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## INTRODUCTION TO THE SPECIAL ISSUE ON RESEARCH TRENDS IN POLISH WORK AND ORGANIZATIONAL PSYCHOLOGY

Modern psychology is a science saturated with a large number of thought-provoking and innovative psychological concepts. Unfortunately, many of the published theories have never been subject to robust and multi-faceted verification (Kowalik, 2008). This is due largely to how psychology is practiced, the researchers' drive towards discovering new phenomena rather than re-testing the existing ones, and the publication strategy of scientific journals, which reward concepts that have a greater chance of gaining popularity and being cited more often (Anvari & Lakens, 2018; Świątkowski & Dompnier, 2017). This is particularly important in an applied context since there are practitioners who approach their clients with common sense, while psychological theories show that in some circumstances people behave differently from what common sense suggests (Kahneman & Tversky, 1982). Thus, it is essential to base the psychological support on well-established and verified theories.

There is a group of prevalent theories and of interest to researchers, also in the field of industrial, work and organizational psychology (IWO). Some theoret-

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ical concepts gain more consideration and interest than others—they are more frequently discussed, studied, tested on different samples and in different cultures.

Polish IWO psychology tries to follow the world trends, also undertake and examine popular psychological theories using samples originating in Poland. This trend is reflected in the topics presented in conferences organised every two years by the Polish Association of Organizational Psychology, including the Third Congress hosted in Lublin in 2018, which covered a whole range of inspiring topics: work efficiency, strike behavior, entrepreneurial success, organizational behavior, trust in the supervisor, mental health, stress and burnout, person–environment fit.

This issue of *Roczniki Psychologiczne/Annals of Psychology* was devoted to the most important issues that emerged during the congress, although due to the practical limitations of the number of texts we could publish, it should be made clear that the research presented in this issue is only a fraction of the range of topics undertaken during this conference.

One of the most current trends in IWO psychology is the concept of goal priming derived from the automaticity models (Bargh et al., 2010). This theory is controversial as some scholars question the possibility of the subconscious, subliminal regulation of a person in pursuit of a specific goal. Since the conceptualization of the first goal-setting theories, there was a major belief that setting a goal is always a conscious activity, motivated by factors that are available to human consciousness. The first research—showing that the subliminal priming using external clues also induces a less conscious motivation of the person to achieve goals—was a breakthrough (Bargh et al., 2001).

In this issue of *Roczniki*, Latham (2020, pp. 213–226) presents his opinion on this subject, namely, that there are no reasons to question the credibility of goal priming research in the context of IWO psychology, as this research has high internal and external validity, has been confirmed on many samples and cultures. However, there is little research on this phenomenon on Polish samples and this is the area for further development of Polish work and organization psychology.

Another prominent theory with interesting implications for IWO psychology is the self-determination theory (SDT; Deci & Ryan, 2008). SDT assumes that reducing the motivation only to two simple factors (internal and external motivation) is too simplistic and does not fit into this complex psychological phenomenon. The theory proposes to divide motivation into two factors: amotivation, that is, a state where there is no willingness to act; controlled motivation, which is divided into an external one (stimulated through widely understood rewards and

punishments) and an autonomous one (internally regulated, giving a person a sense of autonomy). Although this theory is well-known in psychology, it does not have many implications for IWO psychology. However, Basińska (2020, pp. 227–245) successfully determined the structure of motivation profiles based on the SDT theory in the current journal issue.

The next domain which is widely discussed in IWO psychology is the concept of person–environment fit and its in-depth variations (Kristof-Brown et al., 2005; In-Sue et al., 2014; Korulczyk, 2016). Although the first conceptualizations in this area date back to the early 1960s, to date there are more than 15,500 publications on the subject in the literature. For some time it has been pointed out that the concept of person–environment fit is insufficient to explain complex organizational phenomena, hence more detailed conceptualizations of fit have been proposed, such as person–organization, person–supervisor, person–team, person–vocation, person–job, person–career, and many others. Also, in this respect, the Polish IWO can boast a rich research tradition and a great contribution to the literature in this area. However, it has areas that are studied particularly well, such as person–organization fit (Kristof, 1996; in Poland: Czarnota-Bojarska, 2010), and those that are just being studied, such as person–supervisor fit, person–team fit. Korulczyk & Cooper-Thomas (2020, pp. 247–266) presented the article on this topic in the current journal issue trying to determine the relationship between person-supervisor fit with proactive and unethical behavior.

Another issue widely studied in the world literature is organizational behavior. This category includes many studies on civic (Robinson & Morrison, 1995), counterproductive (Chang & Smithikrai, 2010), proactive (Ohly & Fritz, 2007), unethical (Bersoff, 1999), situation-specific behaviors (Bamberg, 2003). Polish IWO psychology has contributed well with an interesting series of research in this field. Up to date, several thousand articles have been published in Polish and English on this subject. An interesting example of such are the ones presented in this issue by Paliga et al. (2020, 267–290). They deal with the subject of influence tactics and a sense of influence in Polish managers.

The last thing we would like to draw the reader’s attention to is ongoing disputes in the literature of the subject. Such an example in IWO psychology is discussion on whether professional burnout is a phenomenon opposite to or independent of work engagement. Despite the rich literature and many attempts to unanimously settle the dispute, researchers face the problem of conflicting results of various studies. Also, Polish research does not always provide a clear direction in this discussion. Rożnowski (2020, 291–307) attempted to add a new

view on the problem via the study that supports the stance that both concepts are rather independent than contradicting.

In our opinion, the current research trends will be developed with particular emphasis on the theories that are currently most strongly shaped and studied, also in IWO psychology. We believe this is a good direction because after the replication crisis more attention has been paid to the quality and certainty of psychological theories. Verification of the existing psychological theories through extensive inter-population studies and meta-analyses allows us to speak more confidently on issues concerning individual psychological phenomena (Świątkowski & Dompnier, 2017). The research conducted on Polish samples is characterized by great diversity, which was reflected in the topics presented during the 3rd Congress of the Polish Association of Organizational Psychology organized in Lublin in 2018. They are in line with the prevailing research trends in world IWO literature and are not inferior in quality to research carried out worldwide. The articles presented in this issue have also a strong application potential as they relied on samples of Polish employees and managers. Unfortunately, there is still no research in some important areas (e.g., goal priming) on the Polish samples. This is certainly an area of future development of Polish IWO psychology.

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