

is not atheoretical; radical behaviorism is the philosophy or theory underpinning ABA.

Moore (2000) described radical behaviorism as being very poorly understood by both philosophers and psychologists. The adjective *radical* is often taken to mean *antirationalism*. In fact, the *radical* in *radical behaviorism* means just the opposite. It refers to the notion that private events, or behavior occurring beneath the skin such as thinking and dreaming, must be included in a scientific analysis of human behavior. However, because these events cannot be directly manipulated, they cannot be considered as causes of behavior. Radical behaviorism is often contrasted with methodological behaviorism, an older version of behaviorism popularized by John Watson and others in the middle of the 20th century, which proposed that events occurring beneath the skin are not observable and therefore cannot be candidates for a scientific analysis. For a detailed account of radical behaviorism and how it differs from methodological behaviorism, see Moore (2000) or Chisera (1994).

Guided by its roots in radical behaviorism, behavior analysis as a science has very explicit goals. Prediction and control of behavior, with an emphasis on control, are the objectives of behavior analysis (Hayes & Brownstein, 1986). These goals largely dictate the type of topics investigated in ABA and, more specifically, ORM. The focus of these two fields is almost exclusively on practical strategies that can be used to change behavior. Thus, functional topics such as the investigation of methods to directly improve performance, as opposed to structural topics such as the personality traits that are most predictive of high performers, are most prevalent in ABA and ORM.

ORM is sometimes referred to as a branch of industrial-organizational psychology, and the two fields do have in common a fundamental focus on the behavior of people at work. However, beyond this similarity, many differences between the two fields exist. Industrial-organizational psychology is generally theory-driven, uses the hypothesis-deductive model of research, and has historically emphasized topics such as personnel selection and placement, although topics such as culture and management have also been of interest to industrial-organizational psychologists. In contrast, ORM is guided by a single theory of human behavior,

uses an inductive model of research, and has historically emphasized identification and modification of the environmental variables that affect directly observable or verifiable (not self-reported) employee performance (Bucklin, Alvares, Dickinson, Austin, & Jackson, 2000).

History of ORM

The history of ORM is similar to the history of ABA, at least early on. The work of E. L. Thorndike and John Watson influenced B. F. Skinner and the development of behavior analysis as a science. Skinner's applications of behavioral principles to instructional design and other early applications of what was then termed *behavior modification* to clinical populations influenced ORM greatly. These clearly showed that human behavior could be changed for the better with the use of operant principles (Bucklin et al., 2000).

Although ORM did not officially begin until the 1960s, there are a number of historical influences outside of behavioral psychology that contributed to its development. First, Frederick Taylor, the "father of scientific management," is often cited as an influence on the field's development. He was the first individual to advocate for the use of the scientific method to improve employee and organizational performance. An early event that influenced ORM was the Hawthorne Studies, a series of studies conducted at the Western Electric Plant near Chicago in the 1930s. One of the main outcomes of these studies was the erroneous assumption that a variety of environmental manipulations, such as increased attention to the well-being of employees and even a change in lighting quality, can have an impact on employee performance. Instead, reanalysis of the data from a behavior analytic perspective suggested that the changes in behavior were the result of the manipulation of knowledge of results and positive reinforcement in the form of monetary incentives (Parsons, 1992). For these and other related reasons, Parsons (1992) argued that the Hawthorne Studies represent an early ORM experiment.

The main outlet of the field, the *JOORM*, began publication in 1977. However, by this time more than 45 articles on ORM had been published in other journals and at least one ORM consulting firm had been established. Aubrey Daniels was the first editor of *JOORM*, and his

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by way of the circulatory system each hormone has certain target cells located in various tissues or organs of the body when

a target cell detects the hormone in the blood the cell absorbs the hormone 5 two of the hormones

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act on target cells c paracrine secretions are secretions that do not travel in the blood stream to their targets d autocrine

secretions are secretions that affect the secreting cell itself

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