

# A Short History of Occupational Health Psychology: A Biographical Approach

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The past century has seen many fascinating changes in the way in which people are viewed within the work context. There has been a shift from a perspective in which workers were valued primarily for their ability to be productive, with anything interfering with the potential for productivity seen as a hindrance to be controlled (Taylor, 1911), to a focus on employee well-being. The large body of research now focusing on the topic of employee well-being demonstrates the magnitude of this shift. This interest transcends the world of research, with organizations showing concern about the health of the workforce as well. Seminal in this transformation of the view of work, workers and their well-being has been the work of international researchers over the past century. This chapter presents and evaluates their substantial contribution. How substantial has this contribution been? A traditional academic perspective would examine, for example, citations to various articles or authors, or note that this field now has a formal name (occupational health psychology), its own acronym (OHP), and two flagship journals. We offer a different perspective, exploring the history of OHP by considering some of the most seminal contributions to the field. There are certainly not many social scientists who have had a rock band named in their honor, or a knighthood bestowed on them for their work. In this chapter, however, we will meet two social scientists, among others, involved in OHP research who can make such claims!

## Marie Jahoda: Unemployment and Mental Health

There are surely very few people for whom it could be said that their lifetime's work helped shape an entire field; that they served as a role model to the field; that their publishing career spanned eight decades—and eventually had a rock band named after them!<sup>1</sup> But this is certainly true of Marie Jahoda, and it is in appreciation of her life and her influence that we begin this chapter. In witnessing a life so rich, the challenge is not what to include, but rather what can we afford to omit?

Marie Jahoda was born in Vienna on January 26, 1907. Her first publication appeared in 1926. Her early influence, however, derived principally from the results of research into the mental health effects of unemployment within the Marienthal community (Jahoda, 1933; Jahoda, Lazarsfeld, and Zeisel, 1933). That this book would continue to influence research on unemployment is all the more remarkable given that most copies of the first published edition were burned by the Nazis because of the three authors' Jewish origins. Jahoda's focus on research into the nature and consequences of unemployment for mental health continued for the rest of the century, with her retirement in 1972 simply being the occasion for an extraordinary burst of research and writing.

This trajectory culminated in a book Jahoda published in 1982, which described the psychological nature and experience of unemployment (and employment). Jahoda (1982; 1989) posited that work is a fundamental human activity that is critical for mental health, noting that people would often prefer "bad" jobs to unemployment. From her understanding of unemployment, she identified two major functions of employment. The manifest function of employment was the provision of sufficient financial resources, and could be contrasted with latent or psychological functions, which included the provision of a time structure, social contacts, and personal identity. The absence of any of the latent consequences would be detrimental to mental health, and her theory is sometimes referred to as the "deprivation theory of unemployment."

A chapter on the life and influence of Jahoda would be remiss if it were limited to a focus on her research on unemployment and mental health; her interests and her impact were much broader. Aside from the numerous professional awards and honorary degrees bestowed on her, a professional

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1 The rock band NOJAHODA chose this name because, they noted, they exhibited none of the seven attributes of mental health identified by Jahoda. Their first recording was entitled "Jahoda's witness."

chair named in her honor in Germany, and the fact that she held a junior cabinet position in the United Kingdom, Jahoda was also a lifelong social activist. She was jailed in Austria in 1936–37 for her leadership role in the Austrian socialist youth movement, and exiled immediately thereafter to England in 1937 where she spent the war-time years. After emigrating to the United States at the end of World War II, she worked actively against the excesses of McCarthyism, became a board member of the American Civil Liberties Union, and was the first female president of the Society for the Psychological Study of Social Issues. Her social activism was inseparable from her professional career (e.g., Jahoda, 1956; 1959), culminating in her interests in action research (e.g., Jahoda, Deutsch, and Cook, 1951).

Marie Jahoda characteristically remained engaged in thinking and writing throughout her life. Demonstrating the breadth of her interests and influence, one of her last works (published five years before her death in 2001) was a translation into English of the sonnets of Louise Labe, the sixteenth-century French proto-feminist poet (Jahoda, 1997).

### **Arthur Kornhauser: Work and Mental Health**

The term “occupational health psychology” was first penned in 1990 by Jonathan Raymond (Raymond, Wood, and Patrick, 1990), however, interest in the health and well-being of workers emerged much earlier. Some have argued (e.g., Zickar, 2003) that industrial psychologist Arthur Kornhauser’s commitment to identifying organizational factors thought to improve the well-being of workers was instrumental to the development of the field. Beginning in the 1920s, Kornhauser was devoted to the study of worker well-being, and pioneered efforts to understand the effects of work on mental health at a time when prevailing interest concentrated on how pre-existing mental illnesses affected organizational efficiency. Instead, Kornhauser was interested in the range of mental health, both positive and negative, including all those psychological and behavioral attributes indicating life satisfaction, adjustment, and effectiveness. He believed that developing scientific, practical methods of morale or opinion surveying and psychological testing could be beneficial to improving the lives of workers and society overall (see Zickar, 2003). Contrary to the Tayloristic principles of the early twentieth century, Kornhauser’s lifetime work fuelled the surge of research interest that, in the decades following his retirement, would explore the impact of organizational factors on employee mental health (Sauter and Hurrell, 1999). Likewise, during this

era, Kornhauser's counterparts in Europe were also revealing the erroneous assumptions of scientific management, specifically indicating its deleterious effects for the health and adjustment of employees doing specialized work (e.g., Trist and Bamforth, 1951).

Kornhauser's final contribution to the field was probably his most influential: an in-depth study of Detroit autoworkers' work and well-being in the 1950s (Kornhauser, 1965). This incredible undertaking, consisting of over 400, four-hour interviews, was published in 1965 as the now classic book, *Mental Health of the Industrial Worker*. In his quest to explore the psychological condition of factory workers in the mass-production industry, Kornhauser offered a number of conclusions that only much later became part of mainstream thinking and conventional programs of research. For example, in his comparison of autoworkers at various organizational levels, Kornhauser found that mental health was stratified by occupational category, such that men in lower employment grades experienced worse mental health than those in higher grades—a phenomenon later investigated at length, and supported empirically, by Marmot and his colleagues (discussed in more detail later). For Kornhauser, the key to understanding this stratification was job satisfaction, which, like mental health, varies across organizations, making salient organizational and managerial influences on the mental health of workers. Accordingly, he identified a number of job characteristics thought to detract from positive mental health, including the lack of opportunity for self growth and esteem, financial stress, task repetitiveness, aspects of supervision and other human interaction, career immobility, job insecurity, and adverse physical conditions. Finally, well before the work-family conflict literature gained such prominence, Kornhauser was investigating the interface between work, family, and leisure in his interviews, concluding that job dissatisfaction could spill over into non-work domains, a notion which is now held to be axiomatic.

The seminal findings of the Detroit autoworker's study are infused into the research of today and form part of the foundation of occupational health psychology itself.

## **Robert Kahn**

Another critical early influence in the development of OHP was Robert L. Kahn from the University of Michigan's Institute for Social Research, the home of so many early contributions to the discipline of social psychology. In 1949, Rensis

Likert, whose influence has permeated the field in its own right, founded and became the first director of the Institute for Social Research (ISR) at the University of Michigan, where Kahn served as the director of its survey research department from 1970 to 1976. The ISR remains one of the most long-standing American research institutions in the social sciences, continuing its influential interdisciplinary social research today. Kahn first became an expert in survey methodologies, and was perhaps initially most widely known for his book, *The Social Psychology of Organizations*, co-authored with Daniel Katz (Katz and Kahn, 1966). As the title suggests, he and Katz applied the principles of social psychology to large corporations, and a second edition of the book appeared in 1978. However, while Katz continued his work in social psychology, Kahn was already interested in how organizations influenced employee health. His second groundbreaking contribution to OHP started with his now-classic research on the relationship between role stressors and health (Kahn, Wolfe, Quinn, Snoek, and Rosenthal, 1964), an issue that continues to attract empirical attention today (Beehr and Glaser, 2005).

Kahn et al. (1964) showed that role conflict, role ambiguity, and role overload (both quantitative and qualitative) were important stressors for men in their national sample of the US labor force. Outcomes such as lower job satisfaction, job-related tension, withdrawal, and lower self-confidence were associated with role stress. Kahn et al. (1964) also showed that organizational factors influence role expectations and pressures that ultimately determine workers' experiences of inter-role conflict and ambiguity, and that interpersonal relations and personality factors moderate this relationship. Subsequent research over the next 40 years validated and extended their findings; and Kahn's 1980 book, appropriately entitled *Work and Health*, further extended the way in which this link is viewed.

Kahn has continued to publish well into his retirement years, with a particular focus on aging, including a broadly successful book about aging well co-authored with physician John Rowe (Rowe and Kahn, 1998).

### **Jeffrey Greenhaus and Nicholas Beutell: Work and Family Conflict**

Kahn and colleagues predominantly focused on role conflict within the domain of work, however, their pioneering research inspired Greenhaus and Beutell's (1985) seminal article exploring inter-role conflict between work and non-work

pressures. While certainly not the first to consider the work and family intersection (authors such as Robert Hoppock studied this issue as early as 1935), Greenhaus and Beutell (1985) offered a theoretical framework for understanding the work-family conflict concept that legitimized its study in the management field. The main focus of this literature has been to understand how work and family are functioning mutually influence one another. Changes in the composition of the workforce, with more women working outside the home, more single-parent families, and a greater number of dual-earning households, have amplified the importance of this endeavor over the past few decades. Today, the focus on work-family conflict is widespread, being studied in at least 37 different countries (Bellavia and Frone, 2003).

Based on role theory (Kahn et al., 1964), Greenhaus and Beutell (1985) define work-family conflict as occurring when an individual's work roles and family roles are in some way incompatible, and specifically identify time-based, strain-based, and behavior-based conflict as the most prevalent forms of such incompatibility. In this way, time constraints, strain, and in-role behavior in the work domain can make meeting role demands in the family domain difficult or impossible, and vice versa, a concept first modeled and empirically tested by Frone, Russell, and Cooper (1992; 1997). Many theories of work-family conflict have been offered today that promise to make valuable contributions to our understanding of the way in which people experience the intersection of work and family, and their joint influence on employee well-being. However, Greenhaus and Beutell (1985)'s conceptual article remains the most widely cited in the work-family conflict literature (197 citations as of 2001) even after controlling for the number of years since its publication.<sup>2</sup>

## **Sir Michael Marmot: The Whitehall Studies**

Arguably the most rigorous and influential investigation of social and occupational status and health came from the now famous Whitehall studies conducted by Sir Michael Marmot and colleagues over the last 30 years—a program of research that earned Marmot a knighthood in the United Kingdom. The first Whitehall study, Whitehall I, beginning in 1967, was a longitudinal study of cardiovascular and other diseases in 18,000 male civil servants in London. The results were striking. Mortality rates were highest among men in low employment grades and lowest among those in higher grades, a finding made even more intriguing considering that civil servants certainly do not face

<sup>2</sup> <http://wfnetwork.bc.edu/lopapr/top100.pdf> [accessed December 9, 2010].

at the extremes of society's social status hierarchy (Marmot, Shipley, and Rose, 1984). The relationship was in fact monotonic, such that at each level of the status hierarchy, those with lower social standing were more vulnerable to morbidity and mortality than their higher status colleagues (Marmot, 2004). Although the findings from Whitehall I countered the hypothesis that the demanding and "stress-filled" atmosphere experienced by executives left them most at risk for coronary heart disease, it could not uncover what *caused* the social gradient in health. Moreover, after controlling for risk factors such as age, smoking, plasma cholesterol, systolic blood pressure, body mass index, physical activity, height, and family history, two-thirds of the gradient remained, thus giving birth to a second major study, Whitehall II.

Whitehall II began with over 10,000 men and women in the civil service in 1985 and continues through its seventh phase today with its purpose being to understand what underlies the health gradient. In this effort, Marmot and colleagues have illuminated the role of the psychosocial work environment in creating social health inequalities, and in doing so, point out the salience of work itself and its organization (Marmot and Shipley, 1996). These ideas transcend the domain of epidemiology, having been accepted by psychologists, sociologists, and organizational researchers. Over the course of Whitehall II, diverse factors have been identified as contributing to the social gradient, including job demands, control, social support, effort-reward imbalance, job insecurity, organizational change, work-home balance, and retirement, all of which can be observed in the over 250 published works based on the study that had already been published by 2005.<sup>3</sup> Such research has directed health policy makers away from looking solely to individual behaviors and lifestyle factors in their efforts to prevent chronic diseases in society. In fact, the impact of the Whitehall studies has extended beyond that of the research community, and has directed British health policy changes over the last decade, creating a primary focus on reducing societal health inequalities in the country.

### **Christina Maslach and Susan Jackson: Job Burnout**

With the intensity of research occurring in the second half of the twentieth century that focused on understanding the link between the organization and the well-being of workers, came an interest in the most extreme manifestations of psychologically demanding work. In the 1970s, researchers began to study the phenomenon of job burnout intensively, even though practitioners had already

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3 <http://www.ucl.ac.uk/whitehallIII> [accessed December 9, 2010].

recognized the ill effects of emotionally defeating work, particularly in the service sector. Early work conducted by psychiatrist Herbert Freudenberger and social psychologist Christina Maslach was mainly qualitative and aimed to define the nature of burnout, and verify its existence (Freudenberger, 1975; Maslach, 1976). However, it is really Maslach and Jackson's (1981) introduction of the Maslach Burnout Inventory (MBI), a psychometrically sound measure of burnout, that sees the beginning of the extensive quantitative literature on burnout now available. Remarkably, although slightly updated from 1981, the MBI is still the most commonly used measure of burnout today (Maslach, Schaufeli, and Leiter, 2001) and has been cited over 300 times at the time of this writing.

In their original conceptualization of burnout (designed for service workers), Maslach and Jackson (1981) introduced a multidimensional measure of experienced burnout based on earlier qualitative evidence, specifically identifying emotional exhaustion, depersonalization, and diminished personal accomplishment as its integral components. Emotional exhaustion reflects the depletion of once-present emotional resources, which then leaves individuals unable to reenergize each day for work. The second component, depersonalization, occurs when workers feel detached and cynical about their work, often denying the humanity of their clients. Finally, a diminished sense of personal accomplishment or competence characterizes the third dimension.

Originally, burnout was considered to be specific to the services and education industries. More recently, however, the burnout literature has focused on a much wider variety of occupations and roles. Likewise, in the past two decades, the process, consequences, and situational and individual causes of job burnout have been investigated extensively using the MBI by prominent researchers such as Michael Leiter, Wilmar Schaufeli, and Christina Maslach.

### **Robert Karasek and Töres Theorell: The Demand-Control-Support Model**

Any history of occupational health psychology surely must speak to Robert Karasek and Töres Theorell's theory of work design and health, probably the most influential and widely-researched theory in occupational health psychology. Karasek and Theorell's work was inspired by the long tradition of research and practice in the Nordic countries that countered Tayloristic formulas for job design, and explained the link between health, well-being, and work. At the University of Stockholm, Karasek worked under the influence of



psychologist Bertil Gardell, himself a pioneer of OHP who had a well-established research program on alienation, mental health, autonomy, and participation at work (e.g., Gardell, 1971; 1977). Gardell's work was continued after his death by his colleague, Marianne Frankenhaeuser, who studied the relationship between psychosocial factors and health in great depth (e.g., Frankenhaeuser and Johansson, 1986). Similarly, at the Karolinska Institute in Sweden, Theorell worked with Lennart Levi, head of the Institute's Stress Research Laboratory and founder of the National Institute for Psychosocial Factors and Health (established in 1981), with Theorell later assuming the directorship. Quite rightly, both Levi and Gardell are credited with having inspired and shaped Swedish and European legislation that has strived to improve working life by enhancing the psychosocial work environment (Kompier, 2002).

Karasek's original publication in 1979 outlined the demand-control (or decision latitude) model, arguing that job control gives employees the latitude to manage or cope with the demands of their jobs, thus buffering negative health effects. Those jobs that are both highly demanding and low in controllability would result in the most psychological strain (the "strain" hypothesis; Karasek, 1979). A later publication expanded this model to account for physical health, specifically cardiovascular disease, in a longitudinal population study of Swedish men (Karasek, Baker, Marxer, Ahlbom, and Theorell, 1981). *Healthy Work* (1990), a book authored by Karasek and Theorell (1990), extended the theory further to account for the positive health consequences of social support—a major focus of behavioral science research in the 1980s, enhancing the theory's legitimacy and popularity for a widespread audience. In fact, the demand-control-(support) literature has attracted so much empirical attention that it has enabled a number of comprehensive reviews with sample sizes of 36 studies after 15 years (Schnall and Landsbergis, 1994) and 63 studies after 20 years (van der Doef and Maes, 1999). Furthermore, while limiting their search to only "high quality" studies, de Lange et al. (2003) included 45 longitudinal studies in their review of the demand-control-(support) literature at the turn of the century.

While debate continues about the validity of the statistical interaction between demands and latitude, such debate can only be constructive for the field of occupational health psychology. In this respect, it is not the validation of the DCS model that has been most critical to occupational health psychology, but instead the way in which Karasek and Theorell's job strain model has stimulated other researchers to consider the range of psychosocial work factors

critical to employee health, and led to the development of other theories such as Johannes Siegrist's effort-reward imbalance model (Siegrist, 1996).

### **Peter Warr, Toby Wall, and the Institute of Work Psychology**

Research conducted at the University of Sheffield's Institute of Work Psychology (IWP)<sup>4</sup> has consistently yielded a considerable influence on the field of occupational health psychology. Started in 1968 (Warr, 1999), the IWP has played host to national and international postgraduate students, as well as sabbaticants, many of whom have either moved or returned to countries all over the world (e.g., John Cordery, Mark Griffin, Sharon Parker, and Kerrie Unsworth to Australia; Natalie Allen, Gary Johns, and Nick Turner to Canada; Olga Epitropaki to Greece; Mike Burke and Steven Rogelberg to the United States), thereby extending its pervasive influence.

One of the stalwarts of the IWP is Peter Warr, who has spent several decades within this Institute, many of them as the Director. Perhaps not surprisingly given that the IWP is situated in Sheffield, Warr's earlier research focused on the nature and effects of unemployment. Warr and his colleagues at the Institute focused on the effects of unemployment on diverse groups (e.g., young people experiencing unemployment; Jackson, Stafford, Banks, and Warr, 1983) and a wide range of outcomes. Moreover, Warr and his colleagues also focused on the nature of unemployment, noting presciently in 1984 how unemployment constitutes more than simply the loss of employment and the consequent provision of money. Instead, Warr (1984) pointed out how unemployment requires individuals to assume new and difficult roles, deal with uncertainty and unpredictability, cope with feelings of loss of control, and identity issues.

Subsequently, Peter Warr (1987) published his seminal theory of how employment and unemployment both influence mental health. While acknowledging that any attempt to summarize a seminal work in a few sentences is inevitably incomplete, it is worth noting that Warr went further than contemporary approaches to understanding how intrinsic work characteristics affected well-being (e.g., the job characteristics model; Hackman and Oldham, 1976; 1980) by explicitly incorporating extrinsic components in his theory. In addition, Warr's (1987) model also shows that work characteristics (named "vitamin factors" in his model) need not only exert linear effects on well-being.

4 In earlier years, this was known as "The Social and Applied Psychology Unit" (Warr, 1999).

Peter Warr was succeeded as Director of the IWP by Toby Wall, who was already situated at the Institute. Wall has made significant advances to our understanding of the effects of task-related autonomy both indirectly through his supervision of doctoral studies of people who themselves have gone on to publish influential research in OHP (e.g., Sharon Parker), and directly through his own research. Wall's now-classic quasi-experimental study establishes the long-term benefits of even small amounts of task-related autonomy on mental health and productivity (Wall, Corbett, Martin, Clegg and Jackson, 1990).

## **Dov Zohar: Occupational Safety**

Occupational safety now attracts considerable attention within OHP. However, this was not always the case; most of the research in this area has been conducted in the past 25 years. Early safety research concentrated on identifying the characteristics of "accident-prone" employees (for example, Wong and Hobbs, 1949) so that organizations could manage accident rates through their selection processes (or more realistically, the process of excluding certain employees). Today there is a vast literature assuming that human error explains only a small portion of workplace accidents, and suggests that unsafe behavior, often motivated by the need for efficiency, is instead the primary culprit (Zohar, 1980).

Historically, the focus on safety was legitimized in 1980 with Dov Zohar's introduction of the notion of safety climate, a specific type of organizational climate. Zohar (1980) argues that safety climate is a shared perception of an organization's policies, procedures, and practices about safety. In a sample of Israeli organizations, Zohar (1980) showed that employee perceptions of management's attitudes towards safety are most important in predicting safety climate level. Climate, however, is not determined by the totality of safety procedures or practices (for example, the number of policies, emphasis on safe working, protective gear, training), but by their relative importance against other managerial responsibilities (particularly in the trade-off between efficiency on one hand, and safety on the other) (Zohar, 2000).

The occupational safety literature has advanced to become a significant contributor to the field, its focus clearly consistent with the central tenets of OHP. Barling and Hutchinson (2000) argue that while most commonly organizations use a control-based orientation towards safety by attempting to ensure compliance to existing safety regulations through reward and punishment, a

commitment-based orientation, which builds employees' trust in management and commitment to the organization, is more effective. Recent research has reflected this reasoning, exploring commitment-based antecedents to safe behavior, such as performance-based pay, training, teamwork (Kaminski, 2001), autonomy (Barling, Kelloway, and Iverson, 2003; Parker, Axtell, and Turner, 2001), job insecurity (Probst, 2002), leadership (Hofmann, Morgeson, and Gerrass, 2003), and high performance work systems (Zacharatos, Barling, and Iverson, 2005), thus demonstrating how the issue of occupational safety is now considered to be integral to organizational functioning.

## The Organizations

Scholars of organizations have known for millennia that organizations have the ability to influence the behavior of individuals. Thus, it will come as no surprise that individuals' research on occupational health psychology has been significantly influenced by the activities of several different organizations.

Perhaps the first organization that should be acknowledged is the US National Institute for Occupational Health Psychology (NIOSH) developed in 1970.<sup>5</sup> Beginning in the 1980s, NIOSH identified occupational stress as one of the primary factors that potentially compromised the well-being of employees, and ever since, has focused considerable efforts on providing research-driven solutions for organizational interventions. Its activities in this regard have been numerous. In 1990, three prominent researchers employed by NIOSH published their influential paper laying out an agenda for research and interventions on work stress (Sauter, Murphy, and Hurrell, 1990). NIOSH has also been instrumental together with the American Psychological Association (APA)<sup>6</sup> in organizing eight research-based conferences since 1990, with the ninth conference scheduled to be held in Orlando, 2011. These conferences have had a significant impact on bringing together OHP researchers from across the world. NIOSH also joined with the APA to sponsor graduate-level courses in OHP. Of course, organizations cannot exert the influence that NIOSH has had, people do! In this respect, the influence of Sauter, Murphy, and Hurrell through all these efforts on the field of occupational health psychology cannot go unnoticed.

As well as joining together with NIOSH in these endeavors, the APA has been instrumental as the publisher of *Journal of Occupational Health Psychology*

5 <http://www.cdc.gov/niosh/homepage.html> [accessed December 9, 2010].

6 <http://www.apa.org/> [accessed December 9, 2010].

(*JOHP*).<sup>7</sup> In keeping with organizational wisdom that every cause needs a champion, Gwendolyn Keita has played a leading role within the APA in all of these endeavors

In 1999, the European Academy of Occupational Health Psychology (EA-OHP)<sup>8</sup> was formed, and was structured specifically around three goals, namely research, education, and practice. With Tom Cox taking a primary leadership role, the EA-OHP has organized several conferences, and currently holds one biannually that is attended by several hundred people from across the world. These conferences tend to focus more intensively on education and practice than those organized by the APA and NIOSH, which predominantly focuses on research.

The contributions of other organizations have not been trivial, whether for-profit publishing companies that have been very welcoming of the idea of work and well-being (e.g., Taylor and Francis, Wiley, Sage), international organizations that have funded a considerable amount of research (e.g., the International Labour Organization), or university-based institutes that have developed researchers through graduate training (e.g., the Institute of Work Psychology at the University of Sheffield). Nonetheless, space dictates that we limit our observations and major comments to those organizations that have exerted the greatest direct influence of occupational health psychology.

## The Editors

Many of the people introduced above have substantially influenced the quality and direction of the field of occupational health psychology directly through their research. However, others have influenced the field of OHP through the development and nurturing of academic journals that provide an outlet for academic research, and a forum for discussion. The critical role of the editors, themselves usually well-established as researchers in the specific area, should therefore not be discounted. Existence of such journals then serves as evidence for the maturity of the field.

Several years before the appearance of the first journal devoted specifically to occupational health psychology, Cary L. Cooper started the *Journal of Occupational Behavior* (which later became the *Journal of Organizational Behavior*).<sup>9</sup>

7 <http://www.apa.org/journals/ocp/> [accessed December 9, 2010].

8 <http://www.ea-ohp.org/> [accessed December 9, 2010].

9 <http://www3.interscience.wiley.com/cgi-bin/jhome/4691> [accessed December 9, 2010].

The masthead of the journal, first published in 1980, specifically invited articles that focused on issues such as work stress and work and family, and this journal initially published many seminal articles in the field. As one early example, Christina Maslach and Susan Jackson published their seminal work on the measurement of burnout in the second volume of the (then) *Journal of Occupational Behavior*. The role of Cary Cooper goes further than the editorship of this journal: he has also consistently provided opportunities for researchers around the world to share their thoughts on topics for which they have specific expertise in chapters in his edited books.

Several years later, in 1986, Tom Cox at the University of Nottingham began to edit *Work and Stress*.<sup>10</sup> Unlike the *Journal of Organizational Behavior*, as its title indicates, *Work and Stress* was always focused specifically on employees' well-being and the factors that influence that well-being. As such, *Work and Stress* holds the distinction of being the first specific journal in the area. To this day, Tom Cox continues as editor, and a hallmark of this journal is the fact that its readership probably includes more practitioners than is true of many other academic journals, perhaps extending the benefits of the knowledge derived from empirical research to more organizations and more people. Like Cary Cooper, Tom Cox has also been instrumental in editing numerous books.

The contributions of Cooper and Cox has been appropriately recognized beyond the confines of academic research, with Cary Cooper being awarded the Commander of the Order of the British Empire (CBE) in 2001 and Tom Cox the CBE in 2000, both very significant achievements.

Some ten years following the appearance of *Work and Stress*, the *JOHP* was first published by the American Psychological Association. James (Jim) Quick served as the first editor of *JOHP* from 1996 through 1999. He was followed by Julian Barling, who recently completed his term as editor, having served between 2000 and 2005. Perhaps a mark of the maturity of this specific journal is that it is now on its third editor, with Lois Tetrick having assumed the role of editor as of 2006. The very fact that the journal can afford to rotate its editorships, and that the second editor (Barling) was from outside of the United States despite the fact that the journal was published by the American Psychological Association, is further evidence of the breadth of occupational health psychology research.

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<sup>10</sup> <http://www.tandf.co.uk/journals/titles/02678373.asp> [accessed December 9, 2010].

In conclusion, occupational health psychology has come a long way since the days of scientific management in the early part of the twentieth century, helping to shape a new recognition of the importance of the health and well-being of workers. The individuals, organizations, and journals discussed in this chapter were instrumental in this respect. Of course, we take for granted that the field of OHP today is a function of the efforts of many researchers, in many countries, unfortunately, however, space prohibits us from mentioning these significant contributions in this chapter. As we continue in the twenty-first century, our understanding of the link between work and health will no doubt be solidified and extended, with the likelihood that we will see the knowledge gained applied to help employees and the organizations that employ them.

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