Annotated Bibliography

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**The Behavioral Analysis Unit. (2011, April 22). Retrieved from https://www.fbi.gov/audio-repository/news-podcasts-thisweek-behavioral-analysisunit.mp3/view**

 This is an ‘FBI, This week's' podcast/radio regarding the Behavioral Analyst Unit of FBI, also known as BAU. As described by Mollie Halpern the unit of BAU is developing into four distinct units. She further informed that the resources of BAU-2 were previously used on emphasizing the other criminal offenses like serial cases of rape, mass murders, and kidnapping. The other speaker who is a special supervisory agent known Mark Hilts continues by saying that the main perspective according to which the analyst looks into the case is motivation and behavior regarding crime. She denoted this perspective as ‘why' section for the investigation of a criminal. The analysts or agents researched and interviewed various serial killers for exploring this why factor and for understanding their behavior of why they did such a crime. This helps in determining the ways of catching a criminal. The main focus is to do the non-violent type of investigation, which is intended on not harming the criminal rather just investigating the reason for the criminal behavior and act. Therefore, the application of tools and concepts in investigating will be used those that were utilized while investigating white-collar crime, public corruption and till serial murder. In this podcast, these two narrators emphasized how criminals with varying nature of crimes are treated differently based on the level of criminal activity. This podcast is more of a reflection of the evolution of the behavioral analyst unit. This podcast does not directly relate the findings to the psychological development of a worker, but rather it focuses on the psychological development of a criminal. That is the reason authors said the bureau is focusing more on the why part of the investigation.

**Gender Differences in Patterns and Trends in U.S. Homicide, 1976–2015. (n.d.). Retrieved from https://www.liebertpub.com/doi/full/10.1089/vio.2017.0016**

The authors employed in this article a database of national homicide, from the Supplementary Homicide Reports of SHR at the FBI site, starting from 1976 till 2015 with numerous accusation of omitted information of gender differences investigation among the offenders and victims based on their demographics, for instance race, age, circumstances, weapon, and relationship between victim and offender. Authors further explained how the previous studies have generally given lesser attention to the gender and the related demographic characteristics, particularly the race and age of the offenders and victims, among the studies done on homicide. This unequal treatment to the gender-related investigation is understandable due to the vast majority which makes approximately three-quarters of homicide rates involving involve male-male killing in the US. The results of the national homicide rate in four decades time span indicate towards various important gender differences in the correlates and prevalence of offenses and victimization of offenders. However, the authors used a huge database of four decades; therefore it restricts the range of demographic measures and characteristics of the incidents. Authors described the challenges faced by gender investigation for four decades and the ways there is misleading or missing information regarding the topic of gender in all the previous chauvinistic studies. The previous studies have generally given lesser attention to the gender and the related demographic characteristics, particularly the race and age of the offenders and victims, among the studies done on homicide.

**Verniers, C., & Vala, J. (n.d.). Justifying gender discrimination in the workplace: The mediating role of motherhood myths. Retrieved from https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0190657**

The authors in this article examined the psychosocial procedure associated with the disparity of victimization based on gender with the working women. Depicting from the studies and researches, many justifications are given regarding this segregation. The authors theorized that according to various myths due to which the work of women threatens the family life and children, also reconcile the connection amid a disagreement with the career-oriented mother and sexism. Furthermore, the authors tested their hypothesized theory by using the module of the International Social Survey Programme for the Family and Changing Gender Roles. The set of data comprised of statistics accumulated from 51632 respondents back in 1994 and 2012, from 18 different countries. The modeling of structural equation proved the mediation of the hypothesis. On the whole, the result findings indicated in various ways in which myths related to the motherhood justify or claim the structure of gender in gender-equality promoting nations. These nations declare equality based on gender to be provided at the working place for women.

**FBI Counterintelligence Division's Behavioral Analysis Program: A Unique Investigative Resource. (2013, July 09). Retrieved from** [**https://leb.fbi.gov/articles/featured-articles/fbi-counterintelligence-divisionsbehavioral-analysis-program-a-unique-investigative-resource**](https://leb.fbi.gov/articles/featured-articles/fbi-counterintelligence-divisionsbehavioral-analysis-program-a-unique-investigative-resource)

 The author Robin K. Dreeke told about the unique constant goal along with the challenges presented by various investigative programs of FBI. The mission for each program is the same in the bureau and that is to protect the country against crime and terror, on national and international bases. The author further informed that the accomplishments of this challenging mission in the FBI are possible through the rising human sources. Among these resources, the special which exists is known as the National Center for the Analysis of Violent Crime. This branch boasts the investigations of the agency related to terrorism and criminals. It comprises of various professionals for providing support and advice for the cases and various special agents solving various serious criminal activities and cases. A section of the National Security Branch in FBI is known as Counterintelligence Division, and it protects the US against the threats of foreign forces of intelligence as is defined in the mission of the agency. Thus, it has its own team of behavioral analysts, so the Behavioral Analysis Program which underpins the vital objectives of the division by giving direct operational help to counterintelligence specialists. The appraisal and commitment techniques concocted simply result from the astute procedure of making a positive communication and conceivable connection between two people, regardless of whether the objective is a meeting, admission, or improvement of a classified human source. Therefore, the author crafted a five-step plan for behavioral analyses through an example.

**Salary for Certification: BACB Board Certified Behavior Analyst (BCBA). (n.d.). Retrieved from https://www.payscale.com/research/US/Certification=BACB\_Board\_Certified\_Behav ior\_Analyst\_(BCBA)/Salary**

 This is the pay scale giving an approximate measure of the salaries for different positions of a behavioral analyst. As a behavior analyst certified from the board receives the salary approximately up to 59 thousand dollars. Whereas normally, the behavior analysts get quite the same amount of the salary. However, the clinical director receives the salary more than these two and it is estimated to be 77 thousand dollars. Likewise, the salaries according to other positions or ranks are also stated and these all vary between 40-80 thousand dollars. The pay scale data also depicted that geographically the position also plays an important role in the regular salaries of the behavioral analyst of different ranks and positions. Salaries are based on the area of specialization of these analysts. There is no gender bias or prejudice involved with the role of being women in granting of wages or salaries to these behavior analysts. In fact, it is totally reliant upon the specialization area of a behavioral analyst whether it is of supervisory level or clinical level.

**Relationship Between Sexual Abuse, Gender, and Sexually Inappropriate Behaviors in Seriously Mentally Ill Youths. (2010, January 04). Retrieved from** [**https://www.sciencedirect.com/science/article/abs/pii/S0890856709625521**](https://www.sciencedirect.com/science/article/abs/pii/S0890856709625521)

This study examined the differences among gender in the histories of sexual abuse and by examining as ample of psychology disabled youth it determined the development of improper sexual conducts. It used the retrospective method of accomplishing the chart of all the patients of the tertiary psychiatric hospital between the years 1987-1992. The characterization for the subjects was done on the bases of their gender, the status of sexual abuse, and the behavior of reactivity or victimization. Results showed that the girls were had more chances of being abused sexually, and with a severe sexual abuse history. Therefore, in girls, the problems associated with sexual behavior were exclusively linked with sexual exploitation. On the other hand, 29% of young boys with abusive behaviors had no history of sexual abuse. Furthermore, the authors suggested that among these sexually harmed teenagers, victimizing behaviors were more likely portrayed by the boys, whereas sexually reactive behavioral rates were similar for both genders. A very minor rate of girls reported to be victimizing their sexual abuse, and one third received various major wounds related to physical exploitation, also the 95% were constantly being abused sexually.

**Taking Stock of Criminal Profiling. (n.d.). Retrieved from https://journals.sagepub.com/doi/abs/10.1177/0093854806296925?casa\_token=PMPg 2VYXCuQAAAAA:5zkgrFINEoc7d88QeRc9QWfzLEDA0H30iuD5S5YwEiROULIEx54MmtEDUcuuTWKgH38\_Xn2Tsgo& Wolf, W. C. (1979, April 01).**

In this article, the authors explored the utilization of criminal profiling in criminal examinations has kept on expanding regardless of meager exact proof that it is compelling. For checking out the criminal profiling field, a 2-section meta-examination of the distributed criminal profiling writing and a story audit were carried out. The results of the research recommend that criminal profiling writing lays generally on realistic avocations. Results from the first meta-examination demonstrate that self-named profiler/experienced-specialist bunches did not beat correlation bunches in foreseeing guilty parties' psychological procedures, physical qualities, offense practices, or social propensities and history, in spite of the fact that they were hardly better at anticipating generally speaking wrongdoer attributes. Consequences of the second meta-examination demonstrate that self-marked profilers were not essentially better at anticipating offense practices, yet beat correlation bunches while foreseeing by and large guilty party qualities, subjective procedures, physical properties, and social history and propensities. Methodological weaknesses of the information and the ramifications suggested by the author of these discoveries for the down to earth utility of criminal profiling are talked about.

**Sex and Authority in the Workplace: The Causes of Sexual Inequality. Retrieved from https://www.jstor.org/stable/2094507?casa\_token=SM9KfE0ByNEAAAAA:EF724or Z6oU6rF3SfABbZhctFc0j62D2H4bJOzljes8uKrs\_U8YvuuJ7- rjL1aiNnQ59l1klkoTDZ0U3qFe1iXQ4jU823ilRnozjYHYqA8\_HmlEfhIc&seq=1#me tadata\_info\_tab\_contents**

This paper adds to the comprehension of the reasons for the confinement of women from places of a specialist in the working environment. In this article author explored the degree to which the sex hole in angles of power can be clarified by the accompanying three variables: firstly, the capabilities of the women, secondly the practices and strategies of the managerial workforce, and thirdly, the frames of mind and practices of ladies themselves. The authors investigated the finding that while the measure of sex distinction in parts of power that can be clarified by the capabilities of the women is considerable, it isn't the most significant factor in charge of the confinement of ladies from places of power. Moreover, the solid proof is introduced that proposes that the practices and approaches of businesses are substantially more significant reasons for sexual contrasts in specialist in the working environment that are the frames of mind and practices of the ladies themselves. Therefore, this article explains the ways in which authors suggested that women are treated unequally and in wrong ways based on their sex and it confirms the gender bias at the workplace.

**Bielby, W. T., & Baron, J. N. (1986, January). Men and Women at Work: Sex Segregation and Statistical Discrimination. Retrieved from https://www.journals.uchicago.edu/doi/abs/10.1086/228350**

This article creates and tests theories about the determinants of sex isolation in occupations utilizing the two people, investigating information on a different example of California foundations. In the few occurrences wherein people perform comparative work jobs, the employees are regularly done in particular hierarchical settings, and when an undertaking utilizes both genders in a similar occupation, people are normally doled out various employment titles. The discoveries are steady with the hypothesis of measurable segregation, which sets that businesses save a few employments for men and others for ladies. Authors suggested that in any case, little proof is discovered that businesses' practices reflect productive and sane reactions to sex contrasts in abilities and turnover costs. Elective clarifications for sex isolation inside and among associations are recommended and the exploration important to build up a progressively precise record of the sexual division of work in the working environment is delineated.

**Karl, K. A., Hall, L. M., & Peluchette, J. V. (2013, August 16). City Employee Perceptions of the Impact of Dress and Appearance. Retrieved from https://journals.sagepub.com/doi/full/10.1177/0091026013495772**

This examination centers around representatives of the city and their observations in regards to the significance of dress and appearance in the open working environment division. Utilizing the impression the board writing and self-introduction hypothesis, we inspect the effect of method of dress worn (easygoing, business easygoing, formal business) on their self-view of inventiveness, efficiency, reliability, legitimacy, benevolence, and capability. We additionally analyze their convictions with respect to the effect of worker appearance on client impression of administration quality. Our outcomes recommend that "you are what you wear." Respondents felt progressively skilled and legitimate when wearing either formal business or business easygoing, increasingly dependable and beneficial when wearing business easygoing, and least benevolent and imaginative when wearing formal business clothing. Respondents likewise trusted that garbs positively affected client view of in general administration quality and that tattoos, athletic wear, flighty haircuts or hair shading, sweat pants, facial piercings, uncovering attire and dress with tears, tears or openings had a negative effect. Suggestions and headings for future research are talked about.

**Questions**

All the articles are related to the gender and the work life as authors have differently considered the race, gender, class, sexual orientation and ethnicity that helps in shaping the psychological development and impacts the career experience and vocational development of the workers in various fields. The article ‘Men and Women at Work: Sex Segregation and Statistical Discrimination’ created and tested theories about the determinants of sex isolation in occupations utilizing the two people, investigating information on a different example of foundations in California. The other article regarding ‘Gender Differences in Patterns and Trends in U.S. Homicide,’ explained the database of national homicide, from the Supplementary Homicide Reports of SHR at the FBI site, starting from 1976 till 2015 with numerous accusation of omitted information of gender differences investigation among the offenders and victims based on their demographics, for instance race, age, circumstances, weapon, and relationship between victim and offender.

Moreover, the various article examined the ways in which authors suggested that women are treated unequally and in wrong ways based on their sex and it confirms the gender bias at the workplace. The authors investigated the finding that while the measure of sex distinction in parts of power that can be clarified by the capabilities of the women is considerable, it isn't the most significant factor in charge of the confinement of ladies from places of power. There is an article which examined the differences among gender in the histories of sexual abuse and by examining as ample of psychology disabled youth it determined the development of improper sexual conducts. Very minor rate of young girls reported to be victimizing their sexual abuse, and one third received various major wounds related to physical exploitation, also the 95% were constantly being abused sexually. However, the majority of boys explained their victimizing behavior as linked to the history of sexual abuse. The discoveries are steady with the hypothesis of measurable segregation, which sets that businesses save a few employments for men and others for ladies. However, the authors used a huge database of four decades; therefore it restricts the range of demographic measures and characteristics of the incidents. Authors described the challenges faced by gender investigation for four decades and the ways there is misleading or missing information regarding the topic of gender in all the previous chauvinistic studies.

Hence the psychological research on personality has been divided by managing sex, race, ethnicity, sexuality, and class, with the goal that specific minority bunches are methodically barred from thought. Furthermore, longitudinal examinations are only here and there embraced; certain ward factors are exhausted while different elements are dismissed. A model for observational research on the character is given by women's activists' account, outstanding for their endeavors to join dismissed gatherings, measurements and connections, just as their consideration regarding the socio-historical setting. Such works advance the idea of the way of life as socially developed over numerous measurements.

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Verniers, C., & Vala, J. (n.d.). Justifying gender discrimination in the workplace: The mediating role of motherhood myths. Retrieved from <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0190657>