INTRODUCTION

From the Editor

Welcome to the first issue of Volume 2 of the Society for Industrial and Organizational Psychology's new journal. As the title of the journal suggests, the focus is on an exchange of perspectives. The typical issue contains two focal articles, which summarize a body of conceptual and/or empirical literature on a topic of broad interest and offer a point of view about that body of work. Each focal article is followed by a set of commentaries, reflecting research, practice, and international perspectives on the issues raised in the focal article. These commentaries are followed by an integrative response from the author(s) of the focal article. (See www.siop.org/journal/siopjournal.aspx for details about the journal.)

The first focal article in this issue, by Nancy T. Tippins, is entitled "Internet Alternatives to Traditional Proctored Testing: Where Are We Now?" Testing via the Internet, commonly in settings where a traditional human proctor is absent, is receiving a great deal of attention. The possibility of reduced testing costs, quicker decision making about candidates, and increases in applicant pool size because of ease of access are among the attractive features of this new technology. The concerns include increased rates of applicant cheating, security of item pools, and consistency with professional standards. The focal article pro-

vides an overview of these issues and offers a set of issues that need to be addressed. The article is followed by 13 commentaries that offer a variety of perspectives, from specific applications of unproctored testing to the presentation of research findings to a focus on conceptual issues. These are followed by an integrative response from Tippins.

The second focal article, by Ruth Kanfer, is entitled "Work Motivation: Identifying Use-Inspired Research Directions." The article offers a conceptual framework for addressing motivational issues and then focuses on a series of questions dealing with motivational processes in applied settings. The article is followed by seven commentaries and an integrated response from Kanfer.

For each focal article, a project team was assembled to review commentary submissions. For the focal article on Internet testing, that team was made up of Winfred Arthur, Wanda Campbell, and James Beaty. For the article on motivation, that team was made up of Gilad Chen, Jennifer Gillespie, and Reeshad Dalal. They deserve thanks for their contributions to this issue.

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