

correlation coefficients of drug test results and the two outcome measures (i.e., absenteeism and involuntary turnover) ranged from 0.18 to 0.52.

PERSONAL AND JOB CHARACTERISTICS OF DRUG USE IN THE WORKPLACE. Michael D. Newcomb. University of Southern California, Los Angeles, CA.

Two perspectives have been taken to explain the use of drugs on the job. The first perspective suggests that various aspects of the job lead to using drugs while at work. A second viewpoint posits that the job characteristics are less important than the personal qualities or traits of the individual and that certain types of people will tend to use drugs on the job regardless of variations in specific job characteristics. Data is reported from a longitudinal study of young adults covering a four-year period. Latent variable analyses are used to separate a general tendency to use all types of drugs in the workplace from use of specific types of drugs while at work during the previous six months. This is the predicted or dependent variable in the model which was assessed at Time 2. The same disruptive drug use measures were gathered at Time 1, which provide the essential baseline assessments to control for stability over time. Three other latent constructs are also included in the model at both time points: Social Conformity (reflected by measures of law abidance, liberalism, and religiosity), Job Stability (frequencies of being fired and collecting unemployment insurance), and Job Satisfaction (reflected in measures of happiness and dissatisfaction with their current working conditions). Social Conformity was selected to reflect personal characteristics, since it has proven to be one of the best predictors of drug involvement. Final models are developed which assess the relative influence of prior disruptive drug use, personal qualities (Social Conformity), work history (Job Instability), and work characteristics (Job Satisfaction) on predicting later use of drugs in the workplace. Both standard and nonstandard effects are considered, which permit a richer and more complete description of what specific factors influence which specific outcomes. Such results provide valuable information about etiological factors for drug use in the workplace, and suggest strategies for both intervention and prevention efforts.

IMPACT OF MODERATE ALCOHOL CONSUMPTION ON BUSINESS DECISION MAKING. Sarah M. Jobs, Chad T. Lewis and Fred E. Fiedler. University of Washington, Seattle, WA.

This study investigates the effects of moderate alcohol consumption on the learning of and execution of a business decision-making task. Decision making was evaluated within the framework of Steele and Southwick's inhibitory response conflict model. Subjects were randomly assigned to one of four experimental conditions in a balanced placebo design; they expected and received an alcoholic beverage; they expected and received tonic only; they expected alcohol but received tonic; or they expected only tonic but received alcohol. Within these conditions, subjects were trained to participate in a business decision-making game and then made three successive ordering and pricing decisions. The results showed that although those who consumed a moderate amount of alcohol scored significantly more poorly on a short test of recall, alcohol did not uniformly affect decision-making outcomes. When subjects experienced high inhibitory response conflict (IRC) and had expected to consume alcohol (regardless of actual beverage consumed), their decisions tended to be significantly more extreme than for subjects who experienced high IRC

but had expected to consume only tonic. The expectation of consuming alcohol rather than alcohol consumption itself led subjects to overcorrect for previously poor decisions to a significantly greater extent under conditions of high IRC. This result contradicts the Steele and Southwick's model; theoretical and practical implications of these findings are discussed.

DRUGS AND PERFORMANCE: IMPLICATIONS OF LABORATORY RESEARCH FOR ON-SITE ASSESSMENT. Jack Henningfield, Phillip P. Woodson and Stephen J. Heishman. National Institute on Drug Abuse Addiction Research Center, Baltimore, MD.

Part of the rational basis for on-site assessment of biologic specimens for the presence of drugs of abuse is that such evidence of use may indicate impairment of performance. However, performance impairment cannot be reliably inferred on the basis of such data, except, possibly, when quantitative analyses reveal high levels of drug exposure. Objective and reliable methods of performance assessment are available, and, in principle, some could be implemented for on-site evaluations. Such performance assessment might be constrained by the same kinds of issues of sensitivity, accuracy, reliability, and validity that confront urine testing programs. The main purpose of this paper is to review some of the determinants of drug-induced impairment that should be considered in efforts to develop on-site performance assessment batteries. In brief, drugs may directly impair performance by impairment of sensory and perceptual capacities, and by impairment of motor abilities. Drugs may indirectly impair performance by altering the motivation to perform well, by setting the occasion for inappropriate behavior, by directly eliciting incapacitating responses, or by impairment of performance of tasks learned in a nondrug state. Development of performance batteries should consider the following issues: 1) Performance decrements can arise from drug abstinence as well as from drug administration; 2) abstinence related effects may differ in accordance with the history of the drug user, e.g., mild "hangover" decrements may accompany acute drug exposure, whereas physically-dependent users may suffer incapacitating decrements and only function at normal levels when taking their drug; 3) a wide range of performance batteries are available for the evaluation of different kinds of performance, e.g., grip strength, balancing tests, finger tapping, critical flicker fusion, psychomotor speed and accuracy tests, complex verbal behavior and memory tasks, and logical reasoning and complex decision making tasks are available; 4) the validity of the battery is related to its relevance to the work performance, e.g., a complex logical reasoning task may be irrelevant for a materials handler, whereas a finger tapping task may be irrelevant to the performance of a communications operator; 5) the contingencies for behavioral performance testing, themselves, can affect the outcome of the test results. Various issues discussed in this paper have arisen from laboratory research on performance effects of drugs. Although these issues complicate on-site performance evaluations, their consideration may enhance efforts to develop test batteries that are objective, reliable and valid.

SUNDAY P.M.

POSTER SESSION

Cultural and Environmental Determinants of Behavior

DEPRESSION AND DRUG USE IN MEXICAN-AMERICAN YOUTH. Stephanie S. Smith, D. Dwayne Simpson and Donald Woods. Texas A&M University, College Station, TX.