SEQUENCE IN SMALL GROUPS, (U)
65 12P TUCKMAN, BRUCE W. I
PROJ: NAVMED-MR005-12-2005.01-01
TASK: MR005-12-2005.01-01-05

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGICAL
BULLETIN V63 P384-99 1965.

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
LEADERSHIP, SOCIAL PSYCHOLOGY,
PERFORMANCE (HUMAN), PROBLEM SOLVING, SOCIAL
COMMUNICATION, ADJUSTMENT (PSYCHOLOGY),
REVIEWS (U)
IDENTIFIERS: GROUP THERAPY (U)

50 ARTICLES DEALING WITH STAGES OF GROUP DEVELOPMENT
OVER TIME ARE SEPARATED BY GROUP SETTING, AS
FOLLOWS: THERAPY-GROUP STUDIES, T-GROUP STUDIES,
AND NATURAL- AND LABORATORY-GROUP STUDIES. THE
STAGES IDENTIFIED IN THESE ARTICLES ARE SEPARATED
INTO THOSE DESCRIPTIVE OF SOCIAL OR INTERPERSONAL
GROUP ACTIVITIES AND THOSE DESCRIPTIVE OF GROUP-TASK
ACTIVITIES. FINALLY, 4 GENERAL STAGES OF
DEVELOPMENT ARE PROPOSED, AND THE REVIEW CONSISTS OF
FITTING THE STAGES IDENTIFIED IN THE LITERATURE TO
THOSE PROPOSED. IN THE SOCIAL REALM, THESE STAGES
IN THE DEVELOPMENTAL SEQUENCE ARE TESTING-DEPENDENCE,
CONFLICT, COMESION, AND FUNCTIONAL ROLES. IN THE
TASK REALM, THEY ARE ORIENTATION, EMOTIONALITY,
RELEVANT OPINION EXCHANGE, AND THE EMERGENCE OF
SOLUTIONS. THERE IS A GOOD FIT BETWEEN OBSERVED
STAGES AND THE PROPOSED MODEL. FURTHER STUDY OF
TEMPORAL CHANGE AS A DEPENDENT VARIABLE VIA THE
MANIPULATION OF SPECIFIC INDEPENDENT VARIABLES IS
SUGGESTED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-663 447 5/4 5/11
PITTSBURGH UNIV PA DEPT OF POLITICAL SCIENCE
POLITICAL ELITES: A MODE OF ANALYSIS. (U)
DESCRIPTIVE NOTE: INTERIM REPT.,
OCT 66 47P BECK, CARL; HALLOV, JAMES M.

1
CONTRACT: AF-AFOSM-622-65
PROJ: AF-9779
TASK: 977902
MONITOR: AFOSM 68-0024

UNCLASSIFIED REPORT

DESCRIPTORS: (POLITICAL SCIENCE, LEADERSHIP),
DECISION MAKING, SOCIAL SCIENCES, BEHAVIOR,
CONTROL, CULTURE (U)

USING THE CONCEPTS OF ELITE-ELITE STRUCTURAL
RELATIONSHIPS, ELITE NON-ELITE STRUCTURAL
RELATIONSHIPS, ELITE-ELITE BEHAVIORAL RELATIONSHIPS,
AND ELITE NON-ELITE BEHAVIORAL RELATIONSHIPS, THREE
TYPES OF ELITES ARE POSITED. REFERENCES FROM BOTH
THEORETICAL AND EMPIRICAL LITERATURE ARE USED TO
DEVELOP THESE TYPES. PROPOSITIONS ABOUT CHANGE
WITHIN TYPES AND FROM ONE TYPE TO ANOTHER ARE
DEVELOPED. RESEARCH STRATEGIES ARE THEN RELATED TO
THESE TYPES AIMED AT ANALYZING CHANGE IN ELITES.
(AUMON) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-663 549 5/10 15/7
HUMAN FACTORS RESEARCH INC GULETA CALIF
GEOGRAPHIC ORIENTATION IN AIRCRAFT PILOTS: A
SIMULATION TEST OF A TEAM METHOD OF REPORTING TARGET
LOCATIONS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 67 36P MCGRATH, JAMES J. ;
EARL, WILLIAM K. ;OSTERNHOFF, WILLIAM E. ;
REPT. NO. 751-12
CONTRACT: NONR-4218(UO)
PROJ: NR-213-028

UNCLASSIFIED REPORT

DESCRIPTORS: (PILOTS,
PERFORMANCE(ENGINEERING)), (FLIGHT
SIMULATORS, *TARGET ACQUISITION), ACCURACY,
LOW ALTITUDE, AERIAL RECONNAISSANCE, GROUP
DYNAMICS, VOICE COMMUNICATION SYSTEMS, SURFACE
TARGETS, TACTICAL AIR SUPPORT (U)

IN LOW-ALTITUDE AIR RECONNAISSANCE, THE PILOT MUST
ACQUIRE TARGETS, DESCRIBE AND IDENTIFY THEM, AND
REPORT THEIR LOCATIONS. THIS EXPERIMENT WAS
CONDUCTED TO DETERMINE WHETHER THE LAST JOB,
REPORTING TARGET LOCATIONS, COULD BE PERFORMED BY
SOMEONE OTHER THAN THE PILOT. A SIMULATOR STUDY
WAS CONDUCTED IN WHICH THE ACCURACY OF TARGET-
LOCATION REPORTS BY SINGLE PILOTS WAS COMPARED WITH
THE ACCURACY OF REPORTS MADE BY PLOTTERS WHO WERE
TRACKING THE PROGRESS OF THE AIRCRAFT BY MEANS OF
VOICE REPORTS FROM THE PILOT. THE RESULTS SHOWED
THAT PILOT/PLOTTER TEAMS COULD REPORT TARGET
LOCATIONS AS ACCURATELY AS SINGLE PILOTS. PILOTS
ON THE TEAMS SPENT MUCH LESS TIME LOOKING AT THEIR
CHARTS THAN PILOTS WORKING ALONE. HOWEVER, THE FORMER
HAD TO SPEND A LARGE PORTION OF THEIR TIME TALKING
AND LISTENING TO THE PLOTTER. IT WAS CONCLUDED
THAT PLOTTERS IN VOICE COMMUNICATION WITH PILOTS
COULD TRACK AN AIRCRAFT'S PROGRESS AND GIVE REAL-TIME
REPORTS OF TARGET LOCATIONS. THE PROCEDURE GAINS
HEAD-UP TIME FOR THE PILOT, BUT INCREASES THE PILOT'S
COMMUNICATION BURDEN. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /GMR10

AD-669 302 5/1 5/9 5/10
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
BEHAVIOR IN GROUPS. (U)
DESCRIPTIVE NOTE: ANNUAL REPT.,
NOV 67 16P WASS, BERNARD M. ;
REPT. NO. 5
CONTRACT: NONR-629(19)

UNCLASSIFIED REPORT

DESCRIPTORS: (MANAGEMENT ENGINEERING,
TRAINING), GROUP DYNAMICS, CULTURE, BANKING,
BUDGETS, SOCIAL COMMUNICATION, BARGAINING,
ATTITUDES, ORGANIZATIONS, SOCIAL PSYCHOLOGY (U)

PROGRESS IS REPORTED FOR THREE RESEARCH AREAS.
(1) COMBINING MANAGEMENT TRAINING AND
RESEARCH--FOUR REGIONAL ORGANIZATIONS IN EUROPE
(ERGON), INDIA (MITRA), NORTH AMERICA
(MARGON) AND LATIN AMERICA (CINSELA) FEED A
DATA BANK WITH MANAGEMENT RESPONSES TO STANDARDIZED
PROBLEMS IN ORGANIZATIONAL PSYCHOLOGY TO GENERATE
CROSS-CULTURAL AND CROSS-INDUSTRIAL COMPARISONS OF
MANAGEMENT BEHAVIOR IN SMALL GROUP EXERCISES IN
BUDGETING, COMMUNICATING, NEGOTIATING AND EVALUATING.
(2) IMPACT OF EDP ON MANAGEMENT--SURVEYS
OF MANAGEMENT ATTITUDES TOWARD EDP IN A LARGE
METROPOLITAN BANKING SYSTEM, IN A LARGE
PHARMACEUTICAL FIRM AND IN 50 SMALL TO MEDIUM-SIZED
BANKS. (3) INDUSTRIAL ORIENTATIONS TOWARD
WORK, MANAGEMENT AND ORGANIZATION--SURVEYS OF
MANAGERS' AND STUDENTS' ATTITUDES AND PERSONAL
FACTORS ASSOCIATED WITH OPINIONS ABOUT WORK AND LARGE
ORGANIZATIONS. (AUTHOR) (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-664 515 5/10
STATE UNIV OF NEW YORK BUFFALO DEPT OF PSYCHOLOGY
SITUATIONAL AND INTERACTION FACTORS IN A PROCESS
MODEL OF CONFORMITY. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 67 57P HAALAND, GORDON A. ;
REPT. NO: TR-8
CONTRACT: N00R-9679(00)
PROJ: NR-177-269

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: DOCTORAL THESIS.

DESCRIPTORS: (GROUP DYNAMICS, CONFORMITY),
SOCIAL PSYCHOLOGY, ATTITUDES, BEHAVIOR, SOCIAL
COMMUNICATION, PERSONALITY, MOTIVATION,
QUESTIONNAIRES, THESES (U)

THE INVESTIGATION EXAMINED CONFORMING BEHAVIOR AS A
FUNCTION OF THREE STIMULUS INFORMATION SOURCES, I.E.,
TASK AMBIGUITY, TASK SENSE MODALITY, AND GROUP
FEEDBACK. TWO HUNDRED AND FORTY UNDERGRADUATE
WOMEN WERE SUBJECTS. FOR 20 TRIALS EACH SUBJECT
SAW THE RESPONSES OF OTHER GROUP MEMBERS ONLY AFTER
MAKING A RESPONSE. FOR 20 SUBSEQUENT TRIALS, GROUP
RESPONSES WERE PRESENTED BEFORE THE SUBJECT WAS
REQUIRED TO MAKE A RESPONSE. ALL GROUP RESPONSES
WERE CONTROLLED BY THE EXPERIMENTER. RESPONSES ON
THE LAST 20 TRIALS MATCHING THOSE OF THE GROUP
CONSTITUTED THE MEASURE OF CONFORMITY. SUBJECTS
PARTICIPATED IN ONE OF 24 CONDITIONS, IN A 3 X 2 X 4
DESIGN. THE CONDITIONS OF TASK AMBIGUITY
INCLUDED: (1) TASK STIMULUS AMBIGUOUS FOR BOTH
SETS OF 20 TRIALS; (2) AMBIGUOUS FOR 20 TRIALS
AND UNAMBIGUOUS FOR 20 TRIALS; (3) UNAMBIGUOUS
FOR BOTH SETS OF 20 TRIALS. RESPONSES TO A LIGHT
STIMULUS THROUGHOUT FOR ONE GROUP OF SUBJECTS AND
CHANGING FROM TONES TO LIGHTS FOR THE OTHER GROUP OF
SUBJECTS CONSTITUTED THE FACTORS OF TASK SENSE
MODALITY. CONDITIONS OF SUPPORT INCLUDED COMPLETE
AGREEMENT BY THE GROUP ON EITHER 100%, 70%, OR
50% OF THE FIRST 20 TRIALS, OR NO INFORMATION
(CONTROL) FROM THE GROUP. MAJOR RESULTS
WERE: (1) MORE AMBIGUOUS STIMULUS CONDITIONS
YIELDED HIGHER CONFORMING; (2) CHANGE IN
MODALITY FROM TONES TO LIGHTS YIELDED HIGHER
CONFORMING THAN DID REPETITION OF THE LIGHT TASK;
(3) SUPPORT CONDITIONS DID NOT DIFFERENTIALLY
AFFECT CONFORMING ACROSS ALL CONDITIONS, EXCEPT THE
COMPLETELY UNAMBIGUOUS TASK CONDITIONS, WHERE GREATER
SUPPORT YIELDED HIGHER CONFORMING. (U)

UNCLASSIFIED

/DNK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-665 215 5/10

PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
SOME EFFECTS ON BUSINESS GAMING OF PREVIOUS QUASI-T
GROUP AFFILIATIONS. (U)

OCT 66 1UP DEEP, SAMUEL D. I
BASS, BERNARD H.; VAUGHAN, JAMES A. I
REPT. NO. NRC-REPRINT-67-11
CONTRACT: NUNN-629(14)

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF APPLIED
PSYCHOLOGY, V61 N5 P426-31 1967.

DESCRIPTORS: (GROUP DYNAMICS, EFFECTIVENESS),
(GAME THEORY, DECISION MAKING),
PERFORMANCE (HUMAN), MANAGEMENT ENGINEERING,
APPLIED PSYCHOLOGY, BEHAVIOR, EMOTIONS,
INDUSTRIES, COSTS, ATTITUDES (U)

73 GRADUATE BUSINESS STUDENTS AT THE UNIVERSITY OF
PITTSBURGH WERE ASSIGNED TO 4 'COMPANIES' TO PLAY
THE CARNEGIE TECH MANAGEMENT GAME. THE
GAME WAS THE MAJOR PORTION OF A 15-WK. COURSE IN
INTEGRATED DECISION-MAKING. MEN WERE ASSIGNED TO
'COMPANIES' ACCORDING TO WHETHER THEY HAD BEEN IN THE
SAME OR DIFFERENT QUASI-TRAINING (T) GROUPS 15 WK.
EARLIER. 'COMPANIES' COMPOSED OF 2 AND 3
SUBDIVIDED QUASI-T GROUPS PERFORMED SIGNIFICANTLY
MORE EFFECTIVELY IN THE GAME THAN 'COMPANIES' MADE UP
OF WHOLLY INTACT QUASI-T GROUPS. THE LATTER
REPORTED LESS INTERNAL CONFLICT BUT APPEARED TO BE
LESS EFFECTIVE AS COMPANIES BECAUSE OF OVERCONFIDENCE
IN EACH OTHER'S DEPENDABILITY. (AUTHOR) (U)

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UNCLASSIFIED

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CDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-665 520 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD
THE EFFECTS OF SOCIAL ISOLATION AND GROUP COMPOSITION
ON PERFORMANCE. (U)
67 29P ALTRAN, IRWIN I
NAYTHORN, WILLIAM W. I
PRGJ: NAVMED-MF022.01-03-1002

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN HUMAN RELATIONS. V20
NO P313-90 1967.

DESCRIPTORS: (CONFINEMENT(PSYCHOLOGY),
(GROUP DYNAMICS), PERFORMANCE(HUMAN),
SOCIAL PSYCHOLOGY, STRESS(PSYCHOLOGY),
PERSONALITY, CONFINED ENVIRONMENTS,
PSYCHOMETRICS (U)

THE STUDY INVESTIGATED THE EFFECTS OF SOCIAL
ISOLATION AND GROUP PERSONALITY COMPOSITION ON
INDIVIDUAL AND TEAM PERFORMANCE. PERFORMANCE WAS
STUDIED LONGITUDINALLY, OVER A TEN-DAY PERIOD, TO
EXPLORE THE ONSET AND COURSE OF IMPACT OF ISOLATION
AND COMPOSITION EFFECTS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-665 692 5/10
PURDUE UNIV LAFAYETTE IND
THE EFFECT OF CONCEPTUAL STRUCTURE, FAILURE, AND
SUCCESS ON ATTRIBUTION OF CAUSALITY AND INTERPERSONAL
ATTITUDES. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.:
DEC 67 22P STREUFERT, SIEGFRIED I
STREUFERT, SUSAN G. I
REPT. NO. TR-7
CONTRACT: N00014-67-A-0115
PROJ: NM-177-911

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO TR-6: AD-660 392.

DESCRIPTORS: (*ATTITUDES, *GROUP DYNAMICS),
DECISION MAKING, SOCIAL PSYCHOLOGY, PERSONALITY,
BEHAVIOR (U)

THIRTY-TWO SUBJECTS OF SIMPLE AND THIRTY-TWO
SUBJECTS OF COMPLEX CONCEPTUAL STRUCTURE PARTICIPATED
AS DYADS IN AN EXPERIMENTAL SIMULATION. THE TEAMS
MADE DECISIONS ON MILITARY, ECONOMIC, AND OTHER
MATTERS UNDER CONDITIONS OF INCREASING SUCCESS AND
INCREASING FAILURE. SUBJECTS' PERCEIVED ESTIMATES
OF CAUSALITY INDICATED THE PERCENT OF ENVIRONMENTAL
CONDITIONS WHICH IN THEIR OPINIONS WERE DUE TO
(1) THEIR OWN DECISIONS, (2) DECISIONS OF A
NON-EXISTENT, OPPOSING TEAM, (3) VARIOUS
CHANCE FACTORS, (4) ARBITRARY DECISIONS MADE BY
THE EXPERIMENTERS, AND (5) CHARACTERISTICS OF THE
ENVIRONMENT. SUBJECTS ALSO RATED EACH OTHER ON
SEMANTIC DIFFERENTIAL ATTITUDE SCALES. IT WAS
FOUND THAT ATTRIBUTION OF CAUSALITY VARIES WITH
ENVIRONMENTAL CONDITIONS. UNDER EXPERIMENTALLY-
INDUCED INCREASING SUCCESS, SUBJECTS TAKE INCREASING
CREDIT FOR THAT SUCCESS. UNDER EXPERIMENTALLY-
INDUCED FAILURE, SUBJECTS ASCRIBE EQUAL CAUSALITY TO
THEIR OWN DECISIONS AND TO DECISIONS OF THE OPPOSING
TEAM. THESE FINDINGS ARE SOMEWHAT MORE PRONOUNCED
FOR SIMPLE SUBJECTS THAN FOR COMPLEX SUBJECTS.
INTERPERSONAL ATTITUDES ARE CLOSELY RELATED TO
ATTRIBUTION OF CAUSALITY UNDER BOTH SUCCESS AND
FAILURE CONDITIONS. AS MORE CREDIT IS TAKEN FOR
SUCCESS, ATTITUDES BECOME MORE FAVORABLE. UNDER
FAILURE CONDITIONS, ATTITUDE CHANGE IS LESS LIKELY TO
OCCUR. AN ATTEMPT IS MADE TO REVIEW AND EXPLAIN
DIFFERENCES IN SOME FINDINGS CONCERNED WITH SUCCESS -
FAILURE AND ATTITUDES REPORTED IN THE LITERATURE.
(AUTHOR)

(U)

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/UNK10

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DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-665 941 5/10
PITTSBURGH UNIV PA MANAGEMENT RESEARCH CENTER
SOME EFFECTS ON A GROUP OF WHETHER AND WHEN THE HEAD
REVEALS HIS OPINION, (U)
FEB 67 12P DASS, BERNARD M. I
REPT. NO. MRC-REPRINT-67-9

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN ORGANIZATIONAL
BEHAVIOR AND HUMAN PERFORMANCE, V2 N4 P375-82 NOV
1967.

DESCRIPTORS: (GROUP DYNAMICS, LEADERSHIP),
(LEADERSHIP, DECISION MAKING), ATTITUDES,
SOCIAL COMMUNICATION, BEHAVIOR, QUESTIONNAIRES,
STATISTICAL ANALYSIS (U)

FORTY-SEVEN BUSINESS EXECUTIVES WERE DIVIDED INTO
12 QUARTETS EACH CONTAINING ONE HEAD AND THREE
ADVISORS. THE 12 HEADS MADE A SET OF JUDGMENTS
FOLLOWING A MEETING WITH THEIR ADVISORS. THREE
HEADS REVEALED THEIR OWN OPINIONS TO THEIR ADVISORS
AT THE BEGINNING OF THE MEETING, THREE DID SO AT THE
END, THREE DID SO AT THE BEGINNING AND END OF THE
MEETING, WHILE THREE NEVER DID. THE SILENT HEAD
SHOWED THE LEAST CHANGE IN OPINION AS A CONSEQUENCE
OF THE MEETING WHILE HIS ADVISORS CHANGED THE MOST.
COALESCENCE OF ADVISORS WAS GREATER WHEN THE HEAD
REVEALED HIS OPINION. HOWEVER, THE RELATIVE
INFLUENCE OF THE HEAD WAS NOT INCREASED IF HE
REVEALED HIS OPINIONS. SILENT HEADS WERE MORE
DISSATISFIED WITH THEIR OWN FINAL JUDGMENTS.
(AUTHOR) (U)

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DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-666 975 5/10

STAT, UNIV OF NEW YORK BUFFALO DEPT OF PSYCHOLOGY

THE RISKY SHIFT IN GROUP BETTING.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.:

MAR 68 JOP PRUITT, DEAN G. I

TEGER, ALLAN I. I

REPT. NO. 1A-9

CONTRACT: N00014-67-C-0170

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON STUDIES OF THE DYNAMICS
OF COOPERATION AND CONFLICT.

DESCRIPTORS: (GROUP DYNAMIC, DECISION
MAKING), BEHAVIOR, PROBABILITY, MOTIVATION,
SOCIAL COMMUNICATION, PERSONALITY, SOCIAL
PSYCHOLOGY

(U)

TWO EXPERIMENTS WERE PERFORMED, INVOLVING A SIMILAR
METHOD. EXPERIMENT I SHOWED FOR THE FIRST TIME
THAT GROUP DISCUSSION CAN PRODUCE A SHIFT TOWARD
GREATER RISK IN CHOICES AMONG BETS. A RISKY SHIFT
WAS FOUND IN TWO DIMENSIONS OF RISK TAKING:
PROBABILITY PREFERENCES AND STAKE PREFERENCES.
THIS FINDING MADE IT POSSIBLE TO USE BETS IN THE
SECOND EXPERIMENT. IN EXPERIMENT II, NO RISKY
SHIFT WAS FOUND IN A GROUP DECISION WHERE THE MEMBERS
OF THE GROUP HAD ENGAGED IN PAST DISCUSSIONS ABOUT
OTHER ISSUES BUT WERE NOT PERMITTED TO DISCUSS OR
EXCHANGE INFORMATION ABOUT THE CURRENT ISSUE. THIS
RESULT CASTS DOUBT ON THE DIFFUSION OF RESPONSIBILITY
THEORY ABOUT THE RISKY SHIFT. (AUTHOR)

(U)

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UNCLASSIFIED

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-667 220 5/10

CORNELL UNIV ITHACA N Y

AN EXPERIMENTAL STUDY OF THE DEVELOPMENT OF
CONSENSUS.

(U)

DESCRIPTIVE NOTE: SUMMARY REPT. (FINAL);

MAR 68 45P

WILLIAMS, ROBIN M. , JR. I

SAMPSON, SAMUEL F. I

CONTRACT: AF-AFOSR-1235-67

PROJ: AF-9778

TASK: 977802

MONITOR: AFOSR 68-0473

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH HARVARD
UNIV., CAMBRIDGE, MASS.

DESCRIPTORS: (ATTITUDES, SOCIAL PSYCHOLOGY),
GROUP DYNAMICS, LEADERSHIP, CONFORMITY,
PERCEPTION (PSYCHOLOGY), MOTIVATION, SOCIAL
COMMUNICATION, SOCIOMETRICS, PSYCHOPHYSIOLOGY,
PERSONALITY, BEHAVIOR

(U)

THE RESEARCH OBJECTIVE WAS TO IDENTIFY
EXPERIMENTALLY THE DIFFERENTIAL EFFECTS OF SELECTED
FORMS OF HUMAN INTERACTIONS UPON THE FORMATION OF
INTELLECTUAL AGREEMENTS. THE EXPERIMENTS IN THIS
PROJECT COMBINED FIELD AND EXPERIMENTAL TECHNIQUES IN
ORDER TO STUDY SYSTEMATICALLY THE RELATIONSHIPS THAT
ACTUALLY OPERATE IN THE SITUATIONS SELECTED. PHASE
I ENTAILED THE IDENTIFICATION OF THESE
RELATIONSHIPS BY MEANS OF OBSERVATIONAL AND OTHER
COMMONLY ACCEPTED TECHNIQUES. PHASE II INVOLVED
THE IDENTIFICATION OF CERTAIN PHYSIOLOGICAL AND
PERSONALITY VARIABLES. THE PATTERNS OF AGREEMENT
FORMATION SHOWN BY THE PAIRED SUBJECTS CHOSEN ON THE
BASIS OF THESE PREVIOUSLY IDENTIFIED VARIABLES WERE
VISUALLY TESTED (AUTOKINETIC CONDITION) IN
PHASE III. IN PHASE IV, VALIDATION
CRITERIA WERE DEVELOPED. SINCE REALISM IS SUCH A
CRUCIAL INGREDIENT IN ANY RESEARCH ENDEAVOR WHICH
INVESTIGATES HUMAN BEHAVIOR, THIS STUDY, EMPLOYING A
CLASSICAL PSYCHOPHYSIOLOGICAL TASK SITUATION, WAS
DESIGNED TO OVERCOME SOME OF THE DEFICIENCIES OF
ARTIFICIALITY SO CHARACTERISTIC OF MUCH RESEARCH IN
THIS AREA. TO THIS END, PAIRS OF SUBJECTS SELECTED
FOR THEIR RELATIONSHIPS IN A NORMAL SETTING, WERE
VISUALLY TESTED IN AN APPROPRIATE PLACE.

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DNK10

AD-667 239 1274 5/10
YALE UNIV NEW HAVEN CONN COBLES FOUNDATION FOR RESEARCH
IN ECONOMICS
SOME EXPERIMENTAL NON-CONSTANT-SUM GAMES REVISITED.
PART III. PERCEPTION OF OPPONENT'S PAYOFFS, (U)
MAR 68 97P SHUBIK, MARTIN ISTERN, DAVID
H. I
REPT. NO. DISCUSSION PAPER-247
CONTRACT: NUNR-3055(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO PART 2, AD-663 577.

DESCRIPTORS: (GAME THEORY, BEHAVIOR),
MOTIVATION, DECISION MAKING,
PERFORMANCE(HUMAN), GROUP DYNAMICS,
OPTIMIZATION (U)

PREVIOUS PAPERS ANALYZED THE PLAY OF SUBJECTS IN A
SERIES OF EXPERIMENTS INVOLVING 2 X 2-PAYOFF-MATRIX
TWO-PERSON NONCONSTANT-SUM GAMES IN WHICH THE PLAYERS
KNEW ONLY THEIR OWN PAYOFFS AND NOT THOSE OF THEIR
OPPONENTS. THE PRESENT PAPER EXPLORES THE EFFECTS
OF THE LAST MENTIONED FEATURE, THE LACK OF
INFORMATION ABOUT THE OPPONENT'S PAYOFF MATRIX. (U)

UNCLASSIFIED

DGC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-667 266 5/10 12/2
STATE UNIV OF NEW YORK BUFFALO
STRATEGY IN INTRA-TRIAD AND INTER-TRIAD
INTERACTION.
DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAR 68 JSP VINACKE, W. EDGAR ;
CHENULNIK, PAUL D. ; LICHTMAN, CARY M. ;
REPT. NO. TR-12
CONTRACT: NONR-4374(00)
PROJ: NR-170-270

(U)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO TR-11, AD-639 008.

DESCRIPTORS: (GROUP DYNAMICS, BEHAVIOR),
(GAME THEORY, GROUP DYNAMICS), STUDENTS,
PERFORMANCE (HUMAN), DECISION MAKING,
INTERACTIONS, MALES, FEMALES,
QUESTIONNAIRES

(U)

INTER-GROUP NEGOTIATION WAS COMPARED WITH INTRA-
GROUP NEGOTIATION IN THREE DIFFERENT GAMES. EACH
SESSION BROUGHT TOGETHER THREE TRIADS, HOMOGENEOUS IN
SEX. THE TEST OF STRATEGY WAS USED TO COMPOSE
A GROUP HIGH IN ACCOMMODATIVE TENDENCIES, ONE LOW IN
THIS RESPECT (I.E., HIGH IN EXPLOITATIVE
TENDENCIES), AND ONE INTERMEDIATE IN
ACCOMMODATIVENESS. EACH GROUP ENGAGED, FIRST, IN
INTRA-GROUP PLAY, THEN IN INTER-GROUP PLAY. THE
GAMES WERE THE BOARD GAME, DECISION-MAKING IN
ACCOMMODATION PROBLEMS, AND THE POLITICS
GAME. WEIGHTS WERE USED TO VARY POWER PATTERN IN
THE FIRST AND THIRD OF THESE POWER DIFFERENCES WERE
INCORPORATED INTO SIMULATED RELATIONSHIPS IN THE
SECOND. THE BOARD GAME WAS PLAYED IN THE
STANDARD MANNER; IN THE ACCOMMODATION PROBLEMS,
THREE SETS OF INSTRUCTIONS ORIENTED SS TO
DISCUSSION, TO OBTAINING THE MOST POSSIBLE, AND TO
ARRIVING AT THE FAIREST OUTCOME; IN THE POLITICS
GAME, THE INTER-GROUP SITUATION INVOLVED A MEETING
OF REPRESENTATIVES. PRE- AND POST-GAME
QUESTIONNAIRES ELICITED RATINGS OF ENJOYMENT, LIKING
FOR OTHER PLAYERS, AND DESIRE TO WIN. ANALYSIS OF
THE RESULTS ARE GIVEN.

(U)

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-667 613 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF
COHESION IN MARINE RECRUIT PLATOONS, (U)
68 12P NELSON, PAUL G. I
BERRY, NEDELL M. I
REPT. NO. 46-26
PROJ: NAVMED-MF024.01.04-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN THE JOURNAL OF
PSYCHOLOGY, V63 P3-71 1968.

DESCRIPTORS: (MILITARY PSYCHOLOGY, GROUP
DYNAMICS), ATTITUDES, MARINE CORPS,
BEHAVIOR, MILITARY PERSONNEL, SOCIOMETRICS,
MILITARY TRAINING, PERFORMANCE (HUMAN) (U)

COHESIVENESS OF MARINE BASIC TRAINING PLATOONS
WAS OBSERVED TO BE RELATIVELY STABLE OVER A TWO-MONTH
PERIOD, WAS RELATED TO PLATOON PERSONNEL COMPOSITION
AND ATTITUDES, BUT WAS UNCORRELATED WITH PERFORMANCE
MEASURES. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-668 534 5/10
PUNQUE UNIV LAFAYETTE IND
CONCEPTUAL STRUCTURE: INCREASING FAILURE AND DECISION
MAKING. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAR 68 2UP STREUFERT, SIEGFRIED I
STREUFERT, SUSAN C. ICSTORE, CARL M. I
REPT. NO. TR-10
CONTRACT: N00014-67-A-0226
PROJ: MR-177-911

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH RUTGERS
- THE STATE UNIV., NEW BRUNSWICK, N. J.

DESCRIPTORS: (DECISION MAKING, GROUP
DYNAMICS), PERFORMANCE (HUMAN),
PERCEPTION (PSYCHOLOGY), SOCIAL PSYCHOLOGY,
PROBLEM SOLVING (U)
IDENTIFIERS: INFORMATION (U)
PROCESSING (PSYCHOLOGY)

ELEVEN DYADS OF SIMPLE AND ELEVEN DYADS OF COMPLEX
CONCEPTUAL STRUCTURE PARTICIPATED IN AN EXPERIMENTAL
(CONTROLLED) SIMULATION. SUBJECTS WERE EXPOSED
TO INCREASING FAILURE LEVELS. THE PROPORTION OF
FAILURE MESSAGES PER ONE-HALF HOUR PERIOD OF PLAY
VARIED FROM ONE OUT OF SEVEN DURING THE FIRST PERIOD
OF PLAY TO SIX OUT OF SEVEN DURING THE SIXTH PERIOD
OF PLAY. DECISION INTEGRATION BY GROUPS OF
SUBJECTS WAS MEASURED BY (1) CALCULATING THE
NUMBER OF DECISIONS WHICH WERE STRATEGICALLY RELATED
(A SECOND DECISION WAS PLANNED FOR THE FUTURE WHEN
AN ORIGINAL DECISION WAS PLANNED AS A PRECONDITION
FOR THE LATER DECISION), AND BY (2) CALCULATING
THE NUMBER OF DECISIONS WHICH WERE RELATED TO EACH
OTHER STRATEGICALLY OR PRAGMATICALLY (POST HOC
RELATIONSHIP). IT WAS FOUND THAT THE DATA
GENERALLY SUPPORT POSITIONS OF COMPLEXITY THEORY.
IN GENERAL, MODERATE FAILURE LEVELS PRODUCE MORE
DECISION INTEGRATION THAN EITHER LOW OR HIGH FAILURE
LEVELS. COMPLEX DYADS PRODUCE MORE INTEGRATIONS
THAN SIMPLE DYADS. ONE OF THE TWO ANALYSES
INDICATED THAT COMPLEX DYADS REACH OPTIMUM DECISION
INTEGRATION CHARACTERISTICS UNDER HIGHER FAILURE
LEVELS THAN SIMPLE DYADS. (AUTHOR) (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-669 467 5/10

DUKE UNIV DURHAM N C

THE EFFECT OF THE LABORATORY SITUATION ON
EXPERIMENTAL DISCUSSION GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

NOV 67 40P WILSON, STEPHEN R. 1

REPT. NO. TR-26

CONTRACT: HONR-1101(11)

PROJ: NH-177-970

UNCLASSIFIED REPORT

DESCRIPTORS: (SOCIAL COMMUNICATION, GROUP
DYNAMICS), SOCIAL PSYCHOLOGY, INTERACTIONS,
SOCIOMETRICS, BEHAVIOR, ATTITUDES,
EXPERIMENTAL DESIGN (U)

THE STUDY ATTEMPTS TO DETERMINE THE EFFECT OF THE
PRESENCE OF AN OBSERVER AND THE SALIENCY OF THE
EXPERIMENTAL TASK UPON LABORATORY DISCUSSION GROUPS.
FIVE GROUPS OF FIVE SUBJECTS EACH WERE ASSIGNED TO
EACH CELL OF A TWO BY TWO DESIGN 1. OBSERVER
PRESENT VERSUS OBSERVER ABSENT; AND 2. TASK USED
VERSUS TASK NOT USED). THE OBSERVED-TASK NOT
USED CONDITION WAS DESIGNED TO RESEMBLE THE 'TYPICAL'
EXPERIMENTAL SITUATION. THE STRONGEST DIFFERENCES
WERE FOUND ACROSS THE OBSERVED-NOT OBSERVED
CONDITIONS. OBSERVED GROUPS HAD HIGHER RATES OF
TASK-ORIENTED INTERACTION AND LOWER RATES OF TASK-
IRRELEVANT INTERACTION, BUT NO DIFFERENCE WAS FOUND
IN ACTUAL PRODUCTIVITY. DIFFERENTIATION BETWEEN
THE SOCIOMETRIC DIMENSIONS OF BEST IDEA RANKINGS AND
LIKING RANKINGS WAS GREATER IN THE NOT OBSERVED
CONDITION. THIS WAS ATTRIBUTED TO THE GREATER
VARIATION IN INTERACTION CONTENT IN THIS CONDITION.
THE METHODOLOGICAL IMPLICATION OF THE RESULTS IS
DISCUSSED AND THE RESULTS ARE USED TO INTERPRET THE
FINDINGS OF OTHER STUDIES DEALING WITH THE
DEVELOPMENT OF EXPERIMENTAL DISCUSSION GROUPS OVER
TIME. (AUTHOR) (U)

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UNCLASSIFIED

DLC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-669 810 13/12 5/10 5/11
OHIO STATE UNIV COLUMBUS DISASTER RESEARCH CENTER
THE DISASTER RESEARCH CENTER SIMULATION STUDIES ON
ORGANIZATIONAL BEHAVIOR UNDER STRESS. (U)
DESCRIPTIVE NOTE: FINAL REPT.,
FEB 68 98P JUANANTELLI, L. L. I
REPT. NO. DRC-TR-1
CONTRACT: AF-AFOSR-672-66
PROJ: AF-9779
TASK: 977901
MONITOR: AFOSR 68-0751

UNCLASSIFIED REPORT

DESCRIPTORS: 10DISASTERS,
*STRESS(PSYCHOLOGY), PERFORMANCE(HUMAN),
BEHAVIOR, SOCIAL PSYCHOLOGY, GROUP DYNAMICS,
CULTURE, INTERACTIONS, MODELS(SIMULATIONS),
POLICE, COMMUNICATION SYSTEMS, ORGANIZATIONS,
RESEARCH PROGRAM ADMINISTRATION (U)

THE REPORT SUMMARIZES THE RESEARCH UNDERTAKEN FROM
1964 THROUGH 1967 AS WELL AS INDICATING THE DIRECTION
OF NEW INVESTIGATIONS THAT HAVE BEEN INITIATED.

CHAPTER I DESCRIBES THE GENERAL RESEARCH
ORIGINALLY PROJECTED, THE INITIAL THEORETICAL MODEL
SET FORTH, AND THE PHYSICAL FACILITIES OF THE
LABORATORY BEING USED. THE PILOT STUDY, USING AD
HOC SMALL GROUPS, IS REPORTED ON IN THE NEXT CHAPTER.
THE MAJOR LABORATORY RESEARCH CONDUCTED DURING THE

FOUR YEARS IS DISCUSSED IN CHAPTER III. THIS
INVOLVED A REALISTIC SIMULATION OF AN ACTUAL POLICE
DISPATCHING ROOM. CHAPTER IV DESCRIBES AN
EXPERIMENTAL EFFORT TO TEST QUANTITATIVELY IN THE
LABORATORY SOME HYPOTHESES DRAWN FROM A REFINED
VERSION OF THE ORIGINAL THEORETICAL MODEL USED.

THE FOLLOWING CHAPTER DEPICTS AN 'ANALOGUE' STUDY
CONDUCTED AS A RESULT OF QUESTIONS GENERATED BY THE
TWO MAJOR LABORATORY SIMULATIONS. THE LAST TWO
CHAPTERS OF THE REPORT DISCUSS THE CROSS-CULTURAL
STUDIES OF COMMUNICATION INITIATED IN AN ATTEMPT TO
FOCUS ON INTERACTIONAL ASPECTS OF GROUPS UNDER
STRESS, AND THE RANGE OF LABORATORY, EXPERIMENTAL AND
FIELD WORK PROJECTED FOR THE FUTURE. (AUTHOR) (U)

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DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-676 326 5/10
MICHIGAN UNIV ANN ARBOR RESEARCH CENTER FOR GROUP
DYNAMICS
POSITION IN GROUP, ACHIEVEMENT MOTIVATION, AND GROUP
ASPIRATIONS. (U)
68 10P ZANDER, ALVIN ; FORWARD, JOHN ;
CONTRACT: AF 49(638)-1630
PRGJ: AF-9778
TASK: 977902
MONITOR: AFOSR 68-1169

UNCLASSIFIED REPORT

AVAILABILITY: PUBLISHED IN JOURNAL OF PERSONALITY
AND SOCIAL PSYCHOLOGY, V8 N3 P262-8 1968.

DESCRIPTORS: (GROUP DYNAMICS, MOTIVATION),
ANXIETY, ACHIEVEMENT TESTS, PERSONALITY,
ANALYSIS OF VARIANCE (U)

THIS ARTICLE REPORTS ON AN EXPERIMENT IN THE
GENERAL AREA OF THE EFFECT ON GROUP SUCCESS OF THE
DESIRE FOR GROUP ACHIEVEMENT OF THE INDIVIDUALS
CONSTITUTING THE GROUP. IN THIS EXPERIMENT MEMBERS
OF 3-PERSON GROUPS PARTICIPATED IN A GROUP TASK FOR A
SERIES OF TRIALS AND PRIVATELY STATED THEIR LEVELS OF
ASPIRATION FOR THE ACHIEVEMENT OF THE GROUP PRIOR TO
EACH TRIAL. ONE MEMBER WAS IN A CENTRAL HOLE IN
WHICH HE WAS LARGELY RESPONSIBLE FOR THE GROUP'S
SCORE AND WAS REQUIRED TO SET THE OFFICIAL TEAM GOAL.
THE OTHER TWO MEMBERS WERE IN PERIPHERAL HOLES AND
ASSISTED THE CENTRAL PERSON. MEMBERS OCCUPIED EACH
POSITION FOR PART OF THE TRIALS, SOME EITHER HIGH IN
NEED ACHIEVEMENT AND LOW IN TEST ANXIETY OR
LOW IN NEED ACHIEVEMENT AND HIGH IN TEST
ANXIETY. A MEMBER IN A CENTRAL POSITION
APPARENTLY DEVELOPS A STRONGER DESIRE FOR GROUP
SUCCESS THAN THE SAME PERSON IN A PERIPHERAL
POSITION. WHEN OCCUPYING A PERIPHERAL POSITION, A
PERSON IN HIGH NEED ACHIEVEMENT EXCEEDS
ANXIETY, BECOMES MORE CONCERNED ABOUT THE GROUP'S
SUCCESS THAN DOES ONE IN HIGH ANXIETY EXCEEDS
NEED ACHIEVEMENT. WHEN OCCUPYING A CENTRAL
POSITION, A PERSON IN HIGH ANXIETY EXCEEDS NEED
ACHIEVEMENT BECOMES AS MUCH CONCERNED ABOUT THE
GROUP'S SUCCESS AS DOES ONE IN HIGH NEED
ACHIEVEMENT EXCEEDS ANXIETY. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /04K10

AD-67: 092 5/10
ILLINOIS UNIV URBANA DEPT OF PSYCHOLOGY
EFFECTS OF TASK CHARACTERISTICS ON GROUP
PRODUCTS.

(U)

JUN 68 29P HACKMAN, RICHARD I
CONTRACT: AF 49(38)-1291
PROJ: AF-9779
TASK: 977902
MONITOR: AFOSR 68-1411

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JNL. OF EXPERIMENTAL
SOCIAL PSYCHOLOGY, V4 N2 P162-87 APR 1968.

DESCRIPTORS: (GROUP DYNAMICS, PROBLEM
SOLVING), PERFORMANCE (HUMAN), SOCIAL
PSYCHOLOGY, EXPERIMENTAL DESIGN, INTERACTIONS,
STATISTICAL ANALYSIS

(U)

THE STUDY EXAMINED THE EFFECTS OF TWO TASK
CHARACTERISTICS ON WRITTEN GROUP PRODUCTS, AND
PROVIDED INITIAL STEPS TOWARD DEVELOPMENT OF A
GENERAL FRAMEWORK FOR THE DESCRIPTION AND ANALYSIS OF
'INTELLECTIVE' GROUP TASKS. TASK VARIABLES STUDIED
WERE: TASK TYPE (PRODUCTION, DISCUSSION, AND
PROBLEM SOLVING), AND TASK DIFFICULTY. MEASURES
OF OUTPUT CHARACTERISTICS WERE EIGHT DESCRIPTIVE
DIMENSIONS. FOUR HUNDRED AND THIRTY-TWO PRODUCTS
WERE COLLECTED FROM 108 THREE-MAN GROUPS, EACH OF
WHICH WORKED ON FOUR DIFFERENT TASKS. A TOTAL OF
168 TASKS WERE USED. TASK TYPE DETERMINED UP TO
80% OF THE VARIANCE OF PRODUCTS ON SOME DIMENSIONS.
TASK DIFFICULTY MODERATELY AFFECTED PRODUCT
CHARACTERISTICS, AND INCIDENTAL EVIDENCE INDICATED
THAT ORDER OF TASK PRESENTATION HAD LITTLE EFFECT ON
PRODUCTS. TO EXPLORE FURTHER THE NATURE OF THE
DIFFERENCES AMONG THE TASK TYPES, A MULTIPLE-
DISCRIMINANT ANALYSIS WAS COMPUTED TO DIFFERENTIATE
AMONG THE TYPES IN TERMS OF PRODUCT-DIMENSION SCORES.
180 VECTORS OF DISCRIMINATION WERE OBTAINED, AND
THE CENTROIDS OF THE THREE TASK TYPES WERE LOCATED IN
THE DISCRIMINANT SPACE. ON THE BASIS OF THESE AND
OTHER DATA, THE NATURE OF THE 'TASK SPACE' WITHIN
WHICH THE THREE TYPES LIE WAS RECONCEPTUALIZED.
THE REVISED 'TASK SPACE' IS TWO-DIMENSIONAL: ONE
DIMENSION CONSISTS OF CATEGORIES OF 'TASK CONTENTS,'
AND THE OTHER CONSISTS OF KINDS OF 'PROCESS
EMPHASES.' (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-671 537 5/10
HABA, I UNIV HONOLULU DEPT OF SOCIOLOGY
PREDICTIVE MODEL FOR INTRAGROUP NEGOTIATIONS. (U)
DESCRIPTIVE NOTE: FINAL REPT., 1 SEP 66-29 FEB 68,
MAY 68 15P BARTOS, OTOMAR J. I
CONTRACT: AF-APOSH-688-67
PROJ: AF-9779
TASK: 977902
MONITOR: AFOSH 68-0957

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, BARGAINING),
INTERACTIONS, LEARNING, MATHEMATICAL PREDICTION,
BEHAVIOR, SOCIAL PSYCHOLOGY (U)

THE REPORT OUTLINES THE MAIN MODEL OF NEGOTIATION,
ITS TESTING, AS WELL AS SOME OF THE MAIN FINDINGS
RELEVANT TO NEGOTIATION. THE MODEL ITSELF IS A
MODIFICATION OF THE BUSH-MOSTELLER STOCHASTIC
MODEL OF LEARNING. IT IS ASSUMED THAT A NEGOTIATOR
LEARNS FROM BOTH HIS SPEECHES AND THOSE OF HIS
OPPONENT; HIS OWN SPEECHES ARE NEGATIVELY
REINFORCING, WHILE THOSE OF HIS OPPONENT ARE
POSITIVELY REINFORCING. THE TESTS OF THE MODEL
FIND IT GENERALLY SATISFACTORY, ALTHOUGH THERE IS
CONSIDERABLE EVIDENCE THAT THE SUBJECTS DID ENGAGE IN
STRATEGIC THINKING. THE FACT THAT THE MODEL DOES
NOT INCORPORATE STRATEGIC CONSIDERATIONS SEEMS TO
ACCOUNT FOR CERTAIN UNREALISTIC ASPECTS OF THE MODEL.
AMONG THE FINDINGS ARE THE FOLLOWING: (1)
POORLY ADJUSTED SUBJECTS, YOUNG, NON-CAUCASIANS
AND MEN TEND TO BE TOUGH; (2) SUBJECTS WERE
TOUGHER AGAINST SOFT OPPONENTS THAN AGAINST TOUGH
OPPONENTS; (3) THOSE WHO ARE TOUGH TEND TO GET
LARGER PAYOFFS THAN THOSE WHO ARE SOFT; (4)
CONCESSIONS TEND TO BE MADE EARLY AND THEN IN THE
VERY LAST MINUTES OF THE SESSION; (5) THERE WAS A
PRONOUNCED TENDENCY TO AGREE ON THE PROPOSALS THAT
HAD THE PROPERTY OF NASH SOLUTION; (6) WHEN
SUBJECTS ARE TOLD THAT THEIR SUBJECTS ARE LIKELY TO
BE TOUGH (OR SOFT), FINDING (1) DOES NOT HOLD
-- THE POORLY ADJUSTED, THE YOUNG, THE NON-
CAUCASIANS AND MEN TEND TO BE SOFT. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-671 773 5/10
PUNQUE UNIV LAFAYETTE IND
TASK FAMILIARITY AND RELIANCE ON THE ENVIRONMENT IN
DECISION MAKING. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUN 68 17P MESLIN, RICHARD I
STROUPERT, SIEGFRIED I
REPT. NO. TR-13
CONTRACT: N00014-67-A-G246
PROJ: NR-177-V11

UNCLASSIFIED REPORT

DESCRIPTORS: (1) DECISION MAKING,
PERFORMANCE (HUMAN), ENVIRONMENT,
MOTIVATION, STIMULATION, ANALYSIS OF VARIANCE,
BEHAVIOR, GROUP DYNAMICS (U)

THE STUDY INVESTIGATED CHANGE IN DEPENDENCY ON THE
ENVIRONMENT AS A FUNCTION OF INCREASING FAMILIARITY
WITH THE SITUATION. SEVENTY-TWO STUDENTS FORMED 36
DYADS WHICH PLAYED A COMPLEX TACTICAL AND
NEGOTIATIONS GAME FOR 6 ONE-HALF HOUR PERIODS.
OVER PERIODS, ALL SUBJECTS REDUCED THEIR USE OF THE
ENVIRONMENT AS A SOURCE OF INFLUENCE ON THEIR
DECISIONS. COGNITIVELY COMPLEX SUBJECTS REDUCED
THEIR DEPENDENCY ON THE ENVIRONMENT SOONER AND MORE
SHARPLY THAN SIMPLE SUBJECTS. IT WAS CONCLUDED
THAT AS A TASK SITUATION IS MASTERED, DECISION MAKERS
GAIN THE CONFIDENCE TO TAKE A MORE ACTIVE ROLE IN
STRUCTURING IT. THE IMPLICATIONS OF INCREASED
FAMILIARITY WITH A TASK SITUATION FOR THE SHIFT TO
RISK PHENOMENON WAS INDICATED. (AUTHOR) (U)

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UNCLASSIFIED

/ONK10

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNR10

AD-671 792 6/14 5/9 5/10
NAVA, SUBMARINE MEDICAL CENTER GROTON CONN SUBMARINE
MEDICAL RESEARCH LAB
PERSONNEL SELECTION IN THE NAVY: PROCEEDINGS OF A
NAVY-WIDE WORKSHOP, APRIL 67, (U)
REF 68 130F RETREW, BENJAMIN B. I
REPT. NO. SMNL-511
PROJ: NM022-01, 02-9004-01

UNCLASSIFIED REPORT

DESCRIPTIONS: (1) NAVAL PERSONNEL, SELECTION),
(2) PSYCHOMETRICS, NAVAL PERSONNEL), APTITUDE
TESTS, PERSONALITY TESTS, MEDICAL EXAMINATION,
SUBMARINE PERSONNEL, MOTIVATION,
ADJUSTMENT (PSYCHOLOGY), GROUP DYNAMICS,
CONFINEMENT (PSYCHOLOGY),
PERFORMANCE (HUMAN), MILITARY PSYCHOLOGY,
NAVAL TRAINING, AVIATION PERSONNEL, DATA
PROCESSING SYSTEMS, SYMPOSIA (U)
IDENTIFIERS: AQUANAUTS (U)

THE REPORT REPRESENTS THE PROCEEDINGS OF A NAVY-
WIDE WORKSHOP ON PERSONNEL SELECTION IN THE
U.S. NAVY. THE THIRTY PARTICIPANTS
REPRESENTED THE MAJOR NAVY ACTIVITIES WITH ON-GOING
PERSONNEL SELECTION PROGRAMS. THIS REPORT CONSISTS
OF THE EDITED TRANSCRIPTIONS OF THE TAPED RECORDINGS
FROM THE SEVEN WORKSHOP SESSIONS ENTITLED:
(1) BRIEF UPDATING OF SELECTION PROGRAMS
BY REPRESENTATIVES OF ATTENDING ACTIVITIES; (2)
CRITERION DEVELOPMENT; (3) PERSONALITY AND
APTITUDE MEASUREMENT IN SELECTION; (4)
BIOMEDICAL INDICES IN SELECTION; (5)
SMALL GROUPS' OBSERVATIONAL DATA IN
SELECTION; (6) PERSONNEL ALLOCATION
PROCESSES; AND (7) SELECTION-RELATED
RESEARCH AREAS AND DIVISION OF LABOR AMONG
THE NAVY ACTIVITIES. SELECTION METHODOLOGIES,
STATISTICAL TECHNIQUES, COMPUTER STRATEGIES, AND THE
PROS AND CONS OF VARIOUS PSYCHOMETRIC APPROACHES USED
IN SELECTION ARE DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-672 174 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
THE EFFECTS OF GROUP COMPETITION UPON STUDENT
PERFORMANCE. (U)
JUN 68 49P KUDALA, ALBERT L. I
CHRISTENSEN, HAROLD E. I
REPT. NO. HUMRRO-TR-48-7
CONTRACT: DA-44-100-ARU-2
PROJ: DA-2J024701A712
TASK: 2J024701A712-01

UNCLASSIFIED REPORT

DESCRIPTORS: 1. GROUP DYNAMICS,
PERFORMANCE (HUMAN), 1. MOTIVATION,
TRAINING, MILITARY TRAINING, ATTITUDE,
STUDENTS, MILITARY PERSONNEL, ATTITUDES (U)
IDENTIFIERS: COMPETITION (U)

IN A STUDY TO DETERMINE WHETHER GROUP COMPETITION
IS EFFECTIVE IN IMPROVING MOTIVATION IN TECHNICAL
TRAINING, TWO EXPERIMENTAL CLASSES WERE DIVIDED INTO
FOUR GROUPS EACH, EQUAL IN SIZE AND MEAN APTITUDE.
EACH GROUP COMPETED WITH EACH OF THE OTHER GROUPS
DURING SUCCESSIVE TWO-WEEK INTERVALS. THE WINNER
IN EACH PAIRING WAS THE GROUP THAT FAILED THE
SMALLEST PERCENTAGE OF REGULARLY SCHEDULED SCHOOL
EXAMINATIONS DURING THE PERIOD. LOW-COST AND
RECOGNITION-TYPE REWARDS WERE PRESENTED TO MEMBERS OF
WINNING GROUPS. PEER RATINGS AND AN ATTITUDE
QUESTIONNAIRE WERE ADMINISTERED BEFORE THE FIRST
EXAMINATION, AND AGAIN AFTER FOUR WEEKS. THE PEER
RATING ON DESIRE TO SUCCEED AND THE QUESTIONNAIRE,
BOTH PRESUMABLY MEASURING MOTIVATION, SEEMED TO BE
VALID PREDICTORS OF SUCCESS. GROUP COMPETITION DID
APPEAR TO BE AN EFFECTIVE MEANS OF IMPROVING ACADEMIC
PERFORMANCE OF THE LOWER APTITUDE MEN. THE
COMPETITION GROUPING WAS FOUND TO INFLUENCE
FRIENDSHIP CHOICES ON THE PEER RATINGS.
(AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-672 713 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
THE EFFECTS OF TASK ORGANIZATION AND MEMBER
COMPATIBILITY ON LEADER-MEMBER RELATIONS IN SMALL
GROUPS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUL 68 37 ILGEN, DANIEL M. I
O'BRIEN, GORDON I
REPT. NO. TM-58
CONTRACT: NUNR-1854(36), ARPA ORDER-454
PROJ: NH-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS; *LEADERSHIP),
BEHAVIOR, MOTIVATION, INTERACTIONS,
PERFORMANCE (HUMAN); SOCIAL PSYCHOLOGY (U)

TASK COOPERATION REQUIREMENTS AND GROUP MEMBER
COMPATIBILITY EFFECTS ON LEADER-MEMBER RELATIONS IN
THREE PERSON LABORATORY GROUPS WERE STUDIED. USING
STRUCTURAL ROLE THEORY, TWO FORMS OF
COOPERATION WERE DEFINED-COORDINATION AND
COLLABORATION. MEMBER COMPATIBILITY WAS DEFINED BY
SCHUTZ'S (1958) 'INTERCHANGE COMPATIBILITY' ON
THREE NEEDS MEASURED BY HIS FIRO-B SCALE. THE
NEEDS WERE (1) NEED FOR AFFECTION, (2) NEED
FOR INCLUSION, AND (3) NEED FOR CONTROL. THE
RESULTS SHOWED THAT LEADER-MEMBER RELATIONS WERE
AFFECTED BY (1) THE COORDINATION REQUIREMENTS OF
THE TASK AND BY (2) THE INTERACTION OF THE
COLLABORATION REQUIREMENTS WITH THE COMPATIBILITY OF
GROUP MEMBERS. THE IMPLICATIONS OF THE RESULTS FOR
FIELDEN'S (1964, 1967) CONTINGENCY MODEL OF
LEADERSHIP WERE DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DLC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-673 268 5/10
DELAWARE UNIV NEWARK DEPT OF PSYCHOLOGY
RESPONSE TO DISAGREEMENT IN DYADS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
AUG 68 23P THORNTON, CHARLES C. I
REPT. NO. TR-1
CONTRACT: NONN-22061071

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, ATTITUDES),
SOCIAL PSYCHOLOGY, PERCEPTION (PSYCHOLOGY),
INTERACTIONS, REACTION (PSYCHOLOGY) (U)

FOUR RESPONSES, PRESUMED TO BE ALTERNATIVE MODES
FOR REDUCING THE AVERSIVENESS ASSOCIATED WITH
DISAGREEMENTS, WERE INVESTIGATED IN A FREE-
INTERACTION, FREE-DISCUSSION SITUATION. EACH OF 24
PAIRS OF SS DISCUSSED SEVERAL ISSUES TOWARD WHICH
THEY HELD CONFLICTING OPINIONS AND MEASURES WERE
PROVIDED FOR THE DEGREE TO WHICH EACH DYAD MEMBER
REJECTED TO OTHER (REJECTION), COMPLIED WITH THE
OTHER (COMPLIANCE), PERCEIVED THE OTHER MEMBER AS
COMPLYING WITH HIM (PERCEIVED COMPLIANCE), AND
THE DEGREE TO WHICH EACH DYAD MEMBER MINIMIZED THE
IMPORTANCE OF THE ISSUES DISCUSSED (DEVALUATION OF
THE ISSUE). THE SS EMPLOYED COMPLIANCE AND
PERCEIVED COMPLIANCE BUT NOT REJECTION OR
DEVALUATION. FURTHER, TWO SIGNIFICANT POSITIVE
CORRELATIONS AMONG RESPONSE MEASURES WERE FOUND AND
THERE WAS NOT EVIDENCE THAT SS EMPLOYED ONLY ONE
RESPONSE TO REDUCE THE AVERSIVENESS ASSOCIATED WITH
DISAGREEMENTS. THESE RESULTS ARE INCONSISTENT WITH
DATA DERIVED FROM EXPERIMENTAL SITUATIONS IN WHICH
SS PLAY A PREDOMINANTLY PASSIVE ROLE AND
CONSEQUENTLY SNEW DOUBT ON THE GENERALITY OF EXISTING
HYPOTHESES REGARDING THE RESOLUTION OF INTERPERSONAL
DISAGREEMENTS. (AUTHOR) (U)

UNCLASSIFIED

/0MK10

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ONK10

AD-675 056 5/10
STAT, UNIV OF NEW YORK BUFFALO
NEGOTIATIONS AND DECISIONS IN A POLITICS GAME. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 68 89P VINACKE, R. EDGAR :
REPT. NO. 74-13
CONTRACT: MONR-9374(00)
PROJ: MR-170-270

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE SOCIAL CHOICE
CONFERENCE, PITTSBURGH UNIV., PA., 9 SEP 68.

DESCRIPTORS: (GROUP DYNAMICS, POLITICAL
SCIENCE), (POLITICAL SCIENCE, SIMULATION),
LEADERSHIP, SOCIAL COMMUNICATION, SOCIOMETRICS,
TABLES, DECISION MAKING, ATTITUDES, SEX,
BEHAVIOR (U)

IDENTIFIERS: COALITIONS, EXPLOITATIVE BEHAVIOR,
ACCOMODATIVE BEHAVIOR, POLITICS GAME (U)

GROUPS RANGING IN SIZE FROM 3 THROUGH 9 PLAYED A
GAME IN WHICH THE PARTICIPANTS REPRESENTED POLITICAL
LEADERS. THE AIM WAS TO ELECT A PARTY CHAIRMAN.
PROCEDURE INVOLVED WRITING MESSAGES, HOLDING
CONFERENCES, VOTING ON WHETHER OR NOT TO HOLD AN
ELECTION, AND THE ELECTION. COALITION MEMBERS WERE
TOLD TO MAKE AGREEMENTS ON THE 'SPOILS.' PLAYERS
HAD VOTES ACCORDING TO HEIGHTS IN FIVE POWER
PATTERNS: ALL-EQUAL, TIE, ALL-POWERFUL, ALL
DIFFERENT, AND ONE STRONGER-ONE WEAKER. THERE WERE
99 MALE AND 56 FEMALE GROUPS, AT LEAST FIVE OF EACH
SEX AT EACH SIZE. THREE MAJOR ISSUES WERE
EXAMINED: (1) THE EFFECT OF SIZE; (2) SEX
DIFFERENCES; AND (3) THEORETICAL EXPLANATION OF
COALITIONS AS A FUNCTION OF PERCEIVED STRENGTH VERSUS
COALITIONS BASED ON THE CHEAPEST WINNING COMBINATION.
(AUTHOR) (U)

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GOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-675 765 5/1 5/10
ROCHESTER UNIV N Y MANAGEMENT RESEARCH CENTER
WHEN PLANNING FOR OTHERS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUN 68 JIP BASS, BERNARD M. I
REPT. NO. 7R-20
CONTRACT: NU0014-67-A-0398

UNCLASSIFIED REPORT

DESCRIPTORS: (MANAGEMENT PLANNING, PERFORMANCE
TESTS), (GROUP DYNAMICS,
PERFORMANCE (HUMAN)), MANAGEMENT ENGINEERING,
DECISION MAKING, BEHAVIOR, ATTITUDES,
MOTIVATION, FEASIBILITY STUDIES, EMOTIONS,
LEADERSHIP, OPTIMIZATION, EFFECTIVENESS (U)
IDENTIFIERS: EXERCISE ORGANIZATION, (U)
INTERNATIONAL GROUPS

A TOTAL OF 600 MANAGERS FROM SCANDINAVIA,
HOLLAND, BELGIUM, GREAT BRITAIN, THE UNITED
STATES AND INDIA COMPLETED EXERCISE
ORGANIZATION IN GROUPS OF THREE. THE SIMULATION
REQUIRED EACH TRIO TO CARRY OUT PLANS IT HAD
DEVELOPED ITSELF AND TO CARRY OUT A SECOND PLAN WHICH
WAS DEVELOPED BY ANOTHER TRIO. IN ALL SIX NATIONAL
REGIONS PRODUCTIVITY AND SATISFACTION WERE
CONSIDERABLY HIGHER WHEN COMPLETING SELF-DEVELOPED
PLANS. IMPLICATIONS FOR SUPERVISION AND PLANNING
ARE DISCUSSED. (AUTHOR) (U)

UNCLASSIFIED

DUC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-675 707 5/1 5/9
ROCHSTER UNIV N Y MANAGEMENT RESEARCH CENTER
ON THE ASSESSMENT OF THE TRAINING VALUE OF SMALL
GROUP EXERCISES FOR MANAGERS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.:
AUG 68 JIP BASS, BERNARD M. ;
THIRAGANAJAN, R. M. INTL J, E. C. ;
REPT. NO. TM-22
CONTRACT: NODU, 4-67-A-0390

UNCLASSIFIED REPORT

DESCRIPTORS: (MANAGEMENT ENGINEERING,
TRAINING), (GROUP DYNAMICS, ATTITUDES),
STANDARDS, SUPERVISORY PERSONNEL,
QUESTIONNAIRES, ORGANIZATIONS, TECHNICIANS,
PROFESSIONAL PERSONNEL, EXPERIMENTAL DATA,
BEHAVIOR (U)
IDENTIFIERS: EVALUATION, TRAINING PROGRAMS,
TRAINEES, COMPARATIVE STUDIES (U)

MANY HAVE STATED THAT TRAINING EVALUATION DEPENDS
ON ACCURATE SPECIFICATION OF ITS OBJECTIVES, THE
CRITERIA BY WHICH THOSE OBJECTIVES ARE MEASURED AND
THE ORGANIZATIONAL CONSTRAINTS WITHIN WHICH
TRAINING'S EFFECTS MUST BE REALIZED. FEW HAVE
RECOGNIZED, HOWEVER, THAT THE UTILITY OF AN
EVALUATION DEPENDS ON CONSIDERING THE DIFFERENT NEEDS
OF THE PUBLICS THAT MAY BE INTERESTED IN THE
EVALUATION. FIVE PUBLICS ARE IDENTIFIED HERE AND
THEIR NEEDS OUTLINED. THEY ARE: (1)

TRAINEES, (2) TRAINERS, (3)
SPONSORING ORGANIZATIONS, (4) TRAINING
TECHNICIANS, (5) SOCIAL SCIENTISTS.
VARIOUS EVALUATION TECHNIQUES INCLUDING GLOBAL
DESIGNS, INTERNAL CONSISTENCY AND VALIDITY
TECHNIQUES, MINIATURE EXPERIMENTS AND COMPARISON
STUDIES, ARE THEN PRESENTED. EACH OF THESE IS
COMPREHENSIVELY DEFINED AND ITS RELEVANCE TO ONE OR
ANOTHER OF THE ABOVE MENTIONED PUBLICS IS DISCUSSED.
(AUTHOR) (U)

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JUL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UMK10

AD-673 631 5/10 5/11
STATE UNIV OF NEW YORK BUFFALO
COALITIONS AND STRATEGY IN SMALL GROUPS. (U)
DESCRIPTIVE NOTE: FINAL REPT.,
OCT 68 20P VINACKE, B. EDGAR I
CONTRACT: NONR-4374(10U)
PROJ: NR-170-270

UNCLASSIFIED REPORT

DESCRIPTORS: (GROUP DYNAMICS, (BARGAINING),
DECISION MAKING, PERCEPTION (PSYCHOLOGY),
SOCIOMETRICS, BEHAVIOR, CULTURE, INTERACTIONS,
SOCIAL PSYCHOLOGY, SEX, MOTIVATION, GAME
THEORY (U)

THE PROJECT AROSE FROM STUDIES OF COALITION-
FORMATION IN TRIADS, FOLLOWING THEORETICAL ANALYSES
BY THEODORE CAPLON (1956). THE AIM WAS TO
INVESTIGATE THE CHARACTERISTICS OF BARGAINING AND
DECISIONS IN SMALL GROUPS UNDER CONDITIONS OF VARIED
MEMBER RELATIONSHIPS AMONG THE MEMBERS. THIS
INTEREST HAS BEEN EXTENDED TO INTER-TRIO COMPETITION
AND NEGOTIATION AND TO GROUPS OF LARGER SIZE (4
THROUGH 9). IN ADDITION TO VARIATIONS IN POWER
PATTERN, SEX DIFFERENCES HAVE BEEN A CENTRAL
INTEREST, LEADING TO CONCEPTS OF EXPLOITATIVE AND
ACCOMMODATIVE STRATEGY AND THEIR EFFECTS. SPECIFIC
PROBLEMS ARE INDICATED IN THE SUMMARIES OF 13
TECHNICAL REPORTS. (AUTHOR) (U)

UNCLASSIFIED

DOL REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0M110

AD-676 306 5/10

PONDLE UNIV LAFAYETTE IND

DECISION MAKING IN AN EXPERIMENTAL INTERACTION
SIMULATION.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

APR 68 134P

STROBERT, SIBFRIED I

CASTOR, CARL M. I

REPT. NO. TH-1

CONTRACT: MUOU 4-67-A-0220

PROJ: RA-177-9,1

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH HUTCHES
- THE STATE UNIV., NEW BRUNSWICK, N. J.

DESCRIPTORS: (DECISION MAKING, SOCIAL
PSYCHOLOGY), BARGAINING, GROUP DYNAMICS,
BEHAVIOR, MILITARY INTELLIGENCE,
COUNTERINSURGENT, POLITICAL SCIENCE, FACTOR
ANALYSIS, ANALYSIS OF VARIANCE, SIMULATION,
DECISION THEORY

(U)

TWENTY-TWO DECISION-MAKING STADS OF COMPLEX
CONCEPTUAL STRUCTURE AND TWENTY-TWO STADS OF SIMPLE
STRUCTURE PARTICIPATED IN A SIMULATED DECISION MAKING
TASK UNDER CONDITIONS OF EXPERIMENTALLY-INDUCED
SUCCESS AND FAILURE. EIGHTEEN MEASURES OF
INTEGRATIVE DECISION MAKING AND TWELVE MEASURES OF
CONTENT AREA DECISION MAKING WERE OBTAINED THROUGH
ANALYSIS OF EACH STAD'S DECISION SEQUENCE AND
DECISION CHARACTERISTICS. RAW DATA WERE
TRANSFORMED TO NORMALIZED SCORES AND REPEATEDLY
FACTORED. EIGHT FACTORS WERE EXTRACTED AND
INTERPRETED FROM A VARIMAX ROTATION. ANALYSES OF
VARIANCE DEMONSTRATED DIFFERENCES ON FACTOR SCORES
BETWEEN SIMPLE AND COMPLEX STADS ON A NUMBER OF
FACTORS. COMPARISONS OF THIS ANALYSIS TO A
PREVIOUS ANALYSIS ARE MADE, AND THE IMPLICATIONS OF
THE DATA FOR THE MEASUREMENT OF DECISION MAKING ARE
CONSIDERED. (AUTHOR)

(U)

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DDC REPORT BIOBIOGRAPHY SEARCH CONTROL NO. /UNK10

AD-676 645 5/16
NATIONAL TRAINING LABS WASHINGTON D C
DEFENSIVE COMMUNICATION, (U)
61 IIP 6100.JACK R. I
REPT. NO. RHPINT-12

UNCLASSIFIED REPORT

AVAILABILITY: PUB. IN JNL. OF COMMUNICATION, VII
43 PRINTING SEP 61.

SUPPLEMENTARY NOTE: SUPPORTED BY OFFICE OF NAVAL
RESEARCH, WASHINGTON, D. C.

DESCRIPTIONS: (DEFENSE MECHANISMS(PSYCHOLOGY),
MOTIVATION), BEHAVIOR, ANXIETY, SPEECH,
PERCEPTION(PSYCHOLOGY), GROUP DYNAMICS (U)

IF ONE IS TO MAKE FUNDAMENTAL IMPROVEMENT IN
COMMUNICATION, HE MUST MAKE CHANGES IN INTERPERSONAL
RELATIONSHIPS. ONE POSSIBLE TYPE OF ALTERATION--
AND THE ONE WITH WHICH THE PAPER IS CONCERNED--IS
THAT OF REDUCING THE DEGREE OF DEFENSIVENESS.
CATAGORIES OF BEHAVIOR CHARACTERISTIC OF SUPPORTIVE
AND DEFENSIVE CLIMATES IN SMALL GROUPS ARE
DISCUSSED. (U)

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UNCLASSIFIED

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DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-676 929 5/11

DENVER UNIV COLO DEPT OF SOCIOLOGY
THEORY AND METHODS IN THE STUDY OF ORGANIZATIONAL
STRESS. (U)

DESCRIPTIVE NOTE: FINAL SCIENTIFIC REPT.,
NOV 68 16P DRABEK, THOMAS E. I

CONTRACT: AF-AFUSH-1307-67

PROG: AF-9779

TASK: 977901

MONITOR: AFUSH 68-1677

UNCLASSIFIED REPORT

DESCRIPTORS: (*ORGANIZATIONS,
*STRESS(PSYCHOLOGY)), (*POLICE,
STRESS(PSYCHOLOGY)), SOCIOMETRICS,
REACTION(PSYCHOLOGY), THEORY, ANALYSIS,
SOCIAL COMMUNICATION, GROUP DYNAMICS,
PERFORMANCE(HUMAN) (U)

A CONCEPTUAL FRAMEWORK FOR THE ANALYSIS OF
ORGANIZATIONAL STRESS WAS CONSTRUCTED. ADDITIONAL
THEORETICAL WORK WAS COMPLETED ON THE PRE-
SUPPOSITIONS IMPLICIT IN THIS AND OTHER
ORGANIZATIONAL MODELS. THE STRESS FRAMEWORK WAS
USED TO INTENSELY ANALYZE DATA COLLECTED AT OHIO
STATE ON THREE SIMULATED POLICE COMMUNICATION TEAMS
SUBJECTED TO STRESS. THESE FINDINGS AND THE
CONCEPTUAL MODEL WERE CRITICALLY REVIEWED BY
SEVENTEEN ORGANIZATIONAL SPECIALISTS AT THE
SYMPOSIUM ON ORGANIZATIONAL STRESS HELD AT THE
UNIVERSITY OF DENVER IN JANUARY, 1968. A
SUMMARY OF THE PROCEEDINGS IS ORGANIZED INTO THREE
GENERAL HEADINGS: (1) THEORY, (2) METHOD,
AND (3) FUTURE RESEARCH NEEDS. FOLLOWING THE
SYMPOSIUM, THE CONCEPTUAL MODEL, THEORETICAL
DISCUSSION, AND ANALYSIS OF POLICE TEAM RESPONSE TO
STRESS WAS REVISED. SIMULATION AS A BRIDGE BETWEEN
THE LABORATORY AND FIELD IS BRIEFLY DISCUSSED AS ARE
MAJOR PROBLEM AREAS RELATED TO ORGANIZATIONAL STRESS
WHICH REQUIRE FUTURE EMPIRICAL, METHODOLOGICAL, AND
CONCEPTUAL WORK. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0HK10

AL-679 918 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
TANK CREW EFFECTIVENESS IN RELATION TO THE
SUPERVISORY BEHAVIOR OF THE TANK COMMANDER. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
LP 68 70P SCHWARTZ, SHEPARD I
REPT. NO. HUMHRO-TR-68-12
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

DESCRIPTORS: (*TANKS(COMBAT VEHICLES),
SUPERVISORY PERSONNEL), (*MILITARY PERSONNEL,
*GROUP DYNAMICS), BEHAVIOR, PERFORMANCE TESTS,
PERFORMANCE(HUMAN), OPERATIONAL READINESS,
MAINTENANCE, SOCIAL COMMUNICATION (U)
IDENTIFIERS: *TANK CREWS, TANK COMMANDERS (U)

THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE
EXTENT TO WHICH TEAM PERFORMANCE OF A TANK CREW IS
RELATED TO THE TANK COMMANDER'S (YCS)
PERFORMANCE OF COMMAND AND SUPERVISORY FUNCTIONS, AND
INCREASE UNDERSTANDING OF FACTORS WHICH AFFECT THE
ORGANIZATION OF INDIVIDUALS INTO EFFECTIVE TEAMS.
RESEARCH ON SMALL GROUPS WAS REVIEWED AND TESTS OF
TANK CREW FUNCTIONS (MAINTENANCE AND TACTICAL
EMPLOYMENT) WERE DEVELOPED. (AUTHOR) (U)

UNCLASSIFIED

DCC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-680 205 5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

TEAM COMPETITION, SUCCESS, AND THE ADJUSTMENT OF
GROUP MEMBERS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

JUN 61 6UP MYERS, ALBERT E. I

REPT. NO. TM-12

CONTRACT: DA-49- 93-MD-2060

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON INTERPERSONAL PERCEPTION
AND THE PSYCHOLOGICAL ADJUSTMENT OF GROUP
MEMBERS.

DESCRIPTORS: (GROUP DYNAMICS,
ADJUSTMENT(PSYCHOLOGY)), ATTITUDES,
PERFORMANCE(HUMAN),
PERCEPTION(PSYCHOLOGY), PERSONALITY,
PSYCHOMETRICS

IDENTIFIERS: COMPETITION

(U)

(U)

SIXTY THREE-MAN TEAMS COMPRISED OF 180 ROTC
STUDENTS PARTICIPATED IN A RECREATIONAL RIFLE
TOURNAMENT. SIX TEAMS IN EACH OF FIVE LEAGUES
ENGAGED IN A FACE-TO-FACE, 25-BOUT, ROUND ROBIN.
THIRTY OTHER TEAMS FIRED NOT AGAINST THE
PERFORMANCE OF OTHER TEAMS BUT FOR QUALIFICATION
AGAINST STANDARDS. THE FIRST TWO WEEKS IN THE
FIVE-WEEK STUDY WERE DEVOTED TO PRACTICE FIRING.
ADJUSTMENT OF EACH MAN TO HIS GROUP WAS MEASURED BY
A FIVE-ITEM SCALE AND BY SCORES OF ESTEEM FOR
TEAMMATES ON SEMANTIC DIFFERENTIAL SCALES.
MULTIPLE CHOICE QUESTIONS YIELDED SCORES OF
EXTRAPUNITIVE, INTRAPUNITIVE, AND IMPUNITIVE MODES OF
RESPONSE. THESE MEASURES WERE TAKEN AT EVERY
FIRING SESSION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-685 204 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB
ASSEMBLY OF QUASI-THERAPEUTIC RIFLE TEAMS. (U)
DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUL 61 37P MCGRATH, JOSEPH E. I
REPT. NO. TR-13
CONTRACT: DA-49-193-MD-2060

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON INTERPERSONAL PERCEPTION
AND THE PSYCHOLOGICAL ADJUSTMENT OF GROUP
MEMBERS.

DESCRIPTORS: (*GROUP DYNAMICS,
*ADJUSTMENT(PSYCHOLOGY)), ATTITUDES,
PERCEPTION(PSYCHOLOGY), PERSONALITY,
PERFORMANCE(HUMAN), EFFECTIVENESS,
PSYCHOMETRICS (U)

THE STUDY HAD TWO SPECIFIC AIMS: (A) TO
DETERMINE WHETHER QUASI-THERAPEUTIC RELATIONS BETWEEN
TEAMMATES ARE PRIMARILY PERCEPTUAL OR BEHAVIORAL IN
ORIGIN; AND (B) TO DETERMINE WHETHER THE
PRESENCE OF QUASI-THERAPEUTIC RELATIONS WITHIN A
GROUP FACILITATES THE TASK EFFECTIVENESS AS WELL AS
THE PERSONAL ADJUSTMENT OF MEMBERS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-661 193 5/10
OHIO STATE UNIV COLUMBUS DEPT OF PSYCHOLOGY
EVALUATION OF DIAGNOSTIC TESTS BY INDIVIDUALS AND
SMALL GROUPS. (U)
DESCRIPTIVE NOTE: FINAL REPT. 1 OCT 67-30 SEP 68,
DEC 68 12P HOWELL, WILLIAM C. I
JOHNSTON, WILLIAM A. ;
CONTRACT: AF-AFOSM-1389-69
PROJ: AF-9778
TASK: 977801
MONITOR: AFOSM 68-2377

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON PROJ. 'ALLOCATION OF
RESOURCES IN A MULTIMAN SYSTEM.'

DESCRIPTIONS: (DECISION MAKING, PSYCHOMETRICS),
(GROUP DYNAMICS, DECISION MAKING),
PROBABILITY, EFFECTIVENESS (U)
IDENTIFIERS: INFORMATION
PROCESSING (PSYCHOLOGY), EVALUATION,
REDUNDANCY (U)

FIVE EXPERIMENTS WERE UNDERTAKEN TO ASSESS
INDIVIDUAL AND TEAM EVALUATION OF THE DIAGNOSTICITY
OF HYPOTHETICAL 'CODE-BREAKING' TESTS. THREE
ASPECTS OF DIAGNOSTICITY WERE EXAMINED: P(S), OR
THE PROBABILITY THAT A TEST WILL BE SUCCESSFUL
(REDUCE UNCERTAINTY AS TO WHICH 'CODE' IS BEING
USED); REDUCTIVE CAPACITY OR THE AMOUNT OF
UNCERTAINTY REDUCED BY A SUCCESSFUL TEST; AND
REDUNDANCY, OR THE EXTENT TO WHICH TWO TESTS CONVEY
THE SAME INFORMATION. EXPERIMENTS I-IV
INDICATED THAT INDIVIDUAL SUBJECTS ARE HIGHLY
SENSITIVE TO ALL THREE ASPECTS OF DIAGNOSTICITY.
EXPERIMENT V REVEALED THAT THE EXTENT TO WHICH
REDUNDANCY OF INFORMATION BETWEEN TEAMMATES CAN BE
RESOLVED DEPENDS ON TEAM STRUCTURE. FREELY
INTERACTING TEAMMATES IN A DECENTRALIZED ARRANGEMENT
CAN RESOLVE REDUNDANCY AS WELL AS INDIVIDUALS; OTHER
TEAM ARRANGEMENTS (CONDUCTED AND CENTRALIZED)
YIELD POORER PERFORMANCE IN THIS REGARD. THE
METHOD UTILIZED IN THIS RESEARCH SEEMS EMINENTLY
SUITED TO THE STUDY OF SMALL GROUPS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-682 349 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
LEADERSHIP IN SMALL MILITARY UNITS, (U)
DEC 68 29P JACOBS, T. O. I
REPT. NO. HUMPRO-PROFESSIONAL PAPER-42-68
CONTRACT: DA-44-188-A-2-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE INTERNATIONAL
CONGRESS ON APPLIED MILITARY PSYCHOLOGY (4TH),
THE HAGUE (NETHERLANDS), SEP 67.

DESCRIPTORS: (*OFFICER PERSONNEL, MILITARY
TRAINING), (*LEADERSHIP, PROGRAMMED
INSTRUCTION), MILITARY PSYCHOLOGY, BEHAVIOR,
QUESTIONNAIRES, INTERACTIONS, ANALYSIS OF
VARIANCE, MOTIVATION, PERSONALITY (U)
IDENTIFIERS: *SMALL MILITARY UNITS (U)

THE DEVELOPMENT OF A 16-HOUR MILITARY LEADERSHIP
TRAINING PROGRAM FOR JUNIOR OFFICERS IS DESCRIBED.
THE COURSE WAS BASED IN PART ON DATA FROM
QUESTIONNAIRES USED TO MEASURE LEADER BEHAVIOR
VARIABLES. CONSIDERATIONS SUCH AS LEADER-FOLLOWER
RELATIONSHIPS AND INTERACTION, DIFFERENCES BETWEEN
EMERGENT AND APPOINTIVE LEADERS, THE TRAINING VALUE
OF THE SITUATIONAL APPROACH AND SMALL GROUP
DISCUSSIONS, ARE PRESENTED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-683 485 5/10 15/3

AMERICAN INSTITUTES FOR RESEARCH PITTSBURGH PA
THE EFFECTS OF EXPECTATIONS ON SHELTEREE
BEHAVIOR.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,

DEC 68 B&P SMITH, ROBERT W. I

MEAGLEY, DONALD E. I

REPT. NO. AIR-705-12/68-FR

UNCLASSIFIED REPORT

DESCRIPTORS: (*CONFINED ENVIRONMENTS,
STRESS (PSYCHOLOGY)), (*PERFORMANCE (HUMAN),
PREDICTIONS), SHELTERS, BEHAVIOR, ATTITUDES,
GROUP DYNAMICS, TEST METHODS, INTERACTIONS,
PSYCHOMETRICS, ADJUSTMENT (PSYCHOLOGY),
ENVIRONMENT, CORRELATION TECHNIQUES, CIVIL
DEFENSE SYSTEMS

(U)

IDENTIFIERS: EXPECTATION, HABITABILITY

(U)

THE RESEARCH PROGRAM REPORTED WAS DESIGNED TO
DETERMINE HOW THE INTERACTION OF EXPECTATIONS OF
SHELTER CONDITIONS WITH ACTUAL SHELTER CONDITIONS
RELATES TO SHELTEREE BEHAVIOR. IT WAS HYPOTHESIZED
THAT POOR SHELTEREE ADJUSTMENT MAY OFTEN BE
ATTRIBUTED TO AN INDIVIDUAL'S ENCOUNTER WITH
CONDITIONS MORE UNPLEASANT THAN HE EXPECTED. FOUR
24-HOUR HABITABILITY STUDIES WERE CONDUCTED, TWO WITH
FEDERAL SHELTER STOCKS (BASIC CONDITIONS),
AND TWO WITH HEAVILY 'SUPPLEMENTED' STOCKS. EACH
STUDY CONTAINED A GROUP OF SUBJECTS WHO EXPECTED
SUPPLEMENTED CONDITIONS, AND ANOTHER WITH BASIC
EXPECTATIONS, AS MEASURED AT SHELTER ENTRY. THESE
SETS OF EXPECTATIONS WERE ACHIEVED THROUGH SELECTION,
AND THROUGH DIFFERENTIAL ORIENTATIONS.
QUANTITATIVE COMPARISONS BETWEEN EXPERIMENTAL
CONDITIONS WERE BASED ON BEHAVIOR MEASURES, AND ON
ATTITUDE SCALES. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70NK10

AD-684 093 5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

GROUP ATMOSPHERE AND THE PERCEPTION OF GROUP
FAVORABLENESS.

(U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

DEC 68 12P CHEMERS, MARTIN M. ;

SUMMERS, DAVID A. ;

REPT. NO. TR-71

CONTRACT: NONR-1834(36), ARPA ORDER-454

PROJ: NR-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (*GROUP DYNAMICS, *ATTITUDES),
LEADERSHIP, PSYCHOMETRICS, ANALYSIS OF VARIANCE

(U)

UNDERGRADUATE SS RATED A SET OF HYPOTHETICAL TASK
GROUPS IN TERMS OF 'FAVORABLENESS' AND 'LIKING.'
THESE GROUPS VARIED ACCORDING TO (A) MEMBER-TO-
LEADER AFFECTIVE RELATIONS AND (B) MEMBER-TO-
MEMBER AFFECTIVE RELATIONS. IT WAS FOUND THAT,
ALTHOUGH BOTH TYPES OF RELATIONS SUBSTANTIALLY
INFLUENCED SS' RATINGS, THE MEMBER-TO-LEADER
RELATIONS WERE FAR THE MORE IMPORTANT. FINALLY,
SUBJECT CHARACTERISTICS (TASK VS. RELATIONS
ORIENTATION) CONTROLLED A SMALL, THOUGH
SIGNIFICANT, PROPORTION OF THE VARIANCE IN THE
FAVORABLENESS RATINGS. (AUTHOR)

(U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-684 205 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
TRAINING LEADERS WITH SOUND FILMS AND GROUP
DISCUSSION TECHNIQUES. (U)
FEB 69 IUP LANGE, CARL J. ;
NITTENHOUSE, CARL M. ; ATAINSON, RICHARD C. ;
REPT. NO. HUMANO PROFESSIONAL PAPER-3-69
CONTRACT: DA-44-188-AH0-4
PMUJ: DA-2-J-024/01-A-712
TASK: 2-J-024/01-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE AMERICAN
PSYCHOLOGICAL ASSOCIATION CONVENTION, SAN
FRANCISCO, CALIF., SEP 55.

DESCRIPTORS: (OFFICER PERSONNEL, MILITARY
TRAINING), (MILITARY TRAINING, LEADERSHIP),
TRAINING FILMS, DECISION MAKING, ARMY PERSONNEL,
TEACHING METHODS (U)

A LEADERSHIP COURSE FOR ARMY OFFICERS UTILIZED
SOUND FILMS FOR THE PRESENTATION OF OFFICER PROBLEMS,
BASED ON DESCRIPTIONS OF LEADERSHIP SITUATIONS
COLLECTED FROM ARMY OFFICERS AND NCOs IN COMBAT
AND NON-COMBAT AREAS. EACH FILM TERMINATED AT THE
POINT WHERE THE LEADER WAS FACED WITH MAKING A
DECISION AND TAKING ACTION; A SMALL GROUP DISCUSSION
FOLLOWED. A MANUAL FOR INSTRUCTORS INCLUDED THE
PURPOSE OF THE COURSE, THE TECHNIQUE USED, THE
FUNCTION OF THE INSTRUCTOR, AND NARRATIVE
DESCRIPTIONS OF THE LEADERSHIP PROBLEMS. THE
COURSE WAS USED FOR LEADERSHIP TRAINING, WITH CONTROL
GROUPS TAKING CONVENTIONAL CLASSES. ANALYSES
INDICATED THAT THE EXPERIMENTAL TRAINING WAS SUPERIOR
TO THE CONVENTIONAL TRAINING. (AUTHOR) (U)

412

UNCLASSIFIED

/0MK10

UNCLASSIFIED

ODC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-684 585 5/10
OREGON UNIV EUGENE

CHARACTERISTICS OF MATHEMATICS TASKS EMPLOYED IN
"TASK-DIRECTED LEARNING",

(U)

MAY 58 31P FOSHIRE, FRED R. I
BRISSEY, FOMEST L. TAUTZER, CAROLIN S. I
CONTRACT: AF-AFOSH-1055-66
MONITOR: AFOSH 69-0607TR

UNCLASSIFIED REPORT

DESCRIPTORS: (LEARNING, GROUP DYNAMICS),
DECISION MAKING, EFFECTIVENESS, PROBLEM SOLVING,
FEEDBACK

(U)

A GENERAL PURPOSE OF "TASK-DIRECTED LEARNING"
(TDL) IS TO PROVIDE OPPORTUNITIES FOR PARTICIPANTS
IN DECISION-MAKING GROUPS TO LEARN SOMETHING ABOUT
THE NATURE OF COMPLEX INTERPERSONAL PROCESSES. A
CLOSELY RELATED OBJECTIVE IS THAT THE PARTICIPANTS
ACQUIRING A HIGHER LEVEL OF COMPETENCE IN THE
MANAGEMENT OF INTERPERSONAL RELATIONS. A KEY
ASSUMPTION IN THE TDL PROGRAM IS THAT THE
EFFECTIVENESS OF THE GROUP WILL INCREASE AS THE
INDIVIDUALS GAIN KNOWLEDGE ABOUT GROUP PROCESS AND
GROW IN INTERPERSONAL COMPETENCE. FOR LONG-TERM
WORKING ARRANGEMENTS, THERE SEEM TO BE TWO SEPARATE
AND NECESSARY COMPONENTS OF GROUP EFFECTIVENESS:
(1) TECHNICAL COMPETENCE IN ACHIEVING THE SOLUTION
TO THE PROBLEM CONFRONTING THE GROUP AT THE OUTSET,
AND (2) SOCIAL REINFORCEMENT FOR MEMBERS WHO
PARTICIPATE IN GROUP DECISION-MAKING. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DMK10

AD-684 816 5/10

CALIFORNIA UNIV LOS ANGELES DEPT OF PSYCHOLOGY
GROUP NORMS AND DISSONANCE REDUCTION IN BELIEF,
BEHAVIOR, AND JUDGMENT. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

DEC 60 24P HAVEN, BERTRAM M. I

ANTHONY, EDWIN IMANSSON, HELGE M. I

REPT. NO. TR-4

CONTRACT: NONR-233(54)

PHOJ: NM-171-350

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON DYNAMICS OF SOCIAL
INFLUENCE.

DESCRIPTORS: (PERCEPTION(PSYCHOLOGY),
PERFORMANCE TESTS), PARAPSYCHOLOGY, BEHAVIOR,
PERFORMANCE(HUMAN), FEMALES, APPLIED

PSYCHOLOGY, QUESTIONNAIRES, GROUP DYNAMICS (U)

IDENTIFIERS: COGNITIVE DISSONANCE, JUDGMENT,
BELIEFS (U)

FORTY-FOUR FEMALE SUBJECTS MET IN GROUPS OF FOUR,
EACH IN A SEPARATE BOOTH, AND WERE ASKED TO REPORT
WHETHER OR NOT THEY RECEIVED 'ESP IMAGES' WHICH
WERE PRESUMABLY PROJECTED BY A 'SENDER' IN ANOTHER
ROOM. HALF THE SS, IN A CONTROL CONDITION, WERE
UNWARE OF THE RESPONSES OF OTHERS. FOR THE
OTHERS, IN THE EXPERIMENTAL CONDITION, A DEVICE
SIMILAR TO THAT UTILIZED BY DEUTSCH AND GERARD
GAVE EACH SUBJECT THE IMPRESSION THAT THE OTHER THREE
SS HAD RECEIVED IMAGES ON 25 OF 30 TRIALS. IT
WAS FOUND THAT, PARTICULARLY, IN THE CONTROL
CONDITION, REPORTED RECEPTION OF ESP IMAGES WAS A
FUNCTION OF ONE'S INITIAL BELIEF IN ESP. THE
EXPERIMENTAL SITUATION WAS ANALYZED IN TERMS OF A
THEORY OF DISSONANCE REDUCTION. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-685 639 5/10

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

GROUP STRUCTURE AND THE MEASUREMENT OF POTENTIAL
LEADER INFLUENCE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,

MAR 69 29P O'BRIEN, GORDON E. I

HEPT. NO. TR-72

CONTRACT: NONR-1834(36), ARPA ORDER-454

PMOJ: NR-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (PSYCHOMETRICS, GROUP DYNAMICS),
(LEADERSHIP, EFFECTIVENESS), MEASUREMENT,
THEORY, INTERACTIONS, PERSONALITY,
MODELS(SIMULATIONS), CORRELATION TECHNIQUES,
STATISTICAL ANALYSIS (U)

IDENTIFIERS: *GROUP STRUCTURE, LEADERSHIP
POTENTIAL, ORGANIZATIONAL STRUCTURE (U)

SINCE A LEADER'S EFFECTIVENESS DEPENDS ON THE
DEGREE TO WHICH THE GROUP SITUATION ALLOWS HIM TO
INFLUENCE GROUP MEMBERS, IT IS ARGUED THAT ADVANCES
IN LEADERSHIP THEORY MUST AWAIT A SATISFACTORY
MEASURE OF POTENTIAL LEADER INFLUENCE. ONE METHOD
OF DEFINING LEADER INFLUENCE IS PRESENTED. THAT
CONCEPT OF POTENTIAL LEADER INFLUENCE OR
'FAVORABILITY' IS SHOWN TO HAVE A NUMBER OF
LIMITATIONS IN ITS DESCRIPTION OF THE RELATIONSHIP
BETWEEN LEADER INFLUENCE AND GROUP STRUCTURE. AN
IMPROVED METHOD FOR MEASURING LEADER INFLUENCE IS
PRESENTED USING THE CONCEPTS OF STRUCTURAL ROLE
THEORY. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70MK10

AD-605 642 5/9
ILLINOIS UNIV URBANA
LEADERSHIP FUNCTIONS OF MIDDLE MANAGERS. (U)
OCT 67 17P NEALY, STANLEY M. I
FIEDLER, FRED E. I
CONTRACT: NONR-1834(36)
PROJ: NX-177-472

UNCLASSIFIED REPORT

AVAILABILITY: PUB. IN PSYCHOLOGICAL BULL., V70 N5
P313-329 1968.

DESCRIPTORS: (MANAGEMENT ENGINEERING,
LEADERSHIP), THEORY, ORGANIZATIONS, CONTROL
SYSTEMS, PERSONNEL MANAGEMENT, INDUSTRIAL
TRAINING, EFFECTIVENESS (U)
IDENTIFIERS: MANAGEMENT PERSONNEL, JOB
SATISFACTION (U)

THE ROLES AND FUNCTIONS OF MIDDLE MANAGERS ARE
COMPARED TO THOSE OF 1ST-LEVEL SUPERVISORS AND HIGHER
MANAGERS. THEORY, TRAINING PRACTICES, AND
EMPIRICAL STUDIES DISAGREE ON THE PART THE MIDDLE
MANAGER PLAYS IN LARGE ORGANIZATIONS. RECENT
EVIDENCE SUGGESTS THAT THERE ARE IMPORTANT
DIFFERENCES IN THE FUNCTIONS OF 1ST- AND 2ND-LEVEL
MANAGERS AND THAT THE EFFECT OF THE 2ND OR 3RD-LEVEL
MANAGER ON MORALE AND PERFORMANCE HAS BEEN
UNDERNOTED. THE MOST SUCCESSFUL SUPERVISOR AT THE
1ST LEVEL MAY NOT BE HIGHLY SUCCESSFUL AT THE 2ND
LEVEL OF MANAGEMENT. THE REVIEW OF THE LITERATURE
SUGGESTS A SHIFT IN RESEARCH EMPHASIS FROM THE GROUP
TO THE ORGANIZATION AS THE UNIT OF ANALYSIS, AND FROM
THE STUDY OF MANAGERIAL PERSONALITY TO THE STUDY OF
MANAGERIAL FUNCTIONS AS A MEANS OF IDENTIFYING AT
EACH ORGANIZATIONAL LEVEL THE COMBINATION OF
LEADERSHIP AND SITUATIONAL FACTORS CONDUCTIVE TO
ORGANIZATIONAL PERFORMANCE. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-685 873 5/10 5/9

ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL
ADJUSTMENT OF GROUP MEMBERS.

(U)

DESCRIPTIVE NOTE: FINAL REPT.,

DEC 68 38P FIEDLER, FRED E. I

CONTRACT: DA-49-193-MD-2060

UNCLASSIFIED REPORT

DESCRIPTORS: (MILITARY PERSONNEL, GROUP

DYNAMICS), INTERACTIONS,
PERCEPTION (PSYCHOLOGY),

ADJUSTMENT (PSYCHOLOGY),

PERFORMANCE (HUMAN), STRESS (PSYCHOLOGY),

TRAINING, EFFECTIVENESS, ATTITUDES, CULTURE.

TRAINING, TEST METHODS

(U)

IDENTIFIERS: COMPETITION

(U)

THE RESULTS OBTAINED IN THIS SERIES OF STUDIES
INDICATE THAT THE PSYCHOLOGICAL ADJUSTMENT OF MEN IN
MILITARY UNITS CAN BE PROMOTED BY APPROPRIATE
ADMINISTRATIVE MEASURES. THEY SHOW THAT THESE
MEASURES NEED NOT INTERFERE WITH THE PRIMARY MISSION
OF THE UNITS. FOR THERE IS EVIDENCE THAT INTERGROUP
COMPETITION MAY INCREASE THE PERFORMANCE OF SMALL
UNITS. (AUTHOR)

(U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. 70HK10

AD-686 452 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
WORK PROGRAM FOR FISCAL YEAR 1969. TRAINING
RESEARCH AND DEVELOPMENT WORK PROGRAM. (U)
JAN 69 126P
CONTRACT: DA-44-186-AK0-2

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-660 791.

DESCRIPTORS: (ARMY RESEARCH,
PERFORMANCE(HUMAN)), (PERFORMANCE(HUMAN),
ARMY TRAINING), ARMY PERSONNEL, TRAINING
DEVICES, GROUP DYNAMICS, MAINTENANCE PERSONNEL,
OFFICER PERSONNEL, LEADERSHIP, LANGUAGE,
MOTIVATION, TEACHING METHODS, MILITARY
PSYCHOLOGY, EFFECTIVENESS (U)

THE GENERAL GOAL OF THE HUMAN RESOURCES
RESEARCH OFFICE RESEARCH FOR THE DEPARTMENT OF
THE ARMY IS TO DISCOVER, DEVELOP, AND APPLY HUMAN
FACTORS AND SOCIAL SCIENCE PRINCIPLES AND TECHNIQUES
TO ENHANCE THE EFFICIENCY OF BOTH TRAINING AND
OPERATIONAL PERFORMANCE OF MILITARY PERSONNEL. THE
OBJECTIVES ARE TO DEVELOP, FOR INDIVIDUALS AND
GROUPS, (1) MEANS FOR EFFICIENT ACQUISITION OF
REQUIRED MILITARY KNOWLEDGES AND SKILLS, (2)
PROCEDURES TO INSURE RETENTION OF REQUIRED KNOWLEDGES
AND SKILLS, AND (3) WAYS TO PERMIT MAXIMUM
UTILIZATION OF ACQUIRED KNOWLEDGES AND SKILLS IN
PERFORMING MILITARY DUTIES. (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-686 621 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
COLLECTED PAPERS PREPARED UNDER WORK UNIT
INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR
THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE
RIFLE SQUADS. (U)
MAR 69 52P
REPT. NO. HUMHRD PROFESSIONAL PAPER-8-69
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY PERSONNEL, EFFECTIVENESS),
(MILITARY ORGANIZATIONS, RIFLES), REPORTS,
PSYCHOMETRICS, SOCIOMETRICS, QUESTIONNAIRES,
BEHAVIOR, LEADERSHIP, GROUP DYNAMICS,
ATTITUDES, PERFORMANCE (HUMAN), THEORY,
STATISTICAL ANALYSIS, COMBAT READINESS, MANPOWER
STUDIES (U)
IDENTIFIERS: RIFLE SQUADS (U)

RESEARCH IN SOCIOMETRIC VALUATIONS, AND ANALYSIS OF
QUESTIONNAIRES SHOWING LEADERSHIP FUNCTIONS AND GROUP
STRUCTURES OF VALUES, ARE AMONG THE TOPICS
ILLUSTRATED AND DISCUSSED IN THIS COLLECTION OF FOUR
PAPERS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /OMK10

AD-686 741 5/9 16/4.2
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE
ACQUISITION, RETENTION, AND RETRAINING: GROUP
STUDIES ON USING LOW FIDELITY TRAINING DEVICES, (U)
MAR 69 4UP GRIMSLEY, DOUGLAS L. I
REPT. NO. HUMANO-TH-69-4
CONTRACT: DAMC19-69-C-0018
PROJ: DA-2-J-U-02107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (ARMY TRAINING, TRAINING
DEVICES), (GUIDED MISSILE SIMULATORS,
EFFECTIVENESS), PERFORMANCE TESTS, LEARNING,
RETENTION, RETRAINING, GROUP DYNAMICS, CONTROL
PANELS, TEACHING METHODS, CORRELATION TECHNIQUES,
TEST METHODS, GUIDED MISSILES (SURFACE-TO-AIR) (U)
IDENTIFIERS: LOW FIDELITY TRAINING DEVICES, (U)
COMPARISON, NIKE-MERCULES

TO EXAMINE THE EFFECTS OF VARYING FIDELITY OF
TRAINING DEVICES ON ACQUISITION, RETENTION, AND
REINSTATEMENT OF A PROCEDURAL TASK, SOLDIERS WERE
TRAINED IN GROUPS OF FOUR TO OPERATE THE SECTION
CONTROL INDICATOR CONSOLE OF THE NIKE-MERCULES
GUIDED MISSILE SYSTEM DURING PREPARATION AND FIRING
STATUS. SUBJECTS WITH NO PREVIOUS EXPERIENCE ON
THE EQUIPMENT WERE TRAINED ON ONE OF THREE PANELS
DIFFERING IN APPEARANCE, FUNCTIONAL FIDELITY, OR
BOTH, AND TESTED IMMEDIATELY AFTER TRAINING.
APPROXIMATELY FOUR AND AGAIN SIX WEEKS LATER THEY
WERE RETESTED AND THEN RETAINED TO THE ORIGINAL
LEVEL OF PROFICIENCY. FIVE DIFFERENT STUDIES WERE
CONDUCTED. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /0MK10

AD-667 463 5/1 5/10
CARNEGIE INST OF TECH PITTSBURGH PA MANAGEMENT SCIENCES
RESEARCH GROUP
MANAGEMENT GAME TEAMS IN EDUCATION AND ORGANIZATION
RESEARCH: AN EXPERIMENT OF RISK TAKING. (U)
DESCRIPTIVE NOTE: RESEARCH REPT.,
NOV 68 22P LEWIN, ARIE Y. I
WEBER, WESLEY L. I
REPT. NO. RR-153
CONTRACT: NONR-760(24)
PROJ: NR-047-048

UNCLASSIFIED REPORT

DESCRIPTORS: (GAME THEORY, MANAGEMENT
ENGINEERING), DECISION MAKING, OPERATIONS
RESEARCH, PROBLEM SOLVING, BEHAVIOR, GROUP
DYNAMICS, QUESTIONNAIRES (U)
IDENTIFIERS: RISK TAKING (U)

THE PAPER DESCRIBES AN EXPERIMENT ON CHANGES IN
INDIVIDUAL AND GROUP RISK TAKING TENDENCIES RECURRING
DURING A SEMESTER PLAY OF THE CARNEGIE TECH
MANAGEMENT GAME. THE PAPER CONCLUDES WITH A
DISCUSSION OF THE METHODOLOGICAL PROBLEMS ASSOCIATED
WITH USING MANAGEMENT GAMES IN RESEARCH, EMPHASIZING
THE NEED FOR GAMES DESIGNED SPECIFICALLY FOR
RESEARCH. (AUTHOR) (U)

UNCLASSIFIED

DOC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /DHK10

AD-687 667 5/10
NEUCHÂTEL UNIV (SWITZERLAND) INSTITUT DE PSYCHOLOGIE
DISCRIMINATION DES ROLES DANS DEUX GROUPES DE
DISCUSSION (ROLE DISCRIMINATION IN TWO
DISCUSSION GROUPS). (U)
67 12P PAPALOIZOS, A. I

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN LE TRAVAIL HUMAIN, EXTRAIT
1/2 P89-109 JAN/JUN 67. NO COPIES FURNISHED.
SUPPLEMENTARY NOTE: TEXT IN FRENCH; ATTACHED SUMMARY
IN ENGLISH.

DESCRIPTORS: (GROUP DYNAMICS, INTERACTIONS),
LEADERSHIP, EMPLOYEE RELATIONS, QUALITY CONTROL,
ATTITUDES, EFFECTIVENESS, STANDARDS, PROBLEM
SOLVING, SWITZERLAND (U)
IDENTIFIERS: WORKMANSHIP, DISCUSSION GROUPS (U)

A SYSTEM OF INTERACTION ANALYSIS WAS DEVELOPED FROM
EXISTING ONES. ITS RELIABILITY, IN TERMS OF INTER-
RATER AGREEMENT HAS BEEN FOUND SATISFACTORY. ITS
VALIDITY IN TERMS OF DISCRIMINATION POWER BETWEEN TWO
DISCUSSION GROUPS, WAS ALSO FOUND SATISFACTORY, WHEN
THE INDIVIDUAL CATEGORIES ARE GROUPED IN A NUMBER OF
DIFFERENT ROLES OR FUNCTIONS, STEMMING FROM
THEORETICAL CONSIDERATIONS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /UHK10

AD-687 875 5/10
MICHIGAN UNIV ANN ARBOR DEPT OF PSYCHOLOGY
ADAPTATION OF BOARD MEMBERS TO REPEATED FAILURE OR
SUCCESS BY THEIR ORGANIZATION, (U)
JUN 68 24P ZANDR, ALVIN I FORWARD, JOHN I
ALBERT, ROSITA I
CONTRACT: AF 49(638)-1630
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AVAILABILITY: PUB. IN ORGANIZATIONAL BEHAVIOR AND
HUMAN PERFORMANCE, V4 N1 PS6-76 FEB 69.

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IDENTIFIERS: FAILURE, ACHIEVEMENT.
OBJECTIVES (U)

THE ARTICLE IS A BY-PRODUCT OF A BASIC
INVESTIGATION ON 'THE DESIRE FOR GROUP
ACHIEVEMENT, ORIGINS AND EFFECTS.' IT
EXAMINES THE VIEWS OF UNITED FUND BOARD MEMBERS
TOWARD GOAL SETTING AND GOAL ACHIEVEMENT IN THEIR
ORGANIZATION. HALF OF THE RESPONDENTS ARE FROM
FUNDS WITH REPEATED FAILURES DURING FOUR YEARS. THE
OTHER HALF FROM FUNDS WITH SUCCESSFUL RECORDS
DURING THAT TIME. WITHIN EACH OF THE FUNDS
APPROXIMATELY HALF OF THE RESPONDENTS ARE CENTRAL
MEMBERS OF THEIR BOARDS AND HALF ARE PERIPHERAL
MEMBERS. THE DATA ARE FROM MAILED QUESTIONNAIRES.
CONTRASTING RESPONSES BY MEMBERS IN SUCCESSFUL AND
UNSUCCESSFUL FUNDS SUGGEST THAT SUCCESS PREPARES
THE GROUND FOR FUTURE SUCCESS, AND FAILURE FOR FUTURE
FAILURES. CENTRAL BOARD MEMBERS, COMPARED TO
PERIPHERAL MEMBERS, ARE MORE DEEPLY INVOLVED IN THE
PROCESSES OF GOAL SETTING AND IN THE CONSEQUENCES OF
THEIR ORGANIZATIONS' PERFORMANCE. (AUTHOR) (U)

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