



## FELLOW PROFILE

**Name:** Tapas K. Sen

**Degrees, certifications,  
etc.:** MSc-Psychology 1954,  
Calcutta Univ.  
PhD – Psychology 1963,  
The Johns Hopkins Univ.

**Current status:** Retired from active  
Psychology work.  
Member, State Employment  
& Training Comm., New  
Jersey

### **Employment History (List top 5 positions):**

1. Human Resources Director, AT&T, 1978-1996
2. Manager, Human Resources Planning, AT&T 1973-1976
3. Manager Corporate Strategy, 1976-1978
4. Member of Technical Staff, BELL LABS, 1963-1972
5. Research Scholar in Psychometrics, Indian Statistical Institute, Calcutta 1955-1959

### **What were your significant contributions to the field?**

Research on Speech Transmission Quality at Bell Labs

Developed a course on Human Factors in Communications at Bell Labs

Developed a strategy for Union-Management Collaboration using the principles of Macroergonomics. This was a part of my research on the Workplace of the Future.

Now working on a model for linking the World of Work to the World of Learning as a member of the Commission on Employment & Training in New Jersey.

Developed the architecture of the Council of Technical Groups at HFES and served as its Chair for the first 5 years.

### **Which articles in the journal *Human Factors* would you say were the most influential to you and your research or practice?**

I'd say a group of articles on Human-Machine interactions, Human-Computer Interactions and Macroergonomics.

### **What advice would you give someone considering HF/E as a profession?**

Consider what a HFES scientist can contribute to the entire area of Human Development. I think we can add a significant value in raising the quality of life of in many developing parts of the world.

### **Biography (How you got involved in the field, your major career activities and milestones):**

I think my initial exposure to psychometrics ignited my interest in making a career in Psychology, although my initial interest was in Physics. Later working under Professor Al Chapanis at Johns Hopkins broadened my interest in making a contribution to the world of technology. That's how I got involved in Bell Labs and later at AT&T. There I primarily

worked in many interdisciplinary projects involving macroergonomics, human resource strategy and human performance.

I am currently extending that work in my pro-bono activity as a member of the State Employment & Training Commission, trying to build a cooperative and collaborative model involving the private sector, the public sector and the non-profit sector of our economy to improve human and organizational performance.