

126. PRACTITIONER FORUM: SATURDAY, 12:00–1:45**SALON 1 (HILTON)****EMPLOYMENT BRANDING: CURRENT INITIATIVES AND PERSPECTIVES**

The employment brand is the unique and differentiating promise that a company makes to prospective and current employees. A well-positioned employment brand is vital to securing the human capital needed to meet business objectives. In this practitioner forum, I-O psychologists from six leading-edge companies share their company's journey in defining and delivering their unique employment brand.

Van M. Latham, PathPoint Consulting, *Chair*
 Allan H. Church, PepsiCo, *Participant*
 Larry Inks, Cardinal Health, *Participant*
 Peter M. Leddy, Dell Computer Corporation, *Participant*
 Kathleen J. Suckow, Microsoft Corporation, *Participant*
 Anthony T. Dalessio, IBM, *Participant*
 Jonathan M. Canger, TMP Worldwide, *Participant*

Submitted by Van M. Latham, Vlatham@pathpointconsulting.com

127. SYMPOSIUM: SATURDAY, 12:00–1:15**SALON 2 (HILTON)****NEW RESEARCH ON THE PROTEAN CAREER: IMPLICATIONS FOR EXECUTIVE DEVELOPMENT**

Recent data on the protean career is reviewed and highlighted. A longitudinal study highlights the importance of personally defined career success and psychological derailment. Another study documents protean career impacts on executive development in 30 organizations. Finally, a new scale assessing the protean career orientation is profiled.

Douglas T. Hall, Boston University, *Chair*
 Jon P. Briscoe, Northern Illinois University, Rachel L. F. DeMuth, Northern Illinois University, *The Impact of the Protean Career on Executive Development Practice: Evidence from 30 North American Companies*
 Paul R. Yost, The Boeing Company, Laura Black, University of Washington, Kira Flores Love, Seattle Pacific University, *Leader's Life Satisfaction: Finding One's Place in the World*
 Mary Mannion Plunkett, Boeing Company, Paul R. Yost, The Boeing Company, *Career Advancement and Derailment in the New Economy: A Practical Perspective*
 Douglas T. Hall, Boston University, *The Protean Career: A Recent History and a Prologue for New Directions*

Submitted by Douglas T. Hall, dthall@bu.edu

128. PRACTITIONER FORUM: SATURDAY, 12:00–12:45**SALON 3 (HILTON)****ACHIEVING A BREAKTHROUGH IN PERFORMANCE MANAGEMENT**

This practitioner forum, with the active participation of the forum attendees, explores traditional and nontraditional approaches to performance management. This forum will include an overview of research and best practice, a case study of one company's lessons learned from the implementation of a nontraditional system and solicitation of attendee perspectives.

Ben E. Dowell, Bristol-Myers Squibb, *Chair*
 Amy Bladen, Merck & Company, *Traditional Versus Nontraditional Performance Management: Best Practices*
 Ben E. Dowell, Bristol-Myers Squibb, *Lessons Learned from Implementing a Nontraditional Performance Management System*

Submitted by Ben E. Dowell, ben.dowell@bms.com

SATURDAY PM

129. SPECIAL EVENT: SATURDAY, 12:00–1:45**SALON 4/5 (HILTON)****EMOTIONAL INTELLIGENCE**

What is and what is not emotional intelligence? A discussion of the value and legitimacy of the EI construct. Emotional intelligence (EI) consists of skills and abilities explaining how individuals manage their own and others' emotions. While some scholars believe EI represents a substantial innovation for organizational research, others question its theoretical and/or empirical validity. This debate features six scholars who will explore these and other issues about EI.

Angelo S. DeNisi, Texas A&M University, *Moderator*

Neal M. Ashkanasy, University of Queensland, *Presenter*

Frank J. Landy, SHL, *Presenter*

Edwin A. Locke, University of Maryland, *Presenter*

Catherine Daus, Southern Illinois University–Edwardsville, *Presenter*

David Van Rooy, Florida International University, *Presenter*

Submitted by Angelo S. DeNisi, adenisi@cgsb.tamu.edu

130. PRACTITIONER FORUM: SATURDAY, 12:00–12:45**SALON 6 (HILTON)****FRIEND OR FOE? DESIGN, VALIDATION, AND IMPLEMENTATION OF COMPUTER-BASED TESTS**

This forum incorporates perspectives from external and internal consultants and electronic assessment professionals about psychometric and pragmatic issues associated with electronic testing. Several topics will be discussed, including equating across testing media, administration issues and considerations to address prior to Web-based testing, incorporating low-tech solutions, and lessons learned.

Shana A. Simon, Applied Psychological Techniques, Inc., *Chair*

Shana A. Simon, Applied Psychological Techniques, Inc., Michael E. Moomaw, Applied Psychological Techniques, Inc., *Web-Based Tests: Practical & Technical Issues in Their Design, Validation, and Implementation*

Richelle B. Southwick, Georgia-Pacific, David L. Mayfield, Georgia-Pacific, *Implementing Technological Solutions in Validation Studies: An Internal Consultant's Perspective*

Marc Wenzel, Pantesting, David T. Pfenninger, PAN-Performance Assessment Network, *When the Rubber Hits the Road: Lessons Learned in Online Pre-Employment Testing Software Design and Implementation*

Submitted by Shana A. Simon, ssimon@appliedpsych.com

131. SYMPOSIUM: SATURDAY, 12:00–1:15**DOGWOOD (HILTON)****MULTIPLE IDENTITIES AND DISCRIMINATION:
EXAMINING INTERSECTIONS OF CHARACTERISTICS**

Although harassment and discrimination research has grown considerably, relatively little attention has been given to discriminatory experiences that combined multiple characteristics of the target. This symposium explores coping, verbal harassment, and exclusionary tactics from the perspective of experiencing these multiple characteristics and identities.

Mindy Bergman, Texas A&M University, *Chair*

Kimberly T. Schneider, Illinois State University, Angela K. Swendsen, Illinois State University, *Differential Strategies for Coping with Workplace Sexual and Ethnic Harassment*

Natasha A. Hudspeth, Texas A&M University, Mindy Bergman, Texas A&M University, *Toward an Understanding of Harassment and Discrimination: A Cognitive Approach*

Robert Hitlan, University of Northern Iowa, Michael A. Zarate, University of Texas–El Paso, *The Effects of Language Exclusion on Psychological and Work-Related Outcomes*

Alison M. Konrad, Temple University, *Discussant*

Submitted by Mindy Bergman, mindybergman@tamu.edu

132. SYMPOSIUM: SATURDAY, 12:00–12:45

HARBOUR 1 (ROYAL PLAZA)

INDIVIDUALS WITHIN THE COLLECTIVE: PSYCHOLOGICAL PERSPECTIVES ON WORK IN CHINA

Despite the global strategic importance of China, less is known about the individual Chinese worker's experience. We focus on work–family/family–work conflict, organizational climate, work locus of control, coping and well-being, and unemployment among Chinese workers to understand predictive validity of certain constructs and theories developed in the western context.

Abhishek Srivastava, West Virginia University, *Chair*

Peng Wang, University of Illinois at Urbana-Champaign, John J. Lawler, University of Illinois at Urbana-Champaign, Kan Shi, Chinese Academy of Sciences, *The Relationship Between Work–Family Conflict and Work-Related Outcomes in China*

Zhen Zhang, University of Minnesota, *An Empirical Study on the Employee-Perceived Organizational Climate in Mainland China*

Abhishek Srivastava, West Virginia University, Frances M. McKee-Ryan, Oregon State University, Gerald L. Blakely, West Virginia University, Martha C. Andrews, University of North Carolina–Wilmington, *The Role of Work Locus of Control and Supportive Co-workers on Active Coping and Well-Being in Chinese Managers*

Zhaoli Song, University of Minnesota, Kan Shi, Chinese Academy of Sciences, *Predictors and Consequences of Reemployment among Unemployed Job Seekers in China*

Pamela L. Perrewé, Florida State University, *Discussant*

Submitted by Frances M. McKee-Ryan, fran@bus.oregonstate.edu

133. SYMPOSIUM: SATURDAY, 12:00–1:45

HARBOUR 3 (ROYAL PLAZA)

NEW FRONTIERS IN JOB SATISFACTION, JOB PERFORMANCE, AND THEIR LINKAGES

Six papers present new evidence surrounding the job satisfaction-performance relationship. Three papers demonstrate the importance of expanding the construct domain of job satisfaction; one paper demonstrates the necessity of expanding the performance construct; and two papers demonstrate that the relationship between satisfaction and performance may be more complex than previously thought.

Deborah E. Rupp, University of Illinois at Urbana-Champaign, *Chair*

Oleksandr Chernyshenko, University of Canterbury, Stephen Stark, Georgia Tech, School of Psychology, Marcus Crede, University of Illinois Urbana-Champaign, Patrick Wadlington, University of Illinois at Urbana-Champaign, Wayne C. Lee, University of Illinois Urbana-Champaign, *Improving the Measurement of Job Attitudes: The Development of the JSI*

Patrick Wadlington, University of Illinois at Urbana-Champaign, Sharmin Spencer, University of Illinois at Urbana-Champaign, Ben-Roy Do, University of Illinois at Urbana-Champaign, *Work Environment Satisfaction: Assessment of Structure, Incremental Validity, and Relationships with Other Variables*

Reeshad S. Dalal, University of Illinois at Urbana-Champaign, Carra S. Sims, University of Illinois at Urbana-Champaign, Sharmin Spencer, University of Illinois at Urbana-Champaign, *An Assessment of the Structure of Work Behavior*

Michael R. Bashshur, University of Illinois at Urbana-Champaign, Carra S. Sims, University of Illinois at Urbana-Champaign, *Stressed Out: The Relationship of General Stress to Job Attitudes and Performance*

Marcus Crede, University of Illinois at Urbana-Champaign, Reeshad S. Dalal, University of Illinois, Michael R. Bashshur, University of Illinois at Urbana-Champaign, *From Qualitative to Quantitative: Construction of a Satisfaction With Management Scale*

Marcus Crede, University of Illinois at Urbana-Champaign, Stephen Stark, Georgia Tech, Oleksandr Chernyshenko, University of Canterbury, Michael R. Bashshur, University of Illinois at Urbana-Champaign, Reeshad S. Dalal, University of Illinois at Urbana-Champaign, Ben-Roy Do, University of Illinois at Urbana-Champaign, *Development of an Integrative Model of the Antecedents and Consequences of Job Satisfaction*
 Andrew Miner, University of Minnesota, *Discussant*

Submitted by Deborah E. Rupp, derupp@s.psych.uiuc.edu

134. SYMPOSIUM: SATURDAY, 12:00–1:15

JASMINE BAY (ROYAL PLAZA)

OCCUPATIONAL HEALTH AND SAFETY: ENCOMPASSING PERSONALITY, EMOTION, TEAMS, AND AUTOMATION

Occupational health and safety is a fast-growing area of study for I-O psychologists. This symposium encompasses various perspectives examining health and safety utilizing a diversity of samples to increase our understanding of such outcomes. Presentations describe research that accounts for outcomes related to individual health, safety, and work design.

Gilad Chen, Georgia Institute of Technology, *Co-Chair*

J. Craig Wallace, Georgia Institute of Technology, *Co-Chair*

Jennifer C. Cullen, Portland State University, Jennifer A. Sommers, Portland State University, Leslie B. Hammer, Portland State University, Margaret B. Neal, Portland State University, Robert R. Sinclair, Portland State University, *Job Role Quality and Health: Examining the Role of Affective Mood States*

Steven J. Kass, University of West Florida, Margery Doyle, Institute for Human and Machine Cognition, Anil K. Raj, Institute for Human and Machine Cognition, Frank Andrasik, University of West Florida, Jeremy Higgins, Institute for Human and Machine Cognition, *Intelligent Adaptive Automation for Safer Work Environments*

J. Craig Wallace, Georgia Institute of Technology, Stephen J. Vodanovich, University of West Florida, *Personality, Safety Behaviors, and Accidents: Investigating Workplace Safety Performance*

Katherine A. Wilson, University of Central Florida, C. Shawn Burke, University of Central Florida, Eduardo Salas, University of Central Florida, Jennifer Fowlkes, University of Central Florida, Heather Priest, University of Central Florida, *Promoting Workplace Safety Through High Reliability Teams*

Michael Frese, University of Giessen, *Discussant*

Submitted by J. Craig Wallace, CraigWallace@attbi.com

135. SYMPOSIUM: SATURDAY, 12:30–1:45

SALON 7 (HILTON)

THE LEADERSHIP PROCESS: EXPANDING OUR KNOWLEDGE OF WHY LEADERSHIP WORKS

This symposium presents research that focus on the process of effective leadership. From leader-member exchange theory to transformational leadership models, all the studies present mediational models that further understanding of why leadership is effective. Understanding the leadership process enriches theory and enables developmental programs that incorporate process.

Annette Towler, University of Colorado–Denver, *Chair*

Michael West, University of Aston, Carol S. Borrill, Aston University, Catherine Fieschi, University of Nottingham, Judy Scully, University of Aston, Jeremy F. Dawson, University of Aston, *Leadership for Employee Involvement and Hospital Performance*

Kathryn Sherony, Purdue University, *Leader Emotional Expression and Leader-Member Exchange*

Kathleen Boies, University of Western Ontario, Jane Howell, University of Western Ontario, *The Impact of Leadership, Shared Cognitions, and Affect on Team Trust and Performance*

Niro Sivanathan, Queen's University, Julian I. Barling, Queen's University, Catherine Loughlin, University of Toronto, E. Kevin Kelloway, St. Mary's University, *Leading Others to Well-Being: Transformational Leadership and Employee Well-Being*

Marcus W. Dickson, Wayne State University, *Discussant*

Submitted by Annette Towler, atowler@carbon.cudenver.edu

136. ROUNDTABLE: SATURDAY, 12:30–1:15**CRYSTAL (HILTON)****WHEN IS AN APPLICANT REALLY AN APPLICANT: APPLIED/RESEARCH IMPLICATIONS**

This roundtable discussion will explore the effects of modern recruiting and hiring patterns on adverse impact analyses, selection tools, and validation requirements. Applied and research implications involving applicant flow processes, conformance with legal guidelines and regulations, and the use of screening tools will be discussed.

Julie Anne Caplinger, Jeanneret & Associates, Inc., *Co-Host*

S. Morton McPhail, Jeanneret & Associates, Inc., *Co-Host*

Submitted by Julie Anne Caplinger, JulieC@jeanneret.com

137. PRACTITIONER FORUM: SATURDAY, 12:30–1:45**AZALEA (HILTON)****360-DEGREE FEEDBACK WITH LIMITED ACCESS POPULATIONS**

360-degree feedback is often implemented among populations with quite varied access to 360 systems. Not all employees can receive e-mail, but not all employees are willing to complete paper surveys. Four unique cases are presented where 360 was successfully implemented with employees from extremely diverse settings.

Dale S. Rose, 3-D Group, *Chair*

Carey L. Peters, Tennessee Valley Authority, *Could a Paper 360 Process Be Better Than an Electronic One?*

Virginia Bryant Whelan, Harrah's Entertainment, Inc., Michael J. Howard, Harrah's Entertainment, *Upward*

Feedback on the Casino Floor

William M. Verdi, Baruch College, *360-Degree Feedback for Trade Employees at Long Island Railroad*

Emmy L. Naranjo, San Francisco State University, Sommer Harvey, *Migrating From Paper to Online Surveys in a Retail Environment*

Carol W. Timmreck, Shell Oil Company, *Discussant*

Submitted by Dale S. Rose, drose@3Dgroup.net

138. INTERACTIVE POSTERS: SATURDAY, 12:30–1:15**NARCISSUS (HILTON)****INTERACTIVE POSTERS: MOTIVATION**

Don VandeWalle, Southern Methodist University, *Facilitator*

138-1 GOAL ORIENTATIONS AND PERFORMANCE: THE MEDIATING EFFECTS OF TASK LEARNING

Research results demonstrated that task learning partially mediates the effects of learning-goal orientation on performance. Our results highlighted the importance of examining the effects of multiple mediators of goal-orientation effects, improving measures of task learning, and identifying task contexts and mediators relevant to performance goal-orientation.

Mark V. Palumbo, Wright State University

Debra Steele-Johnson, Wright State University

Valerie L. Shalin, Wright State University

Lynn-Michelle Sassoon, Wright State University

Submitted by Debra Steele-Johnson, debra.steele-johnson@wright.edu

138-2 THE IMPACT OF GOAL ORIENTATION AND CONSCIENTIOUSNESS ON GOAL REVISION

The present study sought to examine the impact of goal-performance discrepancies (GPDs), goal orientation, and conscientiousness on the goal revision process. The results revealed that goal revision was a function of GPDs, and that the GPD-goal revision relationship was significantly moderated by performance-goal orientation and conscientiousness.

B. Tyson Breland, Virginia Tech

John J. Donovan, Virginia Tech

Submitted by John J. Donovan, donovan@vt.edu

138-3 THE EFFECT OF GOAL ORIENTATION ON FEEDBACK-SEEKING BEHAVIOR

This study investigated the antecedents of feedback-seeking behavior. Goal orientation was found to predict perceptions of cost and values associated with feedback seeking. Cost and value perceptions, in turn, predicted preference and choice for various feedback types. The implications for theory and practice are discussed.

Guihyun Park, Michigan State University

Aaron M. Schmidt, Michigan State University

Christine Scheu, Michigan State University

Richard P. DeShon, Michigan State University

Submitted by Guihyun Park, parkguih@msu.edu

138-4 COMPARING TWO- AND THREE-FACTOR MODELS OF GOAL ORIENTATION: A META-ANALYSIS

Researchers have recently expanded the two-factor (learning and performance) model of goal orientation to three factors by distinguishing between approach- and avoid-performance orientations. Our meta-analytic findings supported the viability of the three-factor model by showing that it explained more variance (11%) in achievement than the two-factor model (4%).

Eric Day, University of Oklahoma

Sheauyuen Yeo, Ohio State University

David J. Radosevich, Ohio State University

Submitted by Eric Day, eday@ou.edu

SATURDAY PM

139. EDUCATION FORUM: SATURDAY, 12:30–1:45

CAMELIA (HILTON)

**ACTIVE LEARNING METHODS TO MAXIMIZE STUDENT LEARNING
AND LONG-TERM RETENTION**

Active learning is defined as personal engagement of students in the content of the course material and in the learning activities that require social interaction. This session will expose participants to various pedagogical techniques that build upon the human learning, memory, and cognition principles and facilitate long-term retention.

Todd D. Zakrajsek, Central Michigan University, *Co-Chair*

Lana V. Ivanitskaya, Central Michigan University, *Co-Chair*

Todd D. Zakrajsek, Central Michigan University, Lana V. Ivanitskaya, Central Michigan University, *Active Learning Methods to Maximize Student Learning and Long-Term Retention*

Submitted by Lana V. Ivanitskaya, ivanilsv@cmich.edu

140. PRACTITIONER FORUM: SATURDAY, 12:30–1:45**CASTLE HARBOUR (ROYAL PLAZA)****USABILITY RESEARCH IN WEB SURVEYING: INTRODUCTION,
EXAMPLES, AND PRACTICAL IMPLICATIONS**

Organizations increasingly survey employees and customers electronically via the Internet. Although usability (e.g., clarity, ease of navigation) impacts individual responses, the issue is largely absent in I-O research. We introduce usability, provide recommendations for survey practitioners, and illustrate usability studies conducted at the Department of Defense and The Boeing Company.

Kyle Lundby, Data Recognition Corporation, *Chair*

Kyle Lundby, Data Recognition Corporation, Murray J. Mack, U.S. Department of the Army, *Usability Research: Introduction, Review, and Implications for I-O Survey Practitioners*

James R. Caplan, U.S. Department of Defense, Timothy Elig, Defense Manpower Data Center, *Building Usability Into an Automated Survey Development System*

Jody Toquam-Hatten, The Boeing Company, Carrie Christianson DeMay, Data Recognition Corporation, Valerie Winston Healy, The Boeing Company, *Usability Testing Procedures and Results from a 360-Degree Process*

Kristofer J. Fenlason, Data Recognition Corporation, Jonathan Kurlander, Data Recognition Corporation-Survey Division, *Practical Suggestions and Options for Applying Usability Testing to Web Surveys*

Submitted by Kyle Lundby, klundby@datarecognitioncorp.com

141. SYMPOSIUM: SATURDAY, 12:30–2:15**HARBOUR 2 (ROYAL PLAZA)****LUMPERS AND SPLITTERS: THE UTILITY OF PERSONALITY BEYOND THE FFM**

Personality has been re-established as a viable and useful, although modest, tool with which to predict organizational behavior. We address whether we can increase the predictive ability of personality by taking one of two approaches: splitting or lumping. That is, should we measure personality more narrowly or broadly than presently conceptualized?

Henry Moon, University of Maryland, *Chair*

Greg L. Stewart, University of Iowa, Murray R. Barrick, University of Iowa, Laura Parks, University of Iowa, *A Theoretical and Empirical Analysis of Broad and Narrow Traits*

Lauren J. Ramsay, Michigan State University, Neal W. Schmitt, Michigan State University, Frederick L. Oswald, Michigan State University, Brian H. Kim, Michigan State University, Michael A. Gillespie, Michigan State University, *Personality and Performance: Is There More Than the Big Five?*

Henry Moon, University of Maryland, Sophia Marinova, University of Maryland, Stephen E. Humphrey, Michigan State University, John R. Hollenbeck, Michigan State University, *Halos and Horns: The Suppression of Facets of Extraversion When Predicting Organizational Criterion of Interest*

Joyce C. Hogan, Hogan Assessment Systems, *Personality-Based Job Performance Criteria: Theory, Dimensionality, and Prediction*

Timothy A. Judge, University of Florida, *Lumpers, Splitters, and Core Self-Evaluations*

Submitted by Henry Moon, hmoon@rhsmith.umd.edu

**SATURDAY
PM**

142. SYMPOSIUM: SATURDAY, 12:30–1:45**HARBOUR 4 (ROYAL PLAZA)****TASK, CONTEXTUAL, AND SOCIAL BEHAVIORS: ADVANCING THE
MEANING OF PERFORMANCE**

The criterion problem is a perennial concern in I-O psychology, with implications for theory and practice in many core domains. The four assembled papers seek to clarify our understanding of the nature and structure of job performance as a foundation for advancing prediction and improvement of valued work behavior.

Robert P. Tett, University of Tulsa, *Co-Chair*

Kevin E. Fox, University of Tulsa, *Co-Chair*

Meredith A. Vey, University of Minnesota, John P. Campbell, University of Minnesota, *Perceived Motives and Consequences of Effective Contextual and Task Performance*

Sarah A. Strupeck, University of Tulsa, Deidra J. Schleicher, University of Tulsa, Gordon Dean Cooper, University of Tulsa, Wendy J. Casper, University of Tulsa, Steve Hopper, Hilti International, *Contextual Performance and the Bottom-Line: Exploring Objective Measures of Contextual Performance*

Robert P. Tett, University of Tulsa, Kevin E. Fox, University of Tulsa, Penelope C. Palmer, University of Tulsa, *Task and Contextual Performance as Formal and Expected Work Behaviors*

Robert J. Schneider, Personnel Decisions Research Institutes, Jeff W. Johnson, Personnel Decisions Research Institutes, *Development of a Social Performance Taxonomy for Management Positions*

Stephan J. Motowidlo, University of Minnesota, *Discussant*

Submitted by Kevin E. Fox, Kevin-Fox@utulsa.edu

143. SYMPOSIUM: SATURDAY, 1:00–2:45**SALON 3 (HILTON)****RESEARCH INNOVATIONS IN TECHNOLOGY-ENHANCED EMPLOYMENT PROCESSES**

Many I-O researchers have begun to examine the important role that information technology plays in enhancing employment processes. Some of this research examines equivalence and validity issues that arise from presenting traditional assessments over the Internet. In this symposium, however, we examine innovative new applications of IT to employment processes.

Jeffrey M. Stanton, Syracuse University, *Co-Chair*

Frederick L. Oswald, Michigan State University, *Co-Chair*

Thomas Starr King, University of South Florida, Lori Foster Thompson, East Carolina University, Michael D. Covert, University of South Florida, *Intelligent Agents in I-O Practice: An Empirical Investigation of Attitudes and Intentions Towards Agent Use*

Darleen Pawlowicz, Temple University, Donald A. Hantula, Temple University, Ned Kock, Temple University, John P. D'Arcy, Temple University, *Media Naturalness and Temporal Adaptation in Virtual Team Performance: A Matter of Time*

Maryalice Citera, SUNY–New Paltz, Alice F. Stuhlmacher, DePaul University, Takashi Mitsuya, State University of New York at New Paltz, *E-Negotiations: Implications for Building Business Relationships Online*

Svetlana N. Khapova, University of Twente, Celeste P. M. Wilderom, University of Twente, *Web-Based Career Support Systems: Two Longitudinal Field Experiments*

Tracey E. Rizzuto, Pennsylvania State University, *Knowledge Management System Development: A Design Model Approach to System Adaptation and Learning*

Submitted by Jeffrey M. Stanton, jmstanto@syr.edu

144. MASTER TUTORIAL: SATURDAY, 1:00–2:45**SALON 8 (HILTON)****EMPLOYMENT LAW: INTRODUCTION TO THE BASICS**

This tutorial introduces employment law to the student or practitioner presently having only a minimal understanding of the subject. The tutorial introduces legal concepts and vocabulary, the sources of employment law, and how to use legal citations. The tutorial focuses primarily but not exclusively on laws enforced by the EEOC.

Donald L. Zink, Personnel Management Decisions, *Presenter*

Submitted by Donald L. Zink, donlzink@aol.com

145. POSTER SESSION: SATURDAY, 1:00–2:15**INTERNATIONAL BALLROOM (HILTON)****DIVERSITY AND CULTURE****145-1****RELATIONSHIPS AMONG GOAL ORIENTATION, SELF-EFFICACY, AND CROSS-CULTURAL PERFORMANCE**

This study examined relationships among goal orientations, self-efficacy, and cross-cultural performance. Longitudinal data from 77 students indicated that neither learning nor performance orientation had a direct impact on sojourners' academic adjustment, GPA, and social adjustment. Instead, effects of goal orientations on cross-cultural performance were fully mediated by self-efficacy.

Yaping Gong, Hong Kong University of Science & Technology

Jinyan Fan, Ohio State University

Baniyelme Zoogah, Ohio State University

Submitted by Yaping Gong, mnygong@ust.hk

145-2**A CROSS-NATIONAL COMPARATIVE STUDY OF WORK–FAMILY STRESS**

A comparative study of work–family stressors, work hours, and well-being was described contrasting managers from Anglo countries with China and Latin America. Anglos, but not Chinese and Latins, demonstrated a positive relation between work hours and work–family stressors. In all three samples work–family stressors related to well-being.

Paul E. Spector, University of South Florida

Cary L. Cooper, UMIST

Steven A.Y. Poelmans, IESE Business School

Tammy D. Allen, University of South Florida

Michael P. O'Driscoll, University of Waikato

Juan I. Sanchez, Florida International University

Oi-Ling Siu, Lingnan University

Philip Dewe, Birkebeck College

Peter M. Hart, Insight SRC Pty Ltd

Luo Lu, Fu-Jen University

Gabrielle M. Ostrognay, International Survey Research

Kate Sparks, UMIST

Paul Wong, Trinity Western University

Shanfa Yu, Henan Institute of Occupational Medicine

Submitted by Paul E. Spector, spector@chuma.cas.usf.edu

145-3 JOB SEEKING AMONG RETIREES SEEKING BRIDGE EMPLOYMENT

Using a sample of 124 retired job seekers this study tested the general propositions of Wanberg et al.'s (1996) model of job seeking while also adapting that model to include specific variables that are relevant to older adults seeking bridge employment. Many of the hypothesized relationships were supported.

Gary A. Adams, University of Wisconsin–Oshkosh
 Jamie D. Jacobson, University of Wisconsin–Oshkosh
 Veronica Marie Dendinger, University of Wisconsin–Oshkosh
 Greta Lax, University of Akron

Submitted by Gary A. Adams, AdamsG@uwosh.edu

145-4 ORGANIZATIONAL ATTRACTION OF RETIREES FOR BRIDGE EMPLOYMENT

This research examined the impact of three organizational policies on applicant attraction of 124 older workers with an interest in bridge employment. Using a mock newspaper ad to manipulate policies, scheduling flexibility, and a targeted EEO statement positively influenced applicant attraction while opportunities to transfer knowledge had little impact.

Gary A. Adams, University of Wisconsin–Oshkosh
 Barabra L. Rau, University of Wisconsin–Oshkosh

Submitted by Gary A. Adams, AdamsG@uwosh.edu

145-5 A CONCEPTUAL MODEL OF LIFE BALANCE: CROSS-CULTURAL COMMONALITIES AND DIFFERENCES

This is an exploratory study of work and family issues in five distinct cultural milieus—China, Hong Kong, Mexico, Singapore, and the United States. Based on analyses of focus group discussions with professionals in each location, we develop a model of linkages between work–family conflict and life balance.

Margaret A. Shaffer, Hong Kong Baptist University
 Anne Marie C. Francesco, Hong Kong Baptist University
 Janice R. Joplin, University of Texas–El Paso
 Theresa Lau, Hong Kong Polytechnic University

Submitted by Anne Marie C. Francesco, mnamf@hkbu.edu.hk

145-6 WORK–FAMILY CONFLICT, WORK–FAMILY CULTURE, AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG TEACHERS

Data from 203 teachers was collected on work- and family-related questionnaires. The negative relationship between work–family conflict and organizational citizenship behavior (OCB) and the positive relationship between work–family culture and OCB remained significant after controlling for job satisfaction and organizational commitment. Results suggest that schools should foster positive work–family cultures.

Lisa Indovino, Montclair State University
 Erin B. Rosner, Montclair State University
 Jennifer De Nicolis Bragger, Montclair State University
 Ofelia Rodriguez Srednicki, Montclair State University

Submitted by Erin B. Rosner, rosnere1@mail.montclair.edu

145-7 **AFFECTIVE AND COGNITIVE REACTIONS TO ANGLO- AND ASIAN-ACCENTED
ENGLISH SPEAKERS**

The effects of speaker accent and speaker gender on listeners' affective and cognitive reactions was examined. Results showed that Asian-accented English speakers evoked more negative affect than Anglo-accented English speakers, and that cognitive evaluations of them were not uniformly positive or negative, but varied according to the attribute dimensions considered.

Megumi Hosoda, San Jose State University
Jennifer N. Walter, San Jose State University
Eugene F. Stone-Romero, University of Central Florida

Submitted by Megumi Hosoda, mhosoda@email.sjsu.edu

145-8 **FOREIGN ACCENT, GENDER, AND LOCATION AS DETERMINANTS OF EMPLOYMENT DECISIONS**

The present study examined the effects of accent (Anglo, French, and Japanese), gender, location (California vs. Kansas) on access-related employment decisions for four jobs. Results showed that foreign-accented applicants, especially Japanese-accented applicants, fared worse for such decisions, especially for jobs that required a high level of oral communication with others.

Megumi Hosoda, San Jose State University
Jennifer N. Walter, San Jose State University
Lucia Arsintescu, San Jose State University
Tuan Q. Tran, Kansas State University

Submitted by Megumi Hosoda, mhosoda@email.sjsu.edu

145-9 **SUPER MODELS: THE IMPACT OF LIKE-MENTORS FOR HOMOSEXUAL EMPLOYEES**

Although research has shown that mentors contribute to job-related outcomes, less research has examined the influence of homosexual mentors on gay and lesbian proteges. Interestingly, homosexual employees ($N = 253$) who had homosexual mentors reported increased psychological job-related outcomes (e.g., job satisfaction) but not increased tangible outcomes (e.g., promotions).

Jean Lin, Rice University
Michelle (Mikki) Hebl, Rice University
Scott Tonidandel, Davidson College
Jennifer L. Knight, Rice University

Submitted by Jennifer L. Knight, jknight@rice.edu

145-10 **ON ORGANIZATIONAL CULTURE, STRENGTH, AND OUTCOMES**

I explore the relations between organizational culture and cooperation within organizational units, coordination among units, and performance. I also assess the relevance of the notion of strength, recently demonstrated in the climate literature as a moderator of climate-outcome relations, in an organizational culture study utilizing 2,645 members of 302 units.

Patrick J. Murphy, University of Illinois–Chicago

Submitted by Patrick J. Murphy, pmurph10@uic.edu

**145-11 ROLE OF MULTICULTURAL COMPETENCE AND EMOTIONAL INTELLIGENCE IN
MANAGING DIVERSITY**

Using a 360-degree feedback instrument, multicultural competency was shown to predict managerial effectiveness. Managerial scores on emotional intelligence (EQ) predicted others' perceptions of multicultural competency as well as self-awareness. Managers who scored higher on the Interpersonal and Stress Management factors of EQ were rated higher on multicultural competence.

Donna Chrobot-Mason, University of Colorado–Denver
Jean B. Leslie, Center for Creative Leadership

Submitted by Donna Chrobot-Mason, dchrobot@carbon.cudenver.edu

**145-12 RELATIONSHIP BETWEEN SEXUAL HARASSMENT AND NEGATIVE OUTCOMES:
A META-ANALYSIS**

A meta-analysis was conducted to study the relationship between sexual harassment and negative work-related and personal outcomes. Results indicate that there is a significant relationship between sexual harassment and job satisfaction, organizational withdrawal, and psychological health; however, several study characteristics moderate this relationship.

Angela K. Pratt, Wayne State University
Laurela Burnazi, Wayne State University
Lori A. LePla, Wayne State University
April M. Boyce, Wayne State University
Boris B. Baltes, Wayne State University

Submitted by Angela K. Pratt, apratt@sun.science.wayne.edu

145-13 THE RELATIONSHIPS BETWEEN REASONS FOR WORKING ATTITUDES OF BRIDGE EMPLOYEES

This study examined the four reasons for working (social, personal, financial, and generative) and three attitudinal responses (job satisfaction, retirement attitude and occupational self-efficacy) to bridge employment, among 108 retirees holding bridge employment positions. It was found that generativity played an important role in the attitudinal responses.

Veronica Marie Dendinger, University of Wisconsin–Oshkosh
Jamie D. Jacobson, University of Wisconsin–Oshkosh
Gary A. Adams, University of Wisconsin–Oshkosh

Submitted by Gary A. Adams, Adamsg@uwosh.edu

**145-14 MODERATING EFFECTS OF PREVIOUS INTERNATIONAL EXPERIENCE:
DOMAIN-SPECIFIC EFFECTS**

We examined the effects of expatriates' current and previous international experiences on the cross-cultural adjustment. The results provide support for both the main effect of current assignment tenure and the moderating effects of previous international experiences. The moderating effects of previous international experience were domain-specific.

Riki Takeuchi, University of Maryland
Paul E. Tesluk, University of Maryland
Seokhwa Yun, Montclair State University
David P. Lepak, University of Maryland

Submitted by Riki Takeuchi, rtakeuch@rhsmith.umd.edu

145-15 GENDER DIFFERENCES IN JOB PERFORMANCE: DO WOMEN EXPATRIATES MEASURE UP?

This study examined gender differences in expatriate job performance to see whether women effectively perform job duties in a potentially unfriendly cultural environment. Job performance ratings were obtained for 310 expatriates. Men and women were rated similarly in terms of job performance, lending support to the employment of women expatriates.

Hannah L. Jackson, University of Minnesota
Handan K. Sinangil, Marmara University
Deniz S. Ones, University of Minnesota

Submitted by Hannah L. Jackson, hannahj@ureach.com

145-16 ISOLATING THE FAMILY'S ROLE IN EXPATRIATE ADJUSTMENT AND JOB PERFORMANCE

This study examined the influence that spouse and family have on expatriate adjustment and job performance. Data were obtained for 310 expatriates and Turkish host country national coworkers. Results indicate that marital status, presence and adjustment of family, and family support have a differential impact on various dependent variables.

Hannah L. Jackson, University of Minnesota
Deniz S. Ones, University of Minnesota
Handan K. Sinangil, Marmara University

Submitted by Hannah L. Jackson, hannahj@ureach.com

145-17 HOW DO LISTSERVS INCREASE ORGANIZATIONAL SENSE OF COMMUNITY?

This study tests a model of how listservs (i.e., group e-mail lists) affect the organizational sense of community. Results show that the listserv increased knowledge about the organization as well as activity within the organization. However, only the increased knowledge about the organization increased sense of community.

Anita Blanchard, University of North Carolina–Charlotte

Submitted by Anita Blanchard, ALBlanch@email.uncc.edu

145-18 TIME DEMANDS, WORK–FAMILY CONFLICT, AND TURNOVER: DOES GENDER MATTER?

Based on Pleck's (1977) gender role strain model, it is proposed that men and women perceive work–family conflict differently and therefore react in distinctive manners. Results from longitudinal data collected at three time points suggest that for men only, time demands lead to turnover intentions through work–family conflict.

Ann H. Huffman, Texas A&M University
Stephanie C. Payne, Texas A&M University
Carl A. Castro, Walter Reed Army Institute of Research

Submitted by Ann H. Huffman, annhuffman@neo.tamu.edu

145-19 YOUNG COUPLES' WORK–FAMILY PLANNING STRATEGIES

Egalitarianism, a role-sharing orientation in intimate relationships, was examined as a predictor of young couples' work–family integration strategies. Eighty-four exclusive heterosexual couples completed a survey. Results indicated that egalitarian views were positively related to joint strategies and negatively related to strategies enacted exclusively by the female partner.

Scott H. Seely, Western Illinois University
Karen L. Harris, Western Illinois University

Submitted by Karen L. Harris, K-Harris@wiu.edu

**145-20 ORGANIZATIONAL APPROACHES TO WORK–FAMILY CONFLICT:
TESTING AN INTEGRATIVE MODEL**

Examines a comprehensive model of the work–family context. Policies, culture, and supervisory support are examined for their impact on conflict and attachment in a sample of workers ($n = 313$). Model support is found for each contextual factor and the independent consideration of supervisory support. Implications and future directions are discussed.

Lindsay B. Flye, California State University–San Bernardino
Mark D. Agars, California State University–San Bernardino
Janet L. Kottke, California State University–San Bernardino

Submitted by Mark D. Agars, Magars@csusb.edu

145-21 DEVELOPMENT AND VALIDATION OF THE ORGANIZATIONAL DIVERSITY CLIMATE SCALE

As organizations become increasingly diverse, it grows correspondingly more important to be able to validly measure an organization's diversity climate. The current study reports the development and validation of the 30-item Organizational Diversity Climate scale. Results indicate the scale is highly reliable and exhibits good construct and criterion-related validity.

Tahira M. Probst, Washington State University–Vancouver
Nicole L. Nelson, FAA

Submitted by Tahira M. Probst, probst@vancouver.wsu.edu

**145-22 THE MANIFESTATION AND REMEDIATION OF PREGNANCY DISCRIMINATION IN
HIRING SITUATIONS**

The current research investigates the manifestation of potential formal and interpersonal discrimination against pregnant women in hiring situations, as well as how such discrimination might be remediated. Results indicated that pregnant applicants were interpersonally discriminated against. Moreover, acknowledgement of a pregnancy was found to increase discrimination.

Stephanie Kazama, Rice University
Michelle (Mikki) Hebl, Rice University

Submitted by Stephanie Kazama, stmorr@rice.edu

145-23 EFFECTS OF JOB DESIGN AND JOB STRUCTURE IN TELECOMMUTING

This study examined the effects of job design and structure on job and life satisfaction. Fifty-five (55) telecommuters and 50 nontelecommuters were investigated. Analyses found that autonomy was positively associated with telecommuting and that increased structure in a telecommuter's work environment was positively related to life satisfaction but not job satisfaction.

Robin T. Arthur, Xavier University
Mark S. Nagy, Xavier University

Submitted by Mark S. Nagy, nagyms@xu.edu

145-24 FAMILY FRIENDLINESS: THE EFFECTS OF POLICY AND CULTURE ON ATTRACTION

Experimental investigation of the effect of type of policy (traditional, family-oriented, flexible scheduling), work–family culture (supportive, not supportive, control), and applicant gender and identity salience on organizational attraction and anticipated work–family conflict (AWFC). Although policy and culture influenced perceptions of “family friendliness,” only culture influenced organizational attraction and AWFC. Practical and research suggestions are discussed.

Jaclyn Stevens, Wake Forest University
Julie Holliday Wayne, Wake Forest University

Submitted by Julie Holliday Wayne, waynej@wfu.edu

145-25 AGEISM: GROUP DIFFERENCES AND CONSTRUCT VALIDITY

Investigates age and gender differences in ageism scores well as the construct validity and factor structure of the Fraboni Scale of Ageism (FSA). Younger individuals and males had significantly higher ageism scores on the FSA. Correlations existed between FSA scores and related measures. The original factor structure of the FSA was generally supported, with some notable exceptions. The importance of adequately assessing ageism is discussed, particularly relevant to understanding age discrimination.

Stephen J. Vodanovich, University of West Florida
Deborah E. Rupp, University of Illinois at Urbana-Champaign
Marcus Crede, University of Illinois at Urbana-Champaign

Submitted by Deborah E. Rupp, derupp@s.psych.uiuc.edu

145-26 EFFECTS OF SELF-EFFICACY ON VIEWS OF FUTURE WORK–FAMILY ROLES

The relationship between work–family self-efficacy and perceived future family-role values was examined. Self-efficacy was significantly related to positive views of having a family among the sample. A similar relationship was found among women only. No significant sex differences were found in either self-efficacy or views toward having a family.

James H. Killian, University of Tulsa
Wendy J. Casper, University of Tulsa
Traci M. Sitzmann, University of Tulsa
Stephanie L. Ellsbury, University of Tulsa
Mia Burtrum, University of Tulsa
Kimberly Stephens, University of Tulsa

Submitted by James H. Killian, james-killian@utulsa.edu

145-27 HOMOGENEITY OF PERSONALITY WITHIN OCCUPATIONS

Schneider (1987) hypothesized that the forces of attraction-selection-attrition create homogeneity of personality within organizations. Holland’s (1966) theory suggests these forces lead to a “modal personality” within occupations. This study examined the homogeneity of personality of 21,899 incumbents from six occupations. The results indicated the homogeneity hypothesis was supported within occupations.

Robert C. Satterwhite, Applied Psychological Techniques
John W. Fleenor, Center for Creative Leadership
Jack M. Feldman, Georgia Institute of Technology
Linda L. Hoopes, ODR

Submitted by John W. Fleenor, fleenorj@leaders.ccl.org

145-28

DIVERSITY IN ACTION TEAMS

The current study explored the impact of team diversity on the cohesiveness, coordination, and performance of four-member teams performing a computer flight-simulation task. Findings indicate less diverse teams (same member gender and ethnicity) were more cohesive, coordinated better, and evidenced performance levels superior to those of heterogeneous teams.

Frederick J. Panzer, HumanR
 Julio Fernandez de Cueto, Florida International University
 Leslie A. DeChurch, Florida International University
 Alexander Alonso, Florida International University
 Michelle A. Marks, George Mason University School of Management
 Rebecca J. Reichard, Florida International University
 Dana E. Sims, University of Central Florida

Submitted by Frederick J. Panzer, fpanzer@humanr.com

145-29

PREDICTING EXPATRIATE SUCCESS THROUGH SOCIAL COGNITIVE THEORY

Social cognitive theory was used to explain how predictors influence a tripartite conceptualization of expatriate success. Spouse adjustment influenced intentions to leave and expatriate adjustment. Adjustment efficacy partially mediated the spouse adjustment-expatriate adjustment relationship and influenced expatriate adjustment directly. Perceived organizational support and expatriate adjustment influenced job performance.

Greg Robinson, University of Albany-SUNY
 Kevin J. Williams, University at Albany-SUNY

Submitted by Greg Robinson, gotribe@francomm.com

145-30

THE RELATIONSHIP BETWEEN GENDER, LEARNING, UNCERTAINTY AVOIDANCE, AND POWER DISTANCE

Data from 28 countries grouped using two of Hofstede's (2001) country classifications are examined. Results show that men and women from high-power distance cultures rate themselves higher on five dimensions of learning compared to individuals from low-power cultures. Results within uncertainty-avoidance cultures differed more between the genders.

Mary L. Connerley, Virginia Tech
 Ross L. Mecham, III, Virginia Tech
 Judy P. Strauss, California State University-Long Beach

Submitted by Mary L. Connerley, maryc@vt.edu

145-31

HOW WORK-LIFE CONFLICT IMPACTS SATISFACTION FOR TECHNOLOGY EMPLOYEES

Work-life balance research is extended by focusing on predominantly male technology workers. Additionally, an antecedent of work-life conflict, congruence between priorities and how time is actually allocated, is introduced. A sample of 656 was measured on level of work-life balance and the subsequent impacts on job and life satisfaction.

Alison S. O'Brien, George Mason University
 Amy V. Beekman, George Mason University
 Gunna (Janet) Yun, George Mason University

Submitted by Gunna (Janet) Yun, gyun1@gmu.edu

SATURDAY PM

145-32 TESTING WORK–FAMILY LINKAGES AND A MEASURE OF WORK–FAMILY CONFLICT

Data from a sample of union members was used to test the spillover, work–family conflict, and additivity theories together. The work–family conflict theory was unable to explain the process of spillover, but the additivity theory received some support. Finally, a measure of the six dimensions of work–family conflict was examined.

Nathan Brewster, Central Michigan University
Terry A. Beehr, Central Michigan University
Stephen H. Wagner, Central Michigan University

Submitted by Nathan Brewster, ntbrewster@hotmail.com

145-33 SELF-MONITORING AND LEADERSHIP IN CULTURALLY HETEROGENEOUS AND HOMOGENEOUS GROUPS

Self-monitoring and leadership in culturally heterogeneous and homogeneous groups was examined. U.S. nationals were higher self-monitors and emerged as leaders more often than foreigners, but self-monitoring did not impact group performance. Self-monitoring was related to extraversion and individualism, both characterizing American culture. Future research should examine self-monitoring in international populations.

Magdalene Hsien Chen Pua, George Washington University
Lynn R. Offermann, George Washington University
Catina M. Smith, George Washington University
Mary Sass, George Washington University
Craig R. Seal, George Washington University
James Bailey, George Washington University

Submitted by Lynn R. Offermann, lro@gwu.edu

145-34 INVESTIGATING MULTILEVEL EFFECTS OF CLIMATE CONSTRUCTS IN LINKAGE RESEARCH

This study examined the usefulness of hierarchical linear modeling (HLM) for addressing aggregation issues in climate-customer linkage research. Results suggest that HLM is useful in addressing aggregation issues when measures can be compared at multiple levels. Practical suggestions are discussed for developing survey items and measures in linkage research.

David L. Blitz, Illinois Institute of Technology & CSOPP
Daniel V. Lezotte, Illinois Institute of Technology
Scott B. Morris, Illinois Institute of Technology

Submitted by David L. Blitz, blitdav@iit.edu

145-35 COMPUTER-MEDIATED COMMUNICATION, GROUP DECISION-MAKING EFFECTIVENESS, AND GENDER COMPOSITION

This study builds from recommendations by Baltes, Dickson, Sherman, Bauer, and LaGanke (2002) in their computer-mediated-communication (CMC) meta-analysis. Group decision-making effectiveness was evaluated with potential moderators using face-to-face, video-conferencing, and chat conditions. Nonsignificant results suggest that previous differences between face-to-face and CMC are sample specific, and replication studies are imperative.

Lori A. LePla, Wayne State University
Marcus W. Dickson, Wayne State University
Jeremy N. Borys, Wayne State University
Michael P. Sherman, Wayne State University
Jacqueline Trayser, Wayne State University

Jonathan Ferris, Wayne State University
 Michael B. Hargis, Wayne State University
 Laurela Burnazi, Wayne State University

Submitted by Lori A. LePla, faeriequeene@rocketmail.com

145-36 RELATIONAL DEMOGRAPHY: A QUESTION OF MEASURES

Although there has been much debate on the relative suitability of relational demography measures, the literature lacks within-sample comparisons of the measures. We test the relative efficacy of absolute difference scores, interactions, polynomial regression, and perceptions of differences in representing relational demography's association with attitudinal and performance outcomes.

Mark A. Clark, American University
 Cheri Ostroff, Columbia University

Submitted by Mark A. Clark, mark.clark@american.edu

145-37 WORK-FAMILY CONFLICT: THE MEDIATING EFFECT OF WORK AND FAMILY DEMAND

The study assesses the relationships between work and family domain variables and work-family conflict (WFC). Perceptual measures of work and family demand are developed and posited to predict work interfering with family (WIF) and family interfering with work (FIW). A discussion of the results is provided.

Scott Boyar, University of South Alabama
 Carl P. Maertz, Mississippi State University
 Donald C. Mosley, University of South Alabama

Submitted by Scott Boyar, sboyar@usouthal.edu

145-38 ATTRIBUTION OF CONFLICT: BLAMING WORK OR FAMILY FOR CAUSING THE CONFLICT

The conceptualization of work-family conflict (WFC) has allowed researchers to test a variety of models. This paper extends existing theory by presenting a model that identifies the processes used in attributing blame for the conflict to either work interfering with family (WIF) or family interfering with work (FIW).

Scott Boyar, University of South Alabama
 Carl P. Maertz, Mississippi State University

Submitted by Scott Boyar, sboyar@usouthal.edu

145-39 EVALUATING THE ETIOLOGY OF CLIMATE: BUILDING UNDERSTANDING FROM MULTIPLE LEVELS

The multilevel factor structures of 11 climate dimensions were investigated using a new SEM technique, which separated each dimension's variance into latent variables representing different levels-of-analysis. Latent variables were then used as separate predictors. The multilevel structure differed across dimensions, as did predictive utility of the latents at different levels.

Chera L. Haworth, PDRI, Inc.
 Andrea F. Snell, University of Akron
 Daniel J. Svyantek, University of Akron
 Gary A. Kustis, O'Brien, Passen & Assoc, Inc.

Submitted by Chera L. Haworth, Chera.Haworth@pdri.com

145-40 INFLUENCES ON APPLICATIONS OF MINORITIES TO NON-DIVERSE OCCUPATIONS

This study examines the role of ethnic identity and perceptions of diversity in decisions to pursue traditionally non-diverse occupations. Telephone interviews were conducted with 345 individuals expressing interest in the position of firefighter. Identity and diversity perceptions interacted to predict application behavior.

Alisha O'Neal, Michigan State University
Jennifer Z. Carr, Michigan State University
Ann Marie Ryan, Michigan State University

Submitted by Ann Marie Ryan, ryanan@msu.edu

145-41 WHY WOMEN "CAN'T" DO MATH: COGNITIVE LOAD AND STEREOTYPE THREAT

This study examines how stereotype threat inhibits women's math performance. Participants performed two tasks under either high/low threat. Women in the threat condition performed worse than all other participants on the secondary task and equally well on the primary task. This suggests that stereotype activation detrimentally consumes cognitive resources.

Nathan Schneeberger, University at Albany

Submitted by Nathan Schneeberger, ns9529@csc.albany.edu

**145-42 DECADES OF DIFFERENCE:
HOW GENDER STEREOTYPES IMPACT WOMEN'S WORKPLACE PROGRESS**

This study hypothesized that male stereotypes match leader stereotypes with senior positions having a greater effect. Using Schein's (1973) methods, data was collected from 482 participants. Stereotyping was equally operational at all leadership levels. Individual stereotypes were related to background factors. These findings are consistent with the "glass ceiling" effect.

Renee F. Slick, Kansas State University
Ronald G. Downey, Kansas State University

Submitted by Renee F. Slick, reneeksu@hotmail.com

145-43 ON EXPATRIATE EFFECTIVENESS AND GOOFY CRITERIA

While performance is quintessential to assessing expatriate effectiveness, significant domestic advances in performance measurement have seldom been applied to evaluating expatriate training and selection practices. In addition to a critical assessment of expatriate effectiveness research, this theoretical paper voices concerns about the conversion of domestic performance taxonomies and offers solutions.

Stefan T. Mol, Erasmus University–Rotterdam
Marise Born, Erasmus University–Rotterdam
Henk T. Van Der Molen, Erasmus University–Rotterdam

Submitted by Stefan T. Mol, mol@fsw.eur.nl

145-44 WORK–FAMILY BALANCE MEDIATES ORGANIZATIONAL SUPPORT AND RETENTION ATTITUDES

This research examined the role of work–family conflict (and changes in work/family conflict) in the positive associations between general and family-oriented organizational support and retention attitudes. Analyses of questionnaire data from Army soldiers suggested that work–family conflict mediates the positive relationships between organizational support and retention attitudes.

Jennifer Lee, George Mason University

Submitted by Jennifer Lee, jenniferkarenlee@yahoo.com

145-45 CULTURE AS A MODERATOR OF RELATIONSHIPS BETWEEN ORGANIZATIONAL ATTITUDE VARIABLES

This study used Hofstede's well-known cultural dimensions and HLM analyses in order to investigate whether dimensions of national culture moderate the relationships between certain organizational attitude variables. Results provide limited support for the moderation model. Specific findings, implications and limitations of such studies are discussed.

Bradley J. West, Michigan State University

Ann Marie Ryan, Michigan State University

Submitted by Bradley J. West, westbrad@pilot.msu.edu

145-46 JOB ATTITUDES AND SEXISM: MEN'S REACTIONS TO AFFIRMATIVE ACTION PROGRAMS

This study examines the moderating effect of sexism on the relationship between men's perceptions of a workplace equal employment opportunity (EEO) program and job satisfaction. While past research has largely examined attitudes toward beneficiaries and programs, we posit that sexist men's reactions to EEO programs can affect their job-related attitudes.

Gazi Islam, Tulane University

Jill C. Bradley, Tulane University

Seth A. Kaplan, Tulane University

Arthur P. Brief, Tulane University

Submitted by Gazi Islam, gislam@tulane.edu

145-47 ORGANIZATIONAL CULTURE AND EFFECTIVENESS OUTCOMES: EXAMINING CULTURE CONTENT AND STRENGTH

This study examined the relationship between organizational culture and effectiveness outcomes. Based on data collected from 32 organizations, results suggest that both content and strength of culture matter. An emphasis on flexibility-oriented culture values was positively related to outcome measures; relationships were more pronounced when cultures were characterized as strong.

Tomas R. Giberson, Oakland University

Christian J. Resick, Wayne State University

Marcus W. Dickson, Wayne State University

Jacqueline Mitchelson, Wayne State University

Submitted by Christian J. Resick, cresick@sun.science.wayne.edu

145-48 CREATING INCLUSIVE ORGANIZATIONS: ITS MEANING AND MEASUREMENT

An inclusive approach to diversity management is becoming popular with practitioners; yet, the literature remains primarily theoretical. Data from two samples provided support for an inclusion construct conceptualized as a psychosocial need. Consistent with theory, inclusion was found to mediate the relationship between antecedents (e.g., participation) and consequences (e.g., satisfaction).

Bryan C. Hayes, Doane College

Submitted by Bryan C. Hayes, BCHayes@Erols.com

145-49 IN SEARCH OF A STABLE FACTOR STRUCTURE FOR CULTURAL VALUES

The study explored the psychometric properties of two popular quantitative measures of cultural values. 368 working adults completed the Organizational Culture Profile and the Schwartz Value Survey. Analyses confirmed poor psychometric properties of both instruments. By combining and refining the existing measures, an alternative measure is proposed.

Peter H. Langford, Macquarie University

Submitted by Peter H. Langford, peter.langford@mq.edu.au

145-50 ORGANIZATIONAL CLIMATE—NEW AND EMERGING CONSTRUCTS

In this study the impact of change and transformation and the subsequent needs of organizations to incorporate more constructs in the measurement of organizational climate are investigated. The main findings show additional dimensions such as fairness of organizational practices, employment equity and discrimination, regarding promotions.

Nico Martins, UNISA/Organisational Diagnostics

Hartmut von der Ohe, University of South Africa

Submitted by Nico Martins, nicellen@iafrica.com

145-51 INFORMATION SEEKING PATTERNS IN OLD-TIMER AND NEWCOMER INTERNATIONALS

Repeated measure analyses suggested that organization-related technical information is the most important information to new internationals. The comparisons between international newcomers and old-timers indicated that the two groups differed in their information-seeking patterns, and the difference appears to lie along the dimension of the perceived importance of organization-related information.

Chang-Ya Hu, University of Georgia

Eric C. Popp, University of Georgia

Kecia M. Thomas, University of Georgia

Submitted by Chang-Ya Hu, cyhu@uga.edu

145-52 EVALUATING DIVERSITY TRAINING IN AN EDUCATIONAL CONTEXT

Diversity training is popular, but program evaluation is rare. This study uses a Solomon-type design to evaluate two diversity programs. Participants ($n = 474$) in the 10-week programs were diverse in terms of gender and race. Modest support for the programs is found; implications for diversity training evaluation are discussed.

Bonnie Elliott, California State University—San Bernardino

Mark D. Agars, California State University—San Bernardino

Jean Peacock, California State University—San Bernardino

Michael Lewin, California State University—San Bernardino

Submitted by Mark D. Agars, Magars@csusb.edu

145-53

**MITIGATING THE PENALTIES FOR WOMEN'S SUCCESS:
PROVIDING INFORMATION OF COMMUNALITY**

Women depicted as competent at male sex-typed jobs provoked negative interpersonal reactions, but this negativity abated with information that they also had feminine "communal" attributes. These results support the idea that the violation of gender stereotypic prescriptions about how women should behave promotes negative reactions to successful women.

Tyler G. Okimoto, New York University
Madeline E. Heilman, New York University

Submitted by Tyler G. Okimoto, tgo203@nyu.edu

146. SPECIAL EVENT: SATURDAY, 1:00–1:45

QUINCE (HILTON)

**ERNEST J. MCCORMICK AWARD FOR EARLY CAREER CONTRIBUTIONS:
CROSS-CULTURAL I-O PSYCHOLOGY: PAST, PRESENT, AND FUTURE**

In this presentation, I will trace the evolution of the field of cross-cultural I-O psychology and will discuss some of the progress that the field has made. I will then highlight key theoretical, empirical, and methodological issues that require attention for the field to thrive.

Fritz Drasgow, University of Illinois at Urbana-Champaign, *Chair*
Michele J. Gelfand, University of Maryland, *Presenter*

147. EDUCATION FORUM: SATURDAY, 1:00–2:15

ORANGE BLOSSOM (HILTON)

**STUDENT PERSPECTIVES ON INNOVATIONS IN EXTENDING TRAINING
BEYOND THE CLASSROOM**

I-O graduate programs face serious challenges in integrating science and practice. This gap has been largely addressed by I-O faculty. This forum takes a uniquely student perspective. Students from five I-O programs present their perspectives on innovations which extend their training beyond the classroom and then outline their perceived benefits.

Alan G. Walker, Bowling Green State University, *Co-Chair*
Steven G. Rogelberg, Bowling Green State University, *Co-Chair*
Julie A. Fuller, Bowling Green State University, *Co-Chair*

Christopher Selenta, University of Akron, Richard T. Cober, University of Akron, Paul E. Levy, University of Akron, Dennis Doverspike, University of Akron, Chu-Hsiang Chang, University of Akron, Corrie E. Pogson, University of Akron, *The University of Akron's Center for Organizational Research (COR); How We Got There From Here!*

Ellen Godfrey, Campbell Soup Company, Jonathan C. Ziegert, University of Maryland, Benjamin Schneider, University of Maryland, *Putting Theory into Action: Incorporating Applied Experience in the Classroom*

Kathryn L. Baughman, George Mason University, Michael Ingerick, George Mason University, Karin A. Orvis, George Mason University, Nicole M. Dudley, George Mason University, *From Micro to Meso: Student Development and GMU's I/ON Newsletter from a Multilevel Perspective*

Valentina Bruk, University of South Florida, Paul E. Spector, University of South Florida, *The Interdisciplinary Approach to Occupational Health Psychology*

Julie A. Fuller, Bowling Green State University, Alan G. Walker, Bowling Green State University, Steven G. Rogelberg, Bowling Green State University, Milton D. Hakel, Bowling Green State University, *Promoting the Scientist-Practitioner Ideal: STIOP Conferences and Community Outreach Grants*

Submitted by Alan G. Walker, AWalker@bgnnet.bgsu.edu

SATURDAY PM

148. SYMPOSIUM: SATURDAY, 1:00–2:15**HARBOUR 1 (ROYAL PLAZA)****COACHING PRACTICES AND OUTCOMES: A RESEARCH FOUNDATION**

Research on coaching as a tool to enhance managerial performance and development has lagged far behind practice. This session will highlight findings from emerging research on coaching, examine what these findings indicate about best practice in coaching, and suggest strategies for future research in this arena.

Cynthia D. McCauley, Center for Creative Leadership, *Chair*

Kerry A. Bunker, Center for Creative Leadership, Sharon Ting, Center for Creative Leadership, Kathy E. Kram,

Boston University School of Management, *Coaching for Emotional Competence: Reflection on Practice*

James M. Hunt, Babson College, *Successful Executive Coaching Experiences: A Case Study Research Program*

Gina Hernez-Broome, Center for Creative Leadership, *The Impact of Coaching Following a Leadership Development Program*

James W. Smither, La Salle University, Manuel London, SUNY–Stony Brook, *Challenges in Conducting Research on the Effectiveness of Coaching*

Submitted by Cynthia D. McCauley, mccauley@leaders.ccl.org

149. PRACTITIONER FORUM: SATURDAY, 1:30–2:45**SALON 2 (HILTON)****EXECUTIVE INTEGRATION: NEW PERSPECTIVES ON ENHANCING EFFECTIVENESS**

Executives face a variety of challenges as they transition into a new role within an organization. Enhancing the executive integration process is rapidly becoming an imperative for many organizations. This practitioner forum will offer four unique perspectives on this important topic, with speakers drawn from academia, consulting, and from industry.

Eric D. Elder, Bank of America, *Chair*

Robert C. Liden, University of Georgia, Berrin Erdogan, Portland State University, Talya N. Bauer, Portland State

University, Sandy J. Wayne, University of Georgia, *Integration of Executives Into the Organization*

Rebecca Schalm, RHR International, *Hitting the Ground Running: Accelerating Executive Integration*

Brian L. Fishel, Bank of America, Lorrina J. Eastman, Bank of America, *Executive On-Boarding: Positioning Executives in Transition for Success*

Dante L. Capitano, RHR International, *Helping Senior Executives Accelerate to Peak Performance: A Consultant's Perspective*

Submitted by Eric D. Elder, eric.elder@bankofamerica.com

150. CONVERSATION HOUR: SATURDAY, 1:30–2:45**SALON 6 (HILTON)****PSYCHOLOGISTS CONSULTING IN ORGANIZATIONS:
CAN I-O AND CLINICAL WORK TOGETHER?**

Managed care has had a devastating impact on the individual practices of clinical psychologists. As a result, many have redirected their careers to organizational consulting. This conversation hour will explore issues for I-O and clinical psychologists consulting in organizations, with an emphasis on our ability to coexist, and collaborate.

Dianne Brown Maranto, American Psychological Association, *Co-Host*

P. Richard Jeanneret, Jeanneret & Associates, Inc., *Co-Host*

Mary M. Kralj, Mary Kralj and Associates, *Co-Host*

Mark J. Schmit, Gantz Wiley Research, *Co-Host*

John C. Scott, Applied Psychological Techniques, *Co-Host*

Submitted by Dianne Brown Maranto, dmaranto@apa.org

151. ROUNDTABLE: SATURDAY, 1:30–2:45**CRYSTAL (HILTON)**

**BARRIERS AND BRIDGES TO INCLUSION:
THE MINORITY GRADUATE STUDENT PERSPECTIVE**

Minority graduate students offer a unique perspective on the barriers and bridges to inclusion for I-O. This session is designed to provide future minority members with the opportunity to voice their perception of the barriers to inclusion within SIOP and to suggest ways SIOP can become more diverse.

Cyrillene Clark, The Hay Group, *Co-Host*
Jimmy Davis, University of Georgia, *Co-Host*
Kecia M. Thomas, University of Georgia, *Co-Host*

Submitted by Kecia M. Thomas, kthomas@arches.uga.edu

152. INTERACTIVE POSTERS: SATURDAY, 1:30–2:15**NARCISSUS (HILTON)**

INTERACTIVE POSTERS: OCCUPATIONAL HEALTH PSYCHOLOGY AND STRESS

Carl J. Thoresen, Tulane University, *Facilitator*

152-1

**MEETINGS AND MORE MEETINGS:
RELATIONSHIP BETWEEN DEMANDS AND EMPLOYEE WELL-BEING**

By likening work meetings to interruptions and daily hassles, this study proposed that meeting demands can affect employee well-being. Participants maintained a daily diary of work meetings and self-reports of well-being. Results showed a significant positive relationship between number of meetings attended and daily fatigue as well as subjective workload.

Alexandra Luong, University of Minnesota–Duluth
Steven G. Rogelberg, Bowling Green State University

Submitted by Alexandra Luong, aluong@d.umn.edu

152-2

CORE SELF-EVALUATIONS AS A DISPOSITIONAL BASIS FOR JOB BURNOUT

The majority of past research has ignored a dispositional basis for job burnout. This research suggested a stronger influence of the work environment versus personal characteristics. A fundamental shortcoming of typical burnout studies has been the exclusive blame placed on the work context and lack of individual accountability.

Richard G. Best, University of Texas Health Science Center–San Antonio
Ronald G. Downey, Kansas State University

Submitted by Richard G. Best, rbest@verdict.uthscsa.edu

SATURDAY PM

**152-3 EFFICACY AND JUSTICE MODERATING STRESSORS-OUTCOMES RELATIONSHIPS DURING
HOMELAND DEFENSE**

After September 11, 2001, the U.S. government mobilized thousands of National Guard and Reserve soldiers. The consequences of this deployment on subsequent job satisfaction and psychological well-being were examined. Self-efficacy and procedural justice perceptions moderated the demands of the deployment.

Paul D. Bliese, Walter Reed Army Institute of Research
Melba C. Stetz, Walter Reed Army Institute of Research
Paul J. Hanges, University of Maryland

Submitted by Melba C. Stetz, Melba.Stetz@na.amedd.army.mil

**152-4 COMPARISONS OF SELF AND COWORKER REPORTS OF COUNTERPRODUCTIVE
WORK BEHAVIOR**

This research examined the relationship between job stressors (constraints, justice, and conflict) and job strains (emotions and satisfaction) and counterproductive work behavior (CWB). Self-report surveys and coworker surveys were collected from 132 dyads. Results indicate that job stressors relate to CWB for both the self and objective reports.

Angeline Ping Shin Goh, University of South Florida
Kari Bruursema, University of South Florida
Suzy Fox, Loyola University–Chicago
Paul E. Spector, University of South Florida

Submitted by Angeline Ping Shin Goh, agoh@helios.acomp.usf.edu

153. SYMPOSIUM: SATURDAY, 1:30–2:45

DOGWOOD (HILTON)

**UNDERSTANDING LEADER DEVELOPMENT:
BUILDING INDIVIDUAL LEADERS AND TEAM LEADERSHIP**

This symposium will examine issues relevant to building a science of leader development. Developing complexity, modeling within- and between-leader growth trajectories, and identifying leader competencies needed to lead in virtual and multicultural teams will be addressed. A particular focus will be on the understanding of the psychological processes underlying leader development.

David V. Day, Pennsylvania State University, *Chair*

David V. Day, Pennsylvania State University, *Towards a Science of Leader Development: Conceptualizing and Measuring Complexity*

Charles E. Lance, University of Georgia, *Multivariate Latent Growth Modeling for the Study of Leader Development*

Stephen J. Zaccaro, George Mason University, Sharon D. Ardison, U.S. Army Research Institute, *Leader Development for Virtual Teams*

C. Shawn Burke, University of Central Florida, Eduardo Salas, University of Central Florida, Jennifer Fowlkes, University of Central Florida, Katherine A. Wilson, University of Central Florida, *Developing Leaders for Multicultural Teams: An Event-Based Approach*

Katherine J. Klein, University of Maryland, *Discussant*

Submitted by David V. Day, dvd1@psu.edu

**SATURDAY
PM**

154. PANEL DISCUSSION: SATURDAY, 1:30–2:45**JASMINE BAY (ROYAL PLAZA)****SAFE AND QUIET: I-O IN INTELLIGENCE AND SECURITY WORK**

Intelligence and security functions are increasingly and pervasively critical to organizations. Members of private, public, and academic organizations will discuss best practices, greatest challenges, and the impact of 9/11 with respect to I-O in these functions. Coordination among organizations, industries, and research needs with practical applications will be emphasized.

Theodore L. Hayes, U.S. Immigration & Naturalization Service, *Chair*

Julia McElreath, U.S. Immigration & Naturalization Service, *Panelist*

Amy Dawgert Grubb, Federal Bureau of Investigation, *Panelist*

Raymond A. Mislock, DuPont, *Panelist*

Jack M. Feldman, Georgia Institute of Technology, *Panelist*

Submitted by Julia McElreath, julia.m.mcelreath@usdoj.gov

155. PRACTITIONER FORUM: SATURDAY, 2:00–2:45**SALON 1 (HILTON)****USING TECHNOLOGY FOR PERSONNEL ISSUES: A PRACTITIONERS FORUM**

Computer simulations are just beginning to make their way into the world of personnel decisions. Technology advances have made it feasible to use computer simulation for training, selection, and personnel placement. The purpose of this forum is to discuss how personnel decisions are beginning to benefit from technology use.

Kathleen P. Hess, Aptima, Inc., *Chair*

Kathleen P. Hess, Aptima, Inc., Elliot E. Entin, Aptima, Inc., Michael J. Garrity, Aptima, Inc., Tonia S. Heffner, U.S. Army Research Institute, *Selection Procedures Worthy of the 21st Century*

Michael J. Paley, Aptima, Inc., Keith Baker, Aptima, Inc., Daniel Serfaty, Aptima, Inc., *Collaborative Decision-Making Training Using Simulation Technology*

Michael J. Garrity, Aptima, Inc., Kathleen P. Hess, Aptima, Inc., Elliot E. Entin, Aptima, Inc., Tonia S. Heffner, U.S. Army Research Institute, *Performance Measures for the Objective Force*

Submitted by Kathleen P. Hess, khess@aptima.com

156. SYMPOSIUM: SATURDAY, 2:00–2:45**SALON 4/5 (HILTON)****TORNADOES, TEACHING, AND TERRORISM: LESSONS LEARNED FROM SURVEY RESEARCH**

This symposium brings together three different but related studies that deal with the social impact survey research can have on saving and improving peoples' lives. The studies link organizational culture to the accuracy of tornado prediction, managing in a crisis situation, and improving a large city's educational system.

John Sherman, Sirota Consulting, *Co-Chair*

Jeffrey M. Saltzman, Sirota Consulting, *Co-Chair*

Stephan Smith, NOAA, Lou Mischkind, Sirota Consulting, Shawn Del Duco, Sirota Consulting, *The Impact of Social/Cultural Factors on Tornado Warning Performance*

David Sirota, Sirota Consulting, Lou Mischkind, Sirota Consulting, *Linking Perceptions of School Culture to Student Performance*

Douglas Klein, Sirota Consulting, Peter A. Stathatos, Sirota Consulting, *The Impact of Level and Proximity on Post 9/11 Attitudes*

Submitted by Walter Reichman, walter_reichman@baruch.cuny.edu

157. SPECIAL EVENT: SATURDAY, 2:00–2:45**SALON 7 (HILTON)**

**DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD:
THE RECIPROCAL EFFECTS OF SCIENCE AND PROFESSIONAL PRACTICE IN PSYCHOLOGY**

The reciprocal effects of science and practice as well as laboratory and field studies will be discussed in terms of conducting research and implementing the findings on the situational interview, the development of behavioral observation scales for appraising performance, using the results of appraisals for developing training programs, and motivating employees through goal setting.

Edwin A. Locke, University of Maryland, *Chair*
Gary P. Latham, University of Toronto, *Presenter*

158. CONVERSATION HOUR: SATURDAY, 2:00–2:45**AZALEA (HILTON)**

WHAT YOU NEED TO KNOW/DO TO BECOME A LICENSED PSYCHOLOGIST

SIOP's Policy on Licensure notes "...some states require that certain areas of I-O practice be licensed. SIOP members should be allowed to be licensed in these states." During this session, tool kits including specific suggestions and recommendations for obtaining a license and for impacting state laws will be presented.

Laura L. Koppes, Eastern Kentucky University, *Co-Host*
M. Peter Scontrino, Scontrino & Associates, *Co-Host*

Submitted by Laura L. Koppes, Laura.Koppes@eku.edu

159. MASTER TUTORIAL: SATURDAY, 2:00–2:45**CAMELIA (HILTON)**

AN EXECUTIVE SUMMARY OF THE ORGANIZATIONAL CHANGE LITERATURE

This qualitative review summarizes over 600 studies that examine outcomes of OCD interventions. Both academicians and practitioners will benefit from lessons learned, best practices, and gaps identified in research and practice. Additionally, results of 300 primary OCD studies will be meta-analyzed and presented to augment qualitative findings.

Terry R. Halfhill, University of North Texas, *Presenter*
Joseph W. Huff, University of North Texas, *Presenter*
Lindsay Smith, University of North Texas, *Presenter*
Sandra G. Alexander, University of North Texas, *Presenter*
Michelle L. Barnett, University of North Texas, *Presenter*
Tjai M. Nielsen, RHR International, *Discussant*

Submitted by Terry R. Halfhill, halfhill@unt.edu

160. SYMPOSIUM: SATURDAY, 2:00–2:45**HARBOUR 3 (ROYAL PLAZA)**

NEW DIRECTIONS IN ORGANIZATIONAL PRIVACY THEORY AND RESEARCH

Privacy is a topic of considerable importance in theory and research pertaining to employee reactions to organizational policies and practices. This symposium considers recent empirical research on determinants of privacy perceptions in organizations and refinement of the organizational privacy construct.

Milton D. Hakel, Bowling Green State University, *Chair*
Eugene F. Stone-Romero, University of Central Florida, Dianna L. Stone, University of Central Florida,
Managerial Perspectives on the Invasiveness and Importance of Selection Procedures

Jennifer L. Fisher, Caliber Associates, Dianna L. Stone, University of Central Florida, Eugene F. Stone-Romero, University of Central Florida, *Values for Privacy and Reactions to Electronic Mail Policies*
 Kimberly Lukaszewski, State University of New York–New Paltz, Dianna L. Stone, University of Central Florida, *Privacy and Human Resources Information Systems*
 Bradley J. Alge, Purdue University, Gary Ballinger, Subrahmaniam Tangirala, Purdue University, *Cognitive and Affective Dimensions of Privacy: Validation of an Organizational Privacy Scale*
 Jerald Greenberg, Ohio State University, *Discussant*

Submitted by Jennifer L. Fisher, fisherj@calib.com

161. SPECIAL EVENT: SATURDAY, 2:00–2:45

HARBOUR 4 (ROYAL PLAZA)

COLLABORATIVE RESEARCH SOLUTIONS SESSION: WORK AND FAMILY

This session is designed to facilitate collaboration between practitioners and faculty on work–family issues. Join us for a lively discussion of the issues organizations are facing and the role that collaborative research can play in providing solutions. The goal is to facilitate research partnerships between practitioners and academic researchers.

Debra A. Major, Old Dominion University, *Co-Host*
 Leslie B. Hammer, Portland State University, *Co-Host*
 Diane L. Daum, Personnel Research Associates, *Co-Host*

Submitted by Debra A. Major, dmajor@odu.edu

COFFEE BREAK: SATURDAY, 3:00-3:30

MULTIPLE LOCATIONS

162. SYMPOSIUM: SATURDAY, 3:30–5:15

SALON 1 (HILTON)

**BENCHMARKING EMPLOYEE SURVEY AND RETENTION DATA:
THE PROS/CONS OF CONSORTIA**

In today's competitive environment, benchmarking HR data seems desirable. This session focuses on the value of four consortia in the industry: the Mayflower Group, IT Survey Group, Midas Group, and Attrition and Retention Consortium. Presentations from each consortium are followed by critical commentary on the pros/cons and future of consortia.

Michelle A. Donovan, Intel Corporation, *Chair*
 Karen B. Paul, 3M, *The Three "R's" of a Successful Consortium Over Time: Reexamine, Revitalize, and Reinvention of the Mayflower Group*
 Franz Deitering, SAP AG, *IT Survey Group: Best Practices and Challenges in Sharing Survey Data Among High Tech Companies*
 Rick Diesinger, Prudential Financial, *Midas Group: Lessons Learned From Building a Consortium*
 Rick Smith, Ford Motor Company, *The Attrition & Retention Consortium: Conceiving, Launching, and Growing ARC*
 Allen I. Kraut, Baruch College/Kraut Associates, *Discussant*

Submitted by Michelle A. Donovan, michelle.a.donovan@intel.com

163. PRACTITIONER FORUM: SATURDAY, 3:30–5:15**SALON 2 (HILTON)****ACCEPTING AND APPLYING ASSESSMENT CENTER FEEDBACK:
ADVANCING PRACTICE THROUGH SCIENCE**

Despite their growing popularity, little is known about the effectiveness of developmental assessment centers. Success is contingent on participants accepting and acting on feedback. This practitioner forum brings together presenters from the consulting and public sectors who have applied Kudisch and colleagues' framework (1997; 2001) to address this challenging issue.

Jeffrey D. Kudisch, University of Maryland, *Chair*

Tacy M. Byham, University of Akron, Brian A. Wilkinson, Georgia-Pacific Corporation, *Factors Affecting the Acceptance and Application of Developmental Feedback From an Executive Development Program*

Carl E. Eidson, Wilson Learning Corporation, Mark Rose, Wilson Learning Corporation, Robert L. Lovler, Wilson Learning Corporation, Scott Wesley, Wilson Learning Corporation, *Increasing Acceptance of Assessment Center Feedback: Lessons Learned and Future Directions*

Kingsley C. Ejiogu, Personnel Decisions International, *Participants' Evaluation of Their Developmental Assessment Center Feedback*

Erin K. P. Atchley, University of Tennessee–Knoxville, Elizabeth M. Smith, University of Tennessee–Knoxville, *Examining the Relationship Between Performance, Individual Differences, and Developmental Activities: Getting More Bang for the Buck from Developmental Assessment Centers*

Mark L. Poteet, Organization Research & Solutions, Inc., *Straight From the Horse's Mouth: Strategies for Increasing Feedback*

Submitted by Jeffrey D. Kudisch, JKudisch@rhsmith.umd.edu

164. PRACTITIONER FORUM: SATURDAY, 3:30–4:15**SALON 3 (HILTON)****PRACTICE INNOVATIONS IN TECHNOLOGY-ENHANCED EMPLOYMENT PROCESSES**

Information technology (IT) is playing an increasingly important role in organizations and in I-O psychologists' work. This symposium focuses on innovative applications of IT to areas in organizations that are not mainstream: new applications of online 360° feedback, survey results on next-generation simulation tests, online assessment centers, and high-tech work-sample tests.

Frederick L. Oswald, Michigan State University, *Co-Chair*

Jeffrey M. Stanton, Syracuse University, *Co-Chair*

Andrew N. Garman, Rush University, Jennifer Thompson, Chicago School of Professional Psychology, *Extending Multisource Feedback to Nontraditional Settings*

Charles A. Handler, rocket-hire.com, *Online Job Simulations: What Will It Take to Turn Fiction Into Reality?*

R. Jason Weiss, Development Dimensions International, Douglas H. Reynolds, Development Dimensions International, *Assessment Centers on the Web: Design and Implementation Lessons*

Lori K. Long, Kent State University, Robert H. Faley, Kent State University, *Enhancing Work Sample Tests Through Computer-Based Delivery*

Submitted by Frederick L. Oswald, foswald@msu.edu

**SATURDAY
PM**

165. SYMPOSIUM: SATURDAY, 3:30–5:15**SALON 4/5 (HILTON)****VITAL BUT NEGLECTED TOPICS IN WORKPLACE DEVIANCE RESEARCH**

Until recently, researchers have neglected several vital forms of deviant workplace behavior that will be highlighted in this session. Presentations will address: drug abuse by pharmacists, personal use of the Internet on the job, bullying in the workplace, and the relationship between counterproductive work behavior and organizational citizenship behavior.

Jerald Greenberg, Ohio State University, *Co-Chair*

Marie-Elene Roberge, University of Quebec at Montreal, *Co-Chair*

Dean A. Dabney, Georgia State University, Richard C. Hollinger, University of Florida, *Drugged Druggists: Convergence of Two Deviant Career Trajectories*

Paul M. Mastrangelo, Genesee Survey Services, Inc., Wendi J. Everton, Eastern Connecticut State University, Jeffrey A. Jolton, Genesee Survey Services, Inc., *Deviant Computer Use: Distinguishing Nonproductivity From Counterproductivity*

Joel H. Neuman, SUNY–New Paltz, Loreleigh Keashly, Wayne State University, *Workplace Bullying: Persistent Patterns of Workplace Aggression*

Paul E. Spector, University of South Florida, Suzy Fox, Loyola University–Chicago, Angeline Ping Shin Goh, University of South Florida, Kari Bruursema, University of South Florida, *Counterproductive Work Behavior and Organizational Citizenship Behavior: Are They Opposites?*

Jerald Greenberg, Ohio State University, *Discussant*

Submitted by Jerald Greenberg, greenberg.1@osu.edu

166. SYMPOSIUM: SATURDAY, 3:30–5:15**SALON 6 (HILTON)****SEXUAL HARASSMENT IN THE MILITARY: A NEW AND CLOSER LOOK**

This symposium takes a closer look at methods of studying sexual harassment, particularly the way that we determine incidence of harassment and the specific mechanisms that contribute to the negative effects of harassment. Results are discussed in terms of policy.

Alayne J. Ormerod, University of Illinois at Urbana-Champaign, *Chair*

Elizabeth Willis, Defense Manpower Data Center, Rachel Lipari, Defense Manpower Data Center, Timothy Elig, Defense Manpower Data Center, *The 2002 Workplace and Gender Relations Survey: Development and Methodology*

Anita Lancaster, Defense Manpower Data Center, Elizabeth Willis, Defense Manpower Data Center, Rachel Lipari, Defense Manpower Data Center, *The 2002 Workplace and Gender Relations Survey: Results and Trends*

Maggie E. Reed, University of Illinois at Urbana-Champaign, Patrick Wadlington, University of Illinois at Urbana-Champaign, Vaile Wright, University of Illinois at Urbana-Champaign, *The Role of Subjective Appraisal in Computing Incidence Rates and Evaluating Outcomes of Sexual Harassment for Military Personnel*

Maria C. Lytell, University of Illinois–Urbana Champaign, Carra S. Sims, University of Illinois at Urbana-Champaign, *Consequences of Sexual Harassment in the Military: How Severe is Severe?*

Edwin Dorn, University of Texas, LBJ School of Public Affairs, *Discussant*

Submitted by Alayne J. Ormerod, aormerod@uiuc.edu

167. SYMPOSIUM: SATURDAY, 3:30–4:45**SALON 7 (HILTON)****POPULAR AND ACADEMIC LEADERSHIP LITERATURE: DIFFERENT MESSAGES, OR DIFFERENT PACKAGING?**

This innovative panel discussion brings together academic and mainstream leadership perspectives. An analysis of 30 leadership best-sellers (e.g., *Primal Leadership*) will be presented and academic, consulting, and business journalism experts on organizational leadership will discuss the merits and utility of academic and popular press literature for researchers and managers.

Marcus W. Dickson, Wayne State University, *Chair*

Marcus W. Dickson, Wayne State University, Renee BeShears, Wayne State University, Jeremy N. Borys, Wayne State University, April M. Boyce, Wayne State University, Laura Burnazi, Wayne State University, Michael B. Hargis, Wayne State University, Lori A. LePla, Wayne State University, Angela K. Pratt, Wayne State University, Scott M. Reithel, Wayne State University, Christian J. Resick, Wayne State University, Steve Weingarden, Wayne State University, Kristi J. Wolfe, Wayne State University, *Mapping the Popular Leadership Press Onto the Academic Leadership Literature*

Robert G. Lord, University of Akron, *Discussant*

Cynthia D. McCauley, Center for Creative Leadership, *Discussant*

Martin M. Chemers, University of California–Santa Cruz, *Discussant*

Linda Tischler, Fast Company, *Discussant*

Submitted by Marcus W. Dickson, marcus.dickson@wayne.edu

168. MASTER TUTORIAL: SATURDAY, 3:30–5:15**SALON 8 (HILTON)**

***1.5 CE CREDITS AVAILABLE FOR ATTENDING!
REGISTER AT THE SESSION***

INTERRUPTED TIME SERIES ANALYSIS AND ORGANIZATIONAL INTERVENTIONS: A TUTORIAL

I-O psychology has largely ignored interrupted autoregressive integrated moving average analyses (ARIMA) for assessing the effects of organizational interventions. This tutorial reviews the topic with examples of different forms of intervention effects. Researchers and practitioners are invited to send exemplar data to rmcintyr@odu.edu for analysis and discussion during the presentation.

Robert M. McIntyre, Old Dominion University, *Presenter*

Submitted by Robert M. McIntyre, rmcintyr@odu.edu

169. POSTER SESSION: SATURDAY, 3:30–4:45**INTERNATIONAL BALLROOM (HILTON)****PERSONALITY AND STATISTICS****169-1 THE ROLE OF LOCUS OF CONTROL ON TEST-RETEST RELIABILITY ESTIMATES**

Investigated the effects of locus of control on test-retest estimates of organizational commitment and job satisfaction measures. Based on responses from 420 participants, we found that LOC affected reliability estimates more for organizational commitment than for job satisfaction over a 60-day interval.

Alexander Alonso, Florida International University

Chockalingam Viswesvaran, Florida International University

Juan I. Sanchez, Florida International University

Paul E. Spector, University of South Florida
 Julio Fernandez de Cueto, Florida International University
 Submitted by Alexander Alonso, alonsoa@fiu.edu

169-2 RELATIONSHIPS AMONG COLLEGE GRADE INDICES: A META-ANALYSIS EXAMINING TEMPORAL INFLUENCES

College GPA is widely used as both a measure of academic performance and predictor of job success. This meta-analysis ($K = 499$ from 69 studies) investigates the temporal stability of noncumulative grade indices across quarters, semesters, and years. A consistent temporal intercorrelation decline was observed, but was smaller than expected.

Meredith A. Vey, University of Minnesota
 Deniz S. Ones, University of Minnesota
 Sarah A. Hezlett, Questar Data Systems, Inc.
 Nathan R. Kuncel, University of Illinois
 Jennifer R. Vannelli, University of Minnesota
 Kathleen H. Briggs, University of Minnesota
 John P. Campbell, University of Minnesota
 Submitted by Meredith A. Vey, mvey@hotmail.com

169-3 AN EVALUATION AND A REVISION OF HOMOGENEITY OF VARIANCE INDICES

Homogeneity-of-variance tests are a critical component of meta-analyses, used to evaluate the generalizability of results. Using Monte Carlo analyses, we considered three homogeneity-of-variance tests as well as established a novel fourth approach, the correlational technique. Results indicated this novel approach is significantly superior to previous methods.

Piers Steel, University of Calgary
 Submitted by Piers Steel, Piers.Steel@Haskayne.UCalgary.ca

169-4 A MULTIPLE ROLE PERSPECTIVE OF EMPLOYEE CREATIVITY IN TAIWAN

Using a role-based framework among 166 Taiwanese employees, findings indicate an interactive pattern suggesting that for high-LMX employees, coworker expectations drive creativity regardless of creative role identity. Role identity did matter in low-LMX scenarios whereby employees with the strongest identity aligned their performance with peer creativity expectations.

Pamela Tierney, Portland State University
 Steven M. Farmer, Wichita State University
 Kate Kung-McIntyre, Learjet, Inc.
 Submitted by Pamela Tierney, pamt@sba.pdx.edu

169-5 WHAT CONSTITUTES A CREATIVITY-CONDUCTIVE CONTEXT: A QUALITATIVE PERSPECTIVE

Forty employees from diverse settings participated in a qualitative interview study focusing on work context conducive to creativity. Nineteen context dimensions were identified providing support for, and augmenting, earlier findings by Amabile and Gyskiewicz, (1987). Discussion of the dimensions, along with interview excerpts, is provided.

Pamela Tierney, Portland State University
 Submitted by Pamela Tierney, pamt@sba.pdx.edu

169-6 THE ATTRACTION ELEMENT OF ASA THEORY IN A FIELD SAMPLE

This study examined organizational attraction per Schneider's (1987) Attraction-Selection-Attrition Theory (ASA). ASA maintains that persons are differentially attracted to organizations on the basis of commensurate organizational and individual characteristics. We observed mean-level personality differences between organizations' applicants. The attraction component of ASA was supported, especially with extraversion-related traits.

Gregory A. Vinson, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Gregory A. Vinson, vins0010@tc.umn.edu

169-7 INFLUENCE OF PERSONALITY ON ORGANIZATIONAL SWITCHING: A CAREER PERSPECTIVE

This study examined individuals' tendencies to migrate from one organization to another, the propensity to switch organizations. Previous researchers have suggested that this switching propensity may be related to personality traits. Examining a sample of workers, we found that extraversion, openness, and conscientiousness-related traits were associated with increased organizational switching.

Gregory A. Vinson, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Gregory A. Vinson, vins0010@tc.umn.edu

169-8 EMOTIONAL INTELLIGENCE AS A MODERATOR OF THE CONSCIENTIOUSNESS-PERFORMANCE RELATIONSHIP

This study investigated the effects of emotional intelligence on the relationship between conscientiousness and performance. The results demonstrate that the relationship between conscientiousness and work-performance ratings from peers is positive for individuals high (versus low) in emotional intelligence. Implications of these results and future research directions are discussed.

Cesar Douglas, Florida State University
Dwight D. Frink, University of Mississippi
Gerald R. Ferris, Florida State University

Submitted by Dwight D. Frink, frink@bus.olemiss.edu

169-9 MEASUREMENT EQUIVALENCE IN THE MEASUREMENT OF CULTURE: AN EMPIRICAL EXAMINATION

This paper examines the impact of four threats to measurement equivalence using the INDCOL: Culture, language/translation, occupation, and response context. MACS analyses comparing samples of students from the U.S., Singapore, and Korea, and military recruits from Singapore are conducted. Results suggest that nonequivalence of item intercepts is the major threat.

Christopher Robert, University of Missouri
Wayne C. Lee, University of Illinois Urbana-Champaign
Kim-Yin Chan, Nanyang Technological University-Singapore

Submitted by Christopher Robert, robertc@missouri.edu

169-10 **DIFFERENTIAL ITEM FUNCTIONING: ITEM RESPONSE THEORY AND
CONFIRMATORY FACTOR ANALYSIS**

Item response theory and three confirmatory factor analysis methods were compared for detecting differential item functioning (DIF). DIF was manipulated by crossing discrimination (a) and difficulty (b) parameters. Results indicated that the methods differed in detecting DIF due to parameter a and the interaction of a and b parameters.

Terry L. Dickinson, Old Dominion University
Ratchaneewan Wanichtanom, Old Dominion University
Glynn D. Coates, Old Dominion University

Submitted by Terry L. Dickinson, tdickins@odu.edu

169-11 **INCREMENTAL VALIDITY OF LOCUS OF CONTROL: A SIXTH FACTOR?**

Results of two separate concurrent, criterion-related validation studies indicate that a measure of work-specific locus of control added incrementally to the prediction of job performance after controlling for cognitive ability and conscientiousness. Implications of the results are described, and several directions for future research are outlined.

Matthew S. O'Connell, Select International, Inc.
Keith Hatrup, San Diego State University
Jeffrey Labrador, Central Michigan University

Submitted by Matthew S. O'Connell, moconnell@selectintl.com

169-12 **TRAINING THE CREATIVE PROCESS**

Students completed a computer-based training program. Participants who were trained in creative problem solving (CPS) performed better on a CPS task than did participants not trained in CPS. Knowledge about CPS strategies resulted in increased quality; however both knowledge and practice of CPS strategies were needed to increase originality.

Lisa M. Kobe, CPS Human Resource Services

Submitted by Lisa M. Kobe, lisa@cps.ca.gov

169-13 **PYGMALION IN ORGANIZATIONS: AN ILLUSTRATION OF CONSEQUENCES OF
META-ANALYTIC CHOICES**

Using two recently published Pygmalion effect meta-analyses, we extend the findings of Wanous et al. (1989) regarding consequences of choices made by meta-analysts. We show that study eligibility decisions affect mean effect size estimates whereas methodological choices affect estimates of both mean effect size and the random-effects variance component.

Jennifer L. Kisamore, University of South Florida
Michael T. Brannick, University of South Florida

Submitted by Jennifer L. Kisamore, kisamore@luna.cas.usf.edu

**169-14 HOMOGENEITY OF PERSONALITY WITHIN OCCUPATIONS AND ORGANIZATIONS:
ASA THEORY REVISITED**

This study is an extension of research on Attraction-Selection-Attrition (ASA) theory (Schneider, 1987). Although research tends to support ASA theory, much of this research has not considered occupational membership as a limiting factor in organizational membership. Here, we test the separate roles of organizational and occupational membership on group homogeneity.

Jill C. Bradley, Tulane University
Ronald S. Landis, Tulane University

Submitted by Jill C. Bradley, jbradle@tulane.edu

169-15 WEB-BASED STANDING PANELS FOR ORGANIZATIONAL RESEARCH

In the present research we discuss the development and use of a Web-based group of respondents for Internet-based organizational research. Results from 13 substantive studies demonstrate the potential of a standing panel to produce customized samples, high response rates, and minimal nonresponse bias.

Elizabeth Weiss, Georgia Institute of Technology
Jeffrey M. Stanton, Syracuse University

Submitted by Elizabeth Weiss, gte545r@prism.gatech.edu

**169-16 EFFECTS OF PROACTIVE PERSONALITY AND GENERALIZED SELF-EFFICACY ON
JOB SATISFACTION**

The interaction effect of proactive personality and generalized self-efficacy on job satisfaction was examined. Proactive personality was positively associated with job satisfaction when generalized self-efficacy was high, but was not associated with job satisfaction when generalized self-efficacy was low. This interaction effect was mediated by perceptions of task mastery.

Hsien-Yao Swee, National University of Singapore
David Chan, National University of Singapore

Submitted by David Chan, davidchan@nus.edu.sg

169-17 DISPOSITIONAL CORRELATES AND SITUATIONAL INFLUENCES ON TEST-TAKING MOTIVATION

Locus of control and test difficulty interacted to affect pretest motivation. Actual test performance affected posttest motivation through perceived test performance, controlling for pretest motivation. Results suggest that trait and state components exist in test-taking motivation, which may be construed as an outcome of interactions between person and situation variables.

Yen-Fern Chaw, National University of Singapore
David Chan, National University of Singapore

Submitted by David Chan, davidchan@nus.edu.sg

169-18 EXAMINING OPTIMISTIC PERSONALITY, WORK PERFORMANCE, AND INTERPERSONAL RELATIONSHIPS AT WORK

This field study examines the personality trait optimism, defined as a personal tendency to expect favorable outcomes, in relation to work performance and interpersonal relationships at work. The hypothesis predicts that optimism will correlate positively with job performance and positively with the quality of interpersonal relationships with coworkers and supervisors.

Fung (John) M. Chan, University of Tennessee–Knoxville

Submitted by Fung (John) M. Chan, fchan@utk.edu

169-19 EXTROVERSION AND INTERPERSONAL DEVIANCE ON THE JOB

The authors collected data from 93 male and 110 female private sector workers. Results of moderated multiple regression analyses revealed that conscientiousness and extroversion had interactive effects on manager-ratings of interpersonal deviance. Specifically, conscientiousness scores were negatively related to ratings of interpersonal deviance among extroverts but unrelated among introverts.

Martha C. Andrews, University of North Carolina–Wilmington

Lawrence A. Witt, University of New Orleans

K. Michele Kacmar, Florida State University

Submitted by Lawrence A. Witt, lwitt@uno.edu

169-20 A META-ANALYTIC INVESTIGATION OF JOB-APPLICANT FAKING ON PERSONALITY MEASURES

We compared personality test scores for job applicants and nonapplicants across 32 studies. Results suggest applicants fake their responses on personality measures. The degree of distortion, however, was less than individuals specifically instructed to fake, and depended on the personality dimension, the method of measurement, and the type of job.

Scott Birkeland, University of South Florida/PDRI

Todd Manson, University of South Florida

Jennifer L. Kisamore, University of South Florida

Michael T. Brannick, University of South Florida

Yufan Liu, University of South Florida

Submitted by Scott Birkeland, scottbirkeland@yahoo.com

169-21 CONSCIENTIOUSNESS AND ASSIGNED GOAL LEVEL INTERACT TO PREDICT SALES PERFORMANCE

We examined the effects of two well-established predictors of job performance, conscientiousness and assigned goal level, on sales goal attainment. Conscientiousness (positively) and goal level (negatively) influenced goal attainment. Contradicting expectations, the validity of conscientiousness in predicting goal attainment decreased with increased goal level. Theoretical and practical implications are discussed.

Carl J. Thoresen, Tulane University

Christy L. McLendon, Tulane University

Joseph D. Thoresen, Cornerstone HR Systems

Submitted by Carl J. Thoresen, cthores@tulane.edu

169-22 EXTRAVERSION MITIGATES THE IMPACT OF NEUROTICISM ON MOOD AT WORK

The current study contributes to resurgence in research on personality and the workplace by investigating the interaction between extraversion and neuroticism in predicting mood at work. Data from 625 women indicate that the negative impact that neuroticism has on multiple mood constructs can be attenuated by high levels of extraversion.

Eden B. King, Rice University
Jennifer M. George, Rice University
Michelle (Mikki) Hebl, Rice University

Submitted by Eden B. King, eking@alumni.rice.edu

169-23 COMPARING IRT AND CFA MEASUREMENT EQUIVALENCE WITH SIMULATED DATA

Tests of measurement equivalence/invariance (ME/I) typically have been conducted via CFA or via IRT methods. This study found that with simulated data with known properties, neither approach was without flaw, but the IRT-based approach seems to be better suited for some types of ME/I analyses.

Adam W. Meade, North Carolina State University
Gary J. Lautenschlager, University of Georgia

Submitted by Adam W. Meade, adam_meade@ncsu.edu

169-24 AN EXAMINATION OF THE ATTRIBUTIONAL UNDERPINNINGS OF AGGRESSION

This study explores the origins of rationalizations that are used to justify aggressive behavior. The attributional tendencies of aggressive individuals are compared to those exercised by other individuals. Data from 337 participants demonstrate that aggressive individuals exhibit distinctive attributional patterns, and that indirect measures are needed to reveal this difference.

Jennifer L. Palmer, University of Tennessee–Knoxville

Submitted by Jennifer L. Palmer, jlpalmer@utk.edu

169-25 DEVELOPING DYNAMIC WORK ROLES USING JACCARD INDICES OF COMPETENCY DATA

This paper describes a scientific method for creating dynamic work roles. Competency information from a knowledge-management system was analyzed using the Jaccard similarity coefficient to assess skill and knowledge overlap among work roles. Over 150 work roles were developed that can be easily updated over time as they evolve.

Casey M. Mulqueen, The TRACOM Group, Reed Business Information
Thomas A. Stetz, National Imagery and Mapping Agency
Jeffrey M. Beaubien, American Institutes for Research
Brian J. O'Connell, American Institutes for Research

Submitted by Casey M. Mulqueen, cmulqueen@reedbusiness.com

169-26**VERY PARTICULAR PEOPLE QUIT FIRST**

The authors examined the relationships of conscientiousness and emotional stability with the length of employment among 168 voluntarily terminated call center workers. As hypothesized, analyses revealed a multiplicative relationship: Conscientiousness scores were positively related to length of employment among emotionally stable workers but negatively related among emotionally unstable workers.

Lawrence A. Witt, University of New Orleans

Jeffrey W. Jones, J. W. Jones & Associates

Submitted by Lawrence A. Witt, lwitt@uno.edu

169-27**PERSONALITY AS A PREDICTOR OF THE VALUE OF VOICE**

Researchers have yet to assess individual differences in the value placed on voice. This study examined the Big Five and core self-evaluations as predictors of value of voice. Although both typologies accounted for significant incremental variance, only two individual components (extraversion and self-efficacy) were significant predictors of value of voice.

Derek R. Avery, Saint Joseph's University

Submitted by Derek R. Avery, davery@sju.edu

169-28**A NEW META-ANALYSIS METHOD FOR INDIRECT-RANGE RESTRICTION**

The common practice of using direct range-restriction correction in meta-analysis is problematic because it underestimates relationships between constructs. We propose a new method to overcome the problem. Monte-Carlo simulation showed that the new method provided more accurate results than did a current meta-analysis method based on a direct range-restriction model.

Huy Le, University of Iowa

Frank L. Schmidt, University of Iowa

Submitted by Huy Le, huy-le@uiowa.edu

169-29**THE INFLUENCE OF NEGATIVE AFFECTIVITY ON JOB PERCEPTIONS AND SATISFACTIONS**

This study examined the moderation effect of negative affectivity (NA) on the relation of task enrichment to task perception. Data from 122 undergraduate students who performed both unenriched and enriched tasks indicated that regardless of NA levels, enriched tasks were perceived as more satisfying than unenriched tasks.

Kenji Yamazaki, Southern Illinois University

Submitted by Kenji Yamazaki, yk62901@yahoo.com

169-30**SEPARATING BENIGN AND ADVERSE DIFFERENTIAL ITEM FUNCTIONING:
A SIMULATION STUDY**

This experiment uses differential item functioning (DIF) theory and multidimensional logistic regression to separate Benign DIF from Adverse DIF or bias. Unidimensional and multidimensional models are compared. Benign DIF rates in the unidimensional model were high as 42% compared to 5% in the multidimensional model across conditions. Implications are discussed.

Damon U. Bryant, University of Central Florida
William Wooten, University of Central Florida
Dahlia S. Forde, University of Central Florida
Angelique M. Reynolds, Naval Air Warfare Center Training Systems Division
Submitted by Damon U. Bryant, da342154@pegasus.cc.ucf.edu

169-31 **CLOSED MINDED, BUT ONE HECK OF A SALESPERSON!**

Little research exists linking Openness to Experience, a five-factor model trait, to job performance. These researchers found scores on Openness to be inversely related to supervisor ratings of job performance for sales people, across 3 different settings. Implications and suggestions for future research are offered.

Randall H. Lucius, Fitability Systems
Jeff Briks, University of Akron

Submitted by Randall H. Lucius, randall.lucius@fitability.com

169-32 **PROBLEMS IN THE USE OF r_{WG} FOR ASSESSING INTERRATER AGREEMENT**

Two studies examined the distribution of random ratings and the implications for the r_{wg} index of agreement. Use of the uniform null distribution upwardly biases estimates of within-group agreement, even when ratings are made randomly. The implications of this bias are most pronounced when group size is small.

Aaron M. Schmidt, Michigan State University
Richard P. DeShon, Michigan State University

Submitted by Aaron M. Schmidt, schmi164@msu.edu

169-33 **THE EFFECTIVENESS OF CREATIVITY TRAINING: A QUANTITATIVE REVIEW**

A meta-analysis of program efforts intended to promote creativity was conducted. Results indicated that well-designed creativity training programs typically result in a half to full standard deviation improvement. These effects generalize across criteria, setting, and target populations. Implications for creativity training interventions are discussed along with directions for future research.

Ginamarie Millar Scott, University of Oklahoma
Lyle E. Leritz, University of Oklahoma
Michael D. Mumford, University of Oklahoma

Submitted by Lyle E. Leritz, lleritz@psy.ou.edu

169-34 **DESIGN CONSIDERATIONS IN ONLINE SURVEYS**

Three experimental studies of survey-response behaviors were conducted to enlighten survey design decisions. Design issues evaluated include item formatting, implementation of skip-pattern automation, and single versus multiple Web surveys.

Kimberly Erickson, Pennsylvania State University
Tracey E. Rizzuto, Pennsylvania State University

Submitted by Kimberly Erickson, kle145@psu.edu

169-35 PREDICTING WORK ACTIVITIES WITH DIVERGENT THINKING TESTS: A LONGITUDINAL STUDY

This study examined whether divergent thinking test scores obtained from engineering students during college predicted creative work activities 15 years later. Results revealed that a domain-specific test predicted self-ratings of creative work activities and number of patent submissions, while a general test did not predict either of these.

Maria M. Clapham, Drake University
 Edwina M. Cowdery, Drake University
 Kelly E. King, Drake University
 Melissa A. Montang, Drake University

Submitted by Maria M. Clapham, maria.clapham@drake.edu

169-36 BEYOND THE BIG FIVE: PREDICTING SERVICE-ORIENTED LEADERSHIP FROM CORE SELF-EVALUATIONS

This research examined the influence of core self-evaluations (CSE) on service-oriented leadership behavior. Results demonstrate that manager self-ratings of CSE significantly related to employee reports of service-oriented leadership. In addition, CSE predicted two of the four leadership measures over and above the variance attributable to the Big Five.

Amy Nicole Salvaggio, American Institutes for Research
 Julie S. Lyon, University of Maryland
 Lisa H. Nishii, University of Maryland
 Benjamin Schneider, University of Maryland
 David Mayer, University of Maryland
 Anuradha Ramesh, University of Maryland

Submitted by Amy Nicole Salvaggio, asalvaggio@psyc.umd.edu

169-37 A MULTIDIMENSIONAL SCALING ANALYSIS OF MULTITRAIT-MULTIMETHOD DATA

This study examines the viability of multidimensional scaling (MDS) as a tool for assessing trait and method variance in MTMR data. Results suggest that MDS may sometimes be useful for analyzing cases where CFA is ineffective. Results also suggest that trait and method effects may be multidimensional in some cases.

Steven E. Scullen, North Carolina State University

Submitted by Steven E. Scullen, steve_scullen@ncsu.edu

169-38 DEVELOPMENT AND INITIAL VALIDATION OF A MEASURE OF AGGRESSIVE FRAMING

This paper describes the development and initial validation of a new measurement methodology called differential framing. This methodology measures implicit social cognitions engendered by latent personality dispositions. The method is illustrated using the construct of aggression. Initial results suggest differential framing may be reliably assessed and highly predictive of behavior.

James M. LeBreton, Wayne State University
 Lawrence R. James, University of Tennessee

Submitted by James M. LeBreton, jlebreto@wayne.edu

169-39 PERSONALITY CORRELATES OF EMPLOYEES' DEVIANT COMPUTER USE

We investigated how employees use their work computers in unproductive ways. Results were that younger, more impulsive, and less conscientious workers, and men, were more likely to do such behaviors. Additionally, higher sensation seekers were more likely to engage in riskier unproductive computer behaviors like viewing pornography at work.

Wendi J. Everton, Eastern Connecticut State University

Paul M. Mastrangelo, Genesee Survey Services, Inc.

Jeffrey A. Jolton, Genesee Survey Services, Inc.

Submitted by Wendi J. Everton, evertonw@easternct.edu

169-40 NONLINEAR PERSONALITY-PERFORMANCE RELATIONSHIPS AND THE SPURIOUS MODERATING EFFECTS OF TRAITEDNESS

The moderating effect of traitedness (the relevance of a personality dimension to an individual) on the criterion-related validity of personality measures was investigated. Traitedness was found to be a spurious moderator, due to a nonlinear relationship between personality and performance and its shared variance with trait level.

Jeffrey M. Cucina, George Washington University

Nicholas L. Vasilopoulos, George Washington University

Submitted by Jeffrey M. Cucina, jcucina@gwu.edu

169-41 A FACTOR ANALYSIS PROCEDURE FOR LARGE NUMBERS OF VARIABLES

Factor analysis is difficult to apply to large numbers of variables because simple structure can rarely be achieved. A procedure is presented for reducing a very large number of variables to a smaller number of dimensions using a combination of factor analysis and cluster analysis.

Jeff W. Johnson, Personnel Decisions Research Institutes

Submitted by Jeff W. Johnson, jeff.johnson@pdri.com

169-42 INVESTIGATING A JOB EVALUATION INSTRUMENT THROUGH THE RASCH MODEL

The Rasch measurement model was used to examine the psychometric properties of a job evaluation instrument. Fourteen job evaluators provided ratings on a sample of 143 jobs using the Factor Evaluation System. Results supported the job evaluation of the current job hierarchy, but modifications to the FES might be warranted.

Bruce W. Davis, CPS-Human Resource Services

Submitted by Bruce W. Davis, bruce@cps.ca.gov

169-43 A PERSONALITY TRAIT ACTIVATION FRAMEWORK APPLIED TO COWORKER PREFERENCE

Guided by personality trait activation theory (Tett & Burnett, in press) and circumplex models, individuals were expected to prefer working with others who allowed them to express their own personality traits. Results partially supported hypothesized relations, particularly regarding group performance. Ideas for future research are discussed.

Dawn D. Burnett, University of Tulsa

Robert P. Tett, University of Tulsa

Jessica S. Waldman, Wright State University

Submitted by Dawn D. Burnett, dawn-burnett@utulsa.edu

169-44 ASCERTAINING EFFECTS OF SLEEP LOSS AND EXPERIENCE ON SIMULATION

Four 4-person groups participated in an investigation of sleep deprivation on physiological state, cognitive function, and simulation-based performance. Each group participated in five 3-day sessions. In this report, we describe preliminary analyses applied to one group, focused on effects of sleep loss and increasing experience with the task.

Linda R. Elliott, Veridian
Michael D. Covert, University of South Florida
James C. Miller, Air Force Research Laboratory

Submitted by Linda R. Elliott, Linda.Elliott@Brooks.af.mil

169-45 DIFFERENTIAL EFFECTS OF FACETS OF NEUROTICISM ON MOTIVATION AND PERFORMANCE

Global and facet operationalizations of neuroticism were separately inspected for their impact on self-efficacy, goals, and performance (undergraduate test scores). Results showed that facet-level models accounted for more variance in self-efficacy and performance and that there was discriminant validity for three of the facets.

James H. Martin, University of Missouri–Rolla
James M. Diefendorff, Louisiana State University

Submitted by James H. Martin, martinjh@umr.edu

169-46 WITHIN-GROUP AGREEMENT ($r_{WG(J)}$) ESTIMATION UNDER MISSING DATA CONDITIONS

Typically, within-group agreement ($r_{WG(J)}$) must be estimated from only a subset of group members, due to missing data. This study simulates the influence of random and nonrandom missingness patterns on $r_{WG(J)}$ and $r_{WG(J)}^*$ across a range of group sizes, numbers of items, inter-item correlations, and amounts of data missingness.

Daniel A. Newman, Pennsylvania State University
Hock-Peng Sin, Pennsylvania State University

Submitted by Daniel A. Newman, dan148@psu.edu

169-47 ALL THINGS IN MODERATION, INCLUDING TESTS OF MEDIATION

Covariance tests of mediation are questioned regarding their internal validity. Specifically, eight alternative explanations for a finding of mediation are described. An alternative method using a moderation design is proposed. Implications regarding the potential use, and advantages and disadvantages of the approach are described.

Jeffrey B. Vancouver, Ohio University
Charlie Thompson, Ohio University
Bruce Carlson, Ohio University

Submitted by Jeffrey B. Vancouver, vancouve@ohio.edu

169-48 SUBGROUP DIFFERENCES IN IRT MODEL FIT: A MULTILEVEL REGRESSION APPROACH

This study assessed subgroup differences in the fit of a two-parameter logistic model (2PL) to verbal reasoning items using a multilevel logistic regression (MLR) approach. The 2PL was fit to item responses from 398 examinees. Results from the MLR analyses suggested that there were subgroup differences in model fit.

David M. LaHuis, U.S. Office of Personnel Management
Alix L. Roberts, U.S. Office of Personnel Management

Submitted by David M. LaHuis, dmlahuis@opm.gov

169-49 RELATIONSHIPS BETWEEN CONSCIENTIOUSNESS SUBFACTORS AND CONSTRUCTIVE AND DESTRUCTIVE BEHAVIORS

This study examined the relationship between Conscientiousness, its subfactors of Achievement and Dependability, and constructive and destructive behaviors. Achievement and Dependability were negatively related to narrower forms of destructive behaviors. Additionally, the relationship between Achievement and constructive behaviors was significantly higher than the relationship between Dependability and constructive behaviors.

Eileen Reisert, San Diego State University
Jeffrey M. Conte, San Diego State University

Submitted by Eileen Reisert, ereisert@attbi.com

**169-50 GENDER DIFFERENCES IN CONSCIENTIOUSNESS AND EXTRAVERSION:
A MULTIPLE-CULTURE, MULTIPLE-INSTRUMENT META-ANALYSIS**

The current study examines the extent to which gender differences exist in personality as it is used in a personnel selection context, supplementing existing research with cross-cultural samples and multiple instruments. Meta-analytic results indicate that on the personality factors of conscientiousness and extraversion, and their facets, gender differences are negligible.

Emily E. Duehr, University of Minnesota
Hannah L. Jackson, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Emily E. Duehr, dueh0005@umn.edu

169-51 ITEM RESPONSE THEORY ANALYSIS OF THE IPIP BIG-FIVE SCALES

We used the Samejima (1969) graded-response item response theory model to evaluate the Five Factor Model scales of the public-domain International Personality Item Pool (IPIP; Goldberg, 1999). Test information and standard error functions showed that the IPIP scales provided relatively good measurement precision across most of the scale ranges.

D. Matthew Trippe, Virginia Tech
Robert J. Harvey, Virginia Tech

Submitted by D. Matthew Trippe, dtrippe@vt.edu

169-52 COMPARING FACE-TO-FACE AND COMPUTER-MEDIATED FOCUS GROUPS

This study compared the quantity/quality of participation and information gained from face-to-face, computer-mediated, and Internet-based focus groups. The results of the study will help researchers and practitioners determine if they are likely to receive comparable and content-rich responses when conducting focus groups using computer-mediated methods.

Christina Underhill, University of Memphis
Murrey Olmsted, Navy Personnel Research, Studies & Technology

Submitted by Christina Underhill, wdrwoman@bellsouth.net

169-53 MEASUREMENT EQUIVALENCE: A COMPARISON OF IRT AND CFA METHODS

This study compared two different approaches, confirmatory factor analysis and item response theory, to examine the measurement equivalence of a multidimensional polytomous scale. Results indicated agreement on factor one. However, each method identified distinct nonequivalent items for factor two. Suggestions for appropriate use are discussed.

Eric M. Dunleavy, University of Houston

Lynda Villanueva, University of Houston

Lois E. Tetric, University of Houston

Submitted by Eric M. Dunleavy, edunleavy@hotmail.com

170. PANEL DISCUSSION: SATURDAY, 3:30–4:45**QUINCE (HILTON)****INTERRATER AGREEMENT: PROBLEMS AND SOLUTIONS**

Over the last few years, a number of issues relating to proper interrater agreement estimation procedures have been addressed in the professional literature. This panel discussion will allow researchers with a variety of perspectives on the issues to discuss problems with and propose solutions to agreement estimation.

Neil M. A. Hauenstein, Virginia Tech, *Chair*

Paul D. Bliese, Walter Reed Army Institute of Research, *Panelist*

Reagan D. Brown, Western Kentucky University, *Panelist*

Michael J. Burke, Tulane University, *Panelist*

Richard P. DeShon, Michigan State University, *Panelist*

Lawrence R. James, University of Tennessee, *Panelist*

Michael K. Lindell, Texas A&M University, *Panelist*

Submitted by Reagan D. Brown, Reagan.brown@wku.edu

171. SYMPOSIUM: SATURDAY, 3:30–4:45**AZALEA (HILTON)****DIGGING DEEPER TO BETTER UNDERSTAND AND INTERPRET
EMPLOYEE SURVEY RESULTS**

Four presentations will present research findings from multiple employee survey studies suggesting that factors relative to the measurement method and individual characteristics influence both qualitative and quantitative survey results. Things that matter include response format, analytic approach, demographics, and respondent perspective in general.

Jaci Jarrett Masztal, Burke, Inc., *Co-Chair*

Nambury S. Raju, Illinois Institute of Technology, *Co-Chair*

Allen Hogg, Burke, Inc., Jaci Jarrett Masztal, Burke, Inc., *Ratings Scale Formats are not All Equal for Web Surveys*

Nambury S. Raju, Illinois Institute of Technology, Daniel V. Lezotte, Illinois Institute of Technology, Kristen A.

Fortmann, Roosevelt University, Bruce M. Fisher, Illinois Institute of Technology, *Evaluating Measurement Equivalence of an Attitude Survey Across Subpopulations*

Michael Olson, Personnel Research Associates, Scott A. Young, Personnel Research Associates, Karen M. Barbera,

Personnel Research Associates, Diane L. Daum, Personnel Research Associates, *Speak Up: Predictors of the Probability, Length, and Quality of Responses to Open-Ended Questions in Employee Opinion Surveys*

Jaci Jarrett Masztal, Burke, Inc., Lisa A. Steelman, Florida Institute of Technology/Burke Inc., *Looking for Higher Survey Ratings? Ask Your Optimists*

Jack E. Edwards, U.S. General Accounting Office, *Discussant*

Submitted by Jaci Jarrett Masztal, jmasztal@burke.com

172. INTERACTIVE POSTERS: SATURDAY, 3:30–4:15**NARCISSUS (HILTON)****INTERACTIVE POSTERS: SELECTION**Eric D. Heggstad, Colorado State University, *Facilitator***172-1 PREDICTING JOB PERFORMANCE IN SERVICE-ORIENTED JOBS: PERSONALITY VERSUS COGNITIVE ABILITY**

This research is a meta-analytic review examining the extent to which personality and cognitive ability indicators predict job performance in service-oriented jobs. Data from 13,671 participants, 13 studies, and 58 relevant coefficients indicate that both conscientiousness and extraversion predict job performance more strongly than cognitive ability.

Andrea L. Rittman, George Mason University

Paige K. Bader, George Mason University

Submitted by Paige K. Bader, pbader@gmu.edu

172-2 EVALUATION OF THE LEGAL STATUS OF BANDING

Court cases were reviewed to determine the legality of banding. Although the Supreme Court has not ruled on its legality, state and federal courts have generally upheld banding. However, the review indicated that banding is less likely to be upheld when only minority preference is used to select among candidates.

Chris A. Henle, University of North Carolina–Charlotte

Submitted by Chris A. Henle, cahenle@email.uncc.edu

172-3 COGNITIVE ABILITY TESTING IN ORGANIZATIONS: CONTROVERSY AND CONSENSUS

Respondents evaluated 49 propositions about ability testing. They agreed that: (a) tests are valid and fair, (b) they provide good but incomplete measures of g, (c) abilities requirements vary across jobs, (d) diversity is valuable. Items dealing with the consequences of testing or primacy of g generated the most controversy.

Kevin R. Murphy, Pennsylvania State University

Brian E. Cronin, Pennsylvania State University

Anita Tam, Pennsylvania State University

Submitted by Kevin R. Murphy, krmurphy@psu.edu

172-4 THE ROLE OF AVERSIVE RACISM IN DISCRIMINATORY SELECTION DECISIONS

We examined the influence of aversive racism in selection. Using a new measure of aversive racism, we found that aversive racists (low-explicit prejudice, high-implicit prejudice), compared to nonprejudiced people (low-explicit and implicit prejudice), will discriminate, but only when their decisions can be based on non-race-related factors.

Greg A. Chung-Yan, University of Guelph

Leanne Son Hing, University of Guelph

Mark P. Zanna, University of Waterloo

Submitted by Greg A. Chung-Yan, gchungya@uoguelph.ca

173. CONVERSATION HOUR: SATURDAY, 3:30–4:45**ORANGE BLOSSOM (HILTON)****EDUCATION AND TRAINING IN I-O PSYCHOLOGY: ISSUES, CONCERNS, QUESTIONS?**

For past conferences, an open meeting for individuals involved in educating the next generation of I-O psychologists has been well-attended and positively received. Once again, members of the E&T and LRP Committees want to hear SIOP members' concerns, issues, or questions with regard to education and training in the field.

Janet L. Barnes-Farrell, University of Connecticut, *Co-Host*

Robert L. Dipboye, Rice University, *Co-Host*

Katherine J. Klein, University of Maryland, *Co-Host*

Laura L. Koppes, Eastern Kentucky University, *Co-Host*

Submitted by Janet L. Barnes-Farrell, barnesf@uconn.edu

174. PANEL DISCUSSION: SATURDAY, 3:30–4:45**CAMELIA (HILTON)****HOW TO PLAN AND EXECUTE A SUCCESSFUL INTERNATIONAL SABBATICAL EXPERIENCE**

The panel will discuss the merits, logistics, and challenges associated with doing an international sabbatical. The session will take a "how to" approach as panelists share practical insights gathered from diverse sabbatical experiences (i.e., in different parts of the world, in varied academic settings, with and without families).

Steven G. Rogelberg, Bowling Green State University, *Co-Chair*

Toby Wall, University of Sheffield, *Co-Chair*

Wayne F. Cascio, University of Colorado, *Panelist*

James L. Farr, Pennsylvania State University, *Panelist*

Steven G. Rogelberg, Bowling Green State University, *Panelist*

Toby Wall, University of Sheffield, *Panelist*

Sheldon Zedeck, University of California–Berkeley, *Panelist*

Herman Aguinis, University of Colorado–Denver, *Panelist*

Submitted by Steven G. Rogelberg, Rogelbe@bgnet.bgsu.edu

175. SYMPOSIUM: SATURDAY, 3:30–4:45**DOGWOOD (HILTON)****LINKING SELECTION TO RETENTION: THE PREDICTION OF PERSON-JOB FIT**

Employee retention and turnover reduction are key challenges of today's organizations. This symposium presents the practical application of person-job fit and biographical data as selection tools to identify employees less likely to turnover. The research presented encompasses a variety of industries and jobs.

Gloria M. Pereira, University of Houston–Clear Lake, *Chair*

Gloria M. Pereira, University of Houston–Clear Lake, Veronica S. Harvey, Aon Consulting, Neil Schulman, Aon Consulting, *Using Job Fit and Biodata to Predict Turnover in Train Service Positions*

David H. Oliver, Frito-Lay, Inc., Theresa L. McNelly, Aon Consulting, Veronica S. Harvey, Aon Consulting,

Validation of a Biodata Instrument to Better Predict Job Fit and Reduce Turnover in Route Sales Positions
David B. Schmidt, Aon Consulting, Daniel P. Russell, Aon Consulting, Kirk L. Rogg, Aon Consulting, *Reducing Call Center Associate Turnover Through Effective and Focused Selection Procedures*

Peter W. Hom, Arizona State University, *Discussant*

Submitted by Gloria M. Pereira, pereira@cl.uh.edu

176. PANEL DISCUSSION: SATURDAY, 3:30–5:45**CASTLE HARBOUR (ROYAL PLAZA)****CONTEMPORARY CASES OF CORPORATE CORRUPTION:
ANY RELEVANCE FOR I-O PSYCHOLOGY?**

The panelists hope to engage the audience in a discussion of the topic from at least four perspectives: (a) its implications for the study of organizational behavior; as well as its implications for I-O psychologists in our roles as: (b) educators; (c) practitioners; and (d) members/managers in organizations potentially involved.

Joel M. Lefkowitz, Baruch College, CUNY, *Chair*
 Daniel R. Ilgen, Michigan State University, *Panelist*
 Robert J. Lee, Management Consultant, *Panelist*
 Edwin A. Locke, University of Maryland, *Panelist*
 Rodney L. Lowman, Alliant International University, *Panelist*
 Benjamin Schneider, University of Maryland, *Panelist*
 Submitted by Joel M. Lefkowitz, Joel_Lefkowitz@baruch.cuny.edu

177. SYMPOSIUM: SATURDAY, 3:30–5:15**HARBOUR 1 (ROYAL PLAZA)****REDEFINING PERSONALITY'S ROLE IN FIT ASSESSMENTS**

The role of personality in person-environment fit is surprisingly underresearched. We present four studies that suggest changes in thinking about personality and fit.

Ann Marie Ryan, Michigan State University, *Co-Chair*
 Lauren J. Ramsay, Michigan State University, *Co-Chair*
 Lauren J. Ramsay, Michigan State University, Ann Marie Ryan, Michigan State University, *Personality, Adaptability, and Person-Organization Fit*
 Michael A. Gillespie, Michigan State University, Frederick L. Oswald, Michigan State University, Neal W. Schmitt, Michigan State University, Brian H. Kim, Michigan State University, Lauren J. Ramsay, Michigan State University, *The Influence of Personality Traits on Subjective Measures of Person-Organization Fit*
 Mark Alan Smith, University of South Florida/TMP Worldwide, Jonathan M. Canger, TMP Worldwide, *Personality-Vocation Fit: Extending Holland's Theory with the Big Five*
 Theresa M. Glomb, University of Minnesota, John D. Kammeyer-Mueller, University of Florida, Connie R. Wanberg, University of Minnesota, Dennis Ahlburg, University of Minnesota, Ai-Chia Chuang, National Taiwan University of Science & Technology, *Longitudinal Examination of Multiple Dimensions of Person-Environment Fit*
 Amy L. Kristof-Brown, University of Iowa, *Discussant*
 Submitted by Lauren J. Ramsay, ramsayl@msu.edu.

178. SYMPOSIUM: SATURDAY, 3:30–5:15**HARBOUR 2 (ROYAL PLAZA)****ADVANCES IN TRAINING RESEARCH:
IMPACT ON MOTIVATION, TRANSFER, BUSINESS RESULTS**

Training is too important to organizational success to be evaluated casually. Three presentations will focus on research to enhance training outcomes through training design and post-training supportiveness. Two presentations will focus on research that investigates the business impact of training, effectively linking training programs to performance and profitability.

Wendy L. Richman-Hirsch, Mercer Human Resource Consulting, *Chair*
 Annette Towler, University of Colorado–Denver, Elisa George, Colorado State University, Melanie Ryan Fowler,
 University of Colorado–Denver, Marilyn K. Hoffman, University of Colorado–Denver, *Effects of Trainer
 Expressiveness, Lecture Details, and Trainee Goal Orientation on Training Outcomes*
 Courtney L. Holladay, Rice University, Miguel A. Quinones, Rice University, *Practice Variability and Transfer of
 Training: The Role of Self-Efficacy Generality*
 Mary Kosarzycki, University of Central Florida, Eduardo Salas, University of Central Florida, *What Managers
 Need to Do to Support Transfer of Training*
 Wendy L. Richman-Hirsch, Mercer Human Resource Consulting, Stefan Gaertner, William M. Mercer Inc., Richard
 A. Guzzo, Mercer Human Resource Consulting, Gene George, National City Corporation, Michael Hannibal,
 National City Corporation, *On-Boarding Training Makes a Difference: Examining Business Impact*
 J. Bruce Tracey, Cornell University, Michael J. Tews, Cornell University, *Do Standards Really Matter? The
 Impact of Compliance With Corporate Training Standards and Unit Performance*
 Kurt Kraiger, University of Tulsa, *Discussant*
 Submitted by Wendy L. Richman-Hirsch, wendy.hirsch@mercer.com

179. SYMPOSIUM: SATURDAY, 3:30–4:45**HARBOUR 3 (ROYAL PLAZA)**

**INTERNET RECRUITMENT: HOW DO JOB SEEKERS EXPERIENCE
 ONLINE RECRUITING MATERIAL?**

In combination demographic and technological trends suggest that recruitment will play an increasingly important role in the future and that the Internet will be an important tool in these efforts. In the current symposium research that has investigated how job seekers react and weight Internet recruitment information will be presented.

Douglas J. Brown, University of Waterloo, *Co-Chair*
 Richard T. Cober, University of Akron, *Co-Chair*
 Richard T. Cober, University of Akron, Douglas J. Brown, University of Waterloo, Paul E. Levy, University of
 Akron, Lisa M. Keeping, Wilfrid Laurier University, Alana B. Cober, University of Akron, *Exploration of
 Content and Style: Job Seeker Attraction to Online Employers*
 Scott Highhouse, Bowling Green State University, Charlie L. Reeve, Purdue University, Margaret E. Brooks-Laber,
 Bowling Green State University, Robert E. Gibby, Bowling Green State University, Eyal Grauer, Bowling
 Green State University, *Where Do You Place the Negative Stuff? How Negative Should You Be? Who Cares?*
 Charlie L. Reeve, Purdue University, Lisa Schultz, Purdue University, *Job Seeker Reactions to Employment
 Process Information in Job Ads*
 Brian R. Dineen, Ohio State University, *The Effects of Customized Recruitment Information on Individual Job
 Seekers in an Internet-Based Recruitment Context: A Multilevel Experimental Investigation*
 Talya N. Bauer, Portland State University, *Discussant*
 Submitted by Douglas J. Brown, djbrown@watarts.uwaterloo.ca

180. PANEL DISCUSSION: SATURDAY, 3:30–4:45**HARBOUR 4 (ROYAL PLAZA)**

**WORK MOTIVATION: THEORETICAL APPROACHES TO UNDERSTANDING CONTEXTUAL
 PERFORMANCE BEHAVIORS**

While work-motivation research has primarily focused on understanding task-performance behaviors, little emphasis has been placed on understanding contextual-performance behaviors. This panel discussion considers how work-motivation theories or models can be applied to understanding contextual performance.

John J. Donovan, Virginia Tech, *Co-Chair*
 Arlise P. McKinney, Virginia Tech, *Co-Chair*
 Yvette Quintela, Virginia Tech, *Co-Chair*

Ruth Kanfer, Georgia Institute of Technology, *Panelist*
 Miriam Erez, Technion, *Panelist*
 James M. Diefendorff, Louisiana State University, *Panelist*
 Kevin J. Williams, University at Albany–SUNY, *Panelist*
 Submitted by Arlise P. McKinney, amckinne@vt.edu

181. SYMPOSIUM: SATURDAY, 3:30–4:45**JASMINE BAY (ROYAL PLAZA)****STUDYING CUSTOMER SERVICE: RECENT RESEARCH FROM CALL CENTERS**

Firms increasingly view call centers as their primary vehicle for interacting with customers. Call center work is intense owing to the machine-controlled pace and constant monitoring. These studies will examine various antecedents for worker performance in this environment such as information search, personality, and motivation.

Andrew Miner, University of Minnesota, *Co-Chair*
 Steffanie L. Wilk, University of Pennsylvania, *Co-Chair*
 David Holman, Sheffield University, *Performance Monitoring in Call Centres: Using Goal Setting Theory to Explain its Effects on Employee Performance*
 Steffanie L. Wilk, University of Pennsylvania, Larry Hunter, University of Wisconsin–Madison, Rosemary Batt, Cornell University, *The Antecedents of Career Success for Call Center Workers: The Role of Skills, Personality, and Motivation*
 Lorna Doucet, University of Illinois at Urbana-Champaign, Monica Yang, University of Illinois at Urbana-Champaign, *Individual Differences, Information Search Behavior, and Performance in Call Centers*
 Andrew Miner, University of Minnesota, Adib Birkland, University of Minnesota, *Applying the Behavioral Concordance Model in a Customer Service Setting*
 Alicia A. Grandey, Pennsylvania State University, *Discussant*
 Submitted by Andrew Miner, aminer@csom.umn.edu

182. ROUNDTABLE: SATURDAY, 4:00–4:45**CRYSTAL (HILTON)****COMMITTEE ON ETHNIC MINORITY AFFAIRS (CEMA)**

The host of this session will provide an update on the committee's activities during the last year. Following this presentation, new committee members will be selected and new agenda items will be discussed. All SIOP conference participants interested in minority affairs are encouraged to attend. A reception will follow.

Kecia M. Thomas, University of Georgia, *Host*
 Submitted by Kecia M. Thomas, kthomas@arches.uga.edu

183. SPECIAL EVENT: SATURDAY, 4:30–5:15**SALON 3 (HILTON)**

**DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD:
LOOKING BACK AND LOOKING FORWARD:
REFLECTIONS ON 35 YEARS AS AN I-O PSYCHOLOGIST**

This presentation will summarize the major findings in my research career, especially in the areas of motivation and productivity. I will discuss the lessons learned about doing research based on both successes and failures. Finally, I will talk about what I see as important for research in the future.

John P. Campbell, University of Minnesota, *Chair*
Robert D. Pritchard, Texas A&M University, *Presenter*

184. RECEPTION: SATURDAY, 5:00–5:50**CRYSTAL (HILTON)**

RECEPTION: COMMITTEE ON ETHNIC MINORITY AFFAIRS (CEMA)

All SIOP conference participants are invited to attend this reception. This is an excellent opportunity to meet others with similar interests and to learn more about this committee.

Kecia M. Thomas, University of Georgia, *Host*

EVENING RECEPTION: SATURDAY, 6:00–8:00**SALONS 1–4 (HILTON)**

SATURDAY PM

**Badges for those who have registered in advance
will only be available at the Hilton.**