Including focal articles with commentaries:

Job analysis and job classification for addressing pay inequality in organizations: Adjusting our methods within a shifting legal landscape
Nicole Strah, Deborah E. Rupp, and Scott B. Morris

Side effects associated with organizational interventions: A perspective
Logan L. Watts, Bradley E. Gray, and Kelsey E. Medeiros
The novel format of the journal focuses on an interactive exchanges on topics of importance to science and practice in the field of industrial and organizational psychology. The journal takes a focal article–peer commentary format. A focal article is a position paper on an important issue for the field (or potentially a pair of papers taking opposite sides in a debate). Such a focal article might summarize evidence on an issue and take a position as to implications for science, practice, or public policy. The paper might focus on a basic science issue, an applied science issue, a practice issue, or a public policy issue; many would be a blend. The focal article is then followed by a series of peer commentaries. These could challenge or critique the original article, expand on issues not addressed in the focal article, or draw out implications not developed in the focal article. The goal is to include commentaries from various perspectives, including science, practice, and international perspectives.

EDITOR:
Satoris S. Howes, Oregon State University, USA

PUBLICATIONS MANAGER:
Jenny Baker, Society for Industrial and Organizational Psychology, USA

PRACTICE FORUM EDITOR:
Alexis Fink, Facebook, USA

ASSOCIATE EDITORS:
Maura J. Mills, University of Alabama, USA
Whitney Botsford Morgan, University of Houston-Downtown, USA

EDITORIAL BOARD:
Neil R. Anderson, Brunel University, UK
Winfred Arthur, Texas A & M University, USA
Talya N. Bauer, Portland State University, USA
Michael J. Burke, Tulane University, USA
Emily D. Campion, Old Dominion University, USA
Stuart C. Carr, Massey University, New Zealand
José M. Cortina, Virginia Commonwealth University, USA
Deborah DíazGranados, Virginia Commonwealth University, USA
David Dorsey, Human Resources Research Organization (HumRRO), USA
Fritz Drasgow, University of Illinois at Urbana- Champaign, USA
Mark Griffin, Curtin University, Australia
Peter D. Harms, University of Alabama, USA
Theodore Hayes, Arlington, VA, USA
Leaetta M. Hough, Dunnette Group, Ltd, USA
John C. Howes, qChange, USA
Alexander Jackson, Middle Tennessee State University, USA
Jeff W. Johnson, SHL, USA
Tracy Kantrowitz, Personnel Decisions Research Institute (PDT), USA
Lisa M. Kath, San Diego State University, USA
Richard J. Klimoski, George Mason University, USA
Allen I. Kraut, Kraut Associates, USA
Hennie J. Kriek, TTS-Top Talent Solutions and University of South Africa, South Africa
YoungAh Park, University of Illinois at Urbana-Champaign, USA
Ann Marie Ryan, Michigan State University, USA
Lise M. Saari, New York University, USA
Eduardo Salas, Rice University, USA
John C. Scott, APTMetrics, USA
Mindy Shoss, University of Central Florida, USA
Robert F. Silzer, HR Assessment & Development and Baruch, Graduate Center, CUNY, USA
Nancy T. Tippins, The Nancy T. Tippins Group, LLC, USA
/Steven Toaddy, Louisiana Tech University, USA
AharonTziner, Netanya Academic College, Israel
Shonna Waters, BetterUp, USA
Annika Wilhelmy, University of Zurich, Switzerland

A journal of the Society for Industrial and Organizational Psychology

SIOP is the premier membership organization for those practicing and teaching I-O psychology. Although an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science.

SIOP membership includes online access to all issues of the journal as well as an optional print copy. Individuals can become members at http://www.siop.org/Dues/payment.aspx. Membership rates are $160 for professional members (Fellows, Members, Associates, International Affiliates) and $55 for Student Affiliates & Retired statuses.

© Society for Industrial and Organizational Psychology, Inc.
Volume 15, Issue 1, March 2022

CONTENTS

Focal Article

Job analysis and job classification for addressing pay inequality in organizations: Adjusting our methods within a shifting legal landscape
Nicole Strah, Deborah E. Rupp, and Scott B. Morris 1

Commentaries

In analyses of the gender pay gap, job analysis, and O*NET don’t get a lot of respect, but they should
Jeffrey M. Conte, Jessica L. Robison, and Andrew J. Tricarico 46

What makes jobs too dissimilar to compare in a pay equity analysis?
Michael G. Aamodt and Cliff Haimann 51

Metrics for assessing similarity of jobs
Leaetta M. Hough and Teresa L. Russell 55

If sex discrimination in pay is still a societal problem, job evaluation is the answer
Gerald V. Barrett 61

Practicality of job analysis in today’s world of work
Justin B. Keeler, Meagan E. Brock Baskin, Abbie Lambert, M. Suzanne Clinton, and Jennifer Barger Johnson 65

Adding competency models to the pay equity toolbox
Eric Popp, Kristin S. Allen, and Sara Gutierrez 70

Minding employee pay equality policy perceptions
Rick A. Laguerre 73

Focal Article

Side effects associated with organizational interventions: A perspective
Logan L. Watts, Bradley E. Gray, and Kelsey E. Medeiros 76

Commentaries

Open systems, closed interventions? A way forward requires systems thinking
Shanique G. Brown and Julaine M. Fowlin 95

https://doi.org/10.1017/iop.2022.29 Published online by Cambridge University Press
The power of process theories to better understand and detect consequences of organizational interventions
Michael T. Braun, Goran Kuljanin, James A. Grand, Steve W. J. Kozlowski, and Georgia T. Chao

A multilevel approach for advancing organizational interventions
Chelsea A. LeNoble and Matthew F. Hudson

Organization-based participatory research: A framework to guide intervention research in I-O psychology
Myia S. Williams, Vidhi H. Patel, and Aditi R. Sachdev

Decolonizing intervention assessment: Qualitative and interdisciplinary approaches to understanding “side effects”
Julia L. O. Beckel, Danielle M. Gardner, and Joshua J. Prasad

Avoiding harm, benefits of interpersonal listening, and social equilibrium adjustment: An applied psychology approach to side effects of organizational interventions
Guy Itzchakov, Justin B. Keeler, Walter J. Sowden, Walter Slipetz, and Kent S. Faught

Understanding intervention effects using a desirability and foreseeability typology
Joseph A Carpini and Christine Soo

The brighter side effects: Identification and attainment
Nishka Khoobchandani, Shania Sharma, Alicia S. Davis, and Jennifer Feitosa

Perfect is the enemy of good enough: Putting the side effects of intelligence testing in perspective
In-Sue Oh

Educing future researchers with an eye toward intellectual humility
Kelly G. Manix

Practice Forum

Investigating the promise and pitfalls of pulse surveys
Matt I. Brown