

COFFEE BREAK: SUNDAY, 7:30–8:00**MULTIPLE LOCATIONS****214. PRACTITIONER FORUM: SUNDAY, 8:00–9:50****CHICAGO X (LEVEL 4)****RASCH MEASUREMENT APPLICATIONS IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY**

Rasch models of measurement have become increasingly popular in the past 10 years. Recent advances in measurement make it possible to apply Rasch models to problems faced by I-O psychologists. This forum will provide an overview of Rasch models and applications of them in testing, training, and job analysis.

Brian J. Ruggeberg, Aon Consulting, *Chair*

Everett Smith, University of Illinois at Chicago, *Solving Measurement Problems With Rasch Models*

Sandra Lionetti, LA Dreyfus Company, *New Methods in Training Assessments*

Robert Harris, Applied Skills and Knowledge, *Development of an Item Bank for a Lotus Notes Assessment*

Paul Squires, Applied Skills and Knowledge, *The Use of Rasch Models for Analyzing Job Analysis Data*

Brian J. Ruggeberg, Aon Consulting, *Discussant*

Submitted by Paul Squires, paul_squires@appliedskills.com

215. PANEL DISCUSSION: SUNDAY, 8:00–9:50**SHERATON I (LEVEL 4)****JOB ANALYSIS: NEW INNOVATIONS FOR AN OLD TOPIC**

Although job analysis is the cornerstone of all human resource activity, very little is written about (and few seem interested in) the topic. This panel discussion assembles I-O psychology leaders in the field to discuss the present and future state of job analysis.

Jared D. Lock, Hogan Assessment Systems, *Chair*

P. Richard Jeanneret, Jeanneret & Associates, Inc., *Panelist*

Joyce C. Hogan, Hogan Assessment Systems, *Panelist*

Seth Zimmer, BellSouth Corporation, *Panelist*

Submitted by Jared D. Lock, jlock@HoganAssessments.com

216. SYMPOSIUM: SUNDAY, 8:00–9:50**SHERATON II (LEVEL 4)****THEORETICAL ADVANCEMENTS IN THE STUDY OF ANTISOCIAL BEHAVIOR AT WORK**

This symposium discusses recent advancements in the study of interpersonal aggression in the workplace. These studies examine how social factors in the workplace relate to the contagiousness of aggressive behaviors, as well as reactions to mistreatment. The development of a measure of aggressiveness is discussed. Practical implications will be discussed.

Rebecca J. Bennett, University of Toledo, *Chair*

Craig D. Crossley, Bowling Green State University, *Co-Chair*

Michelle K. Duffy, University of Kentucky, Jonathan L. Johnson, University of Arkansas, Jason D. Shaw,
University of Kentucky, *Structural Dynamics of Social Undermining at Work*

Roy J. Lewicki, The Ohio State University, Brian R. Dineen, University of Kentucky, Ed Tomlinson, The Ohio
State University, *Walking the Talk: A Field Study Examining Supervisory Coaching and Modeling Behaviors
as Antecedents of Employee Discretionary Behavior*

Karl Aquino, University of Delaware, Jennifer L. Berdahl, University of Toronto, Scott Douglas, Binghamton
University, *Self-Esteem and Social Status as Predictors of Emotional Responses to a Workplace Offense*

Kirk K. Larsen, Roosevelt University, Susan M. Burroughs, Washington State University, Vancouver, Michael C.
Helford, Roosevelt University, *Mistreatment of Students in Industrial-Organizational Psychology PhD Programs*

SUNDAY AM

Karl Aquino, University of Delaware, Thomas M. Tripp, Washington State University Vancouver, Robert J. Bies, Georgetown University, *Making Up and Moving On: Procedural Justice and Status Variables as Predictors of Forgiveness and Reconciliation in Organizations*

Joel H. Neuman, SUNY–New Paltz, Loreleigh Keashly, Wayne State University, *Development of the Workplace Aggression Research Questionnaire (WAR-Q): Preliminary Data From the Workplace Stress and Aggression Project*

Submitted by Craig D. Crossley, craigdc@bgnet.bgsu.edu

217. SYMPOSIUM: SUNDAY, 8:00–9:50

SHERATON III (LEVEL 4)

PERCEPTIONS OF JUSTICE IN PERSONNEL SELECTION: INTERNATIONAL AND MINORITY PERSPECTIVES

Four studies, involving individuals from Korea, the United States, and France and considering Asian–American, Black, and North African minority groups, extend the application of organizational justice in selection to new populations. Reactions to various tests and affirmative action programs, as well as test performance, are influenced by specific group membership.

Dirk D. Steiner, Université de Nice–Sophia Antipolis, *Chair*

Heather W. Dobbins, DecotiisErhard, Inc., Robert C. Baker, DecotiisErhard, Inc., Jennifer D. Kaufman, DeCotiisErhard, Inc., David E. Hyatt, DeCotiisErhard, Inc., Park Roelse, De Cotiis Erhard, Inc., *The Influence of Culture on Fairness Perceptions*

Vaunne M. Weathers, Portland State University, Donald M. Truxillo, Portland State University, *Target Ethnicity and Affirmative Action: Whites' and Asians' Perceptions*

Russell S. Cropanzano, University of Arizona, Jerel E. Slaughter, University of Arizona, Peter D. Bachiochi, Eastern Connecticut State University, *Black Applicants' Reactions to Affirmative Action Plans: The Interactive Role of Distributive, Procedural, and Interactional Justice*

Marilena Bertolino, Université de Nice–Sophia Antipolis, Dirk D. Steiner, Université de Nice–Sophia Antipolis, *Applicant Reactions and Test Performance in French Majority and Minority Populations*

Stephen W. Gilliland, University of Arizona, *Discussant*

Submitted by Dirk D. Steiner, steiner@unice.fr

218. SYMPOSIUM: SUNDAY, 8:00–9:50

SHERATON IV (LEVEL 4)

EMOTIONAL INTELLIGENCE: AN UNEMOTIONAL BUT INTELLIGENT EVALUATION OF RESEARCH

Past research has shown that emotional intelligence (EI) may have long-term viability as a construct and research should continue in order to better understand what is and is not part of EI. In this symposium, researchers extend the field of EI and present the results of new and unique empirical research.

David L. Van Rooy, Florida International University, *Chair*

Chockalingam Viswesvaran, Florida International University, *Co-Chair*

Corey E. Miller, Wright State University, Esteban Tristan, Wright State University, Megan Leasher, Wright State University, *Can Emotional Intelligence be Useful to Personnel Psychology?*

Hazel-Anne M. Johnson, University of South Florida, Paul E. Spector, University of South Florida, *An Investigation of the Relationship Between Emotional Intelligence and Emotional Labor*

Peter Salovey, Yale University, Paulo N. Lopes, Yale University, Marc Brackett, Yale University, Stephane Cote, University of Toronto, David R. Caruso, Work-Life Strategies, John D. Mayer, University of New Hampshire, *The Validity of Emotional Intelligence Measured with the MSCEIT in Organizational Contexts*

David L. Van Rooy, Florida International University, Alexander Alonso, Florida International University, Chockalingam Viswesvaran, Florida International University, *The Susceptibility of Emotional Intelligence to Faking: A Solomon 4-Group Design*

Alexander Alonso, Florida International University, David L. Van Rooy, Florida International University, Chockalingam Viswesvaran, Florida International University, Sylvia Collier, Florida International University, *Emotional Intelligence and an Examination of Self- and Peer Ratings*

Submitted by David L. Van Rooy, dvanro01@fiu.edu

219. SYMPOSIUM: SUNDAY, 8:00–9:50

SHERATON V (LEVEL 4)

E-LEADERSHIP: DIVERSE PERSPECTIVES ON LEADERSHIP AT A DISTANCE

In recent years, the concept of e-leadership has gained popularity in both research and practice. E-leadership encompasses leading from a distance, leading virtual teams, and technology-mediated leadership. This symposium presents multiple perspectives on e-leadership suggesting directions for future work in order to extend research, theory, and practice.

Julie S. Lyon, University of Maryland, *Chair*

Suzanne Weisband, University of Arizona, *Co-Chair*

Julie S. Lyon, University of Maryland, Benjamin Schneider, University of Maryland, *Effect of Virtual Leadership on Performance and Satisfaction*

Surinder Kahai, SUNY–Binghamton, Bruce J. Avolio, University of Nebraska, *Leadership, Anonymity, and Discussion of Ethical Issues in Electronic Groups*

Kara L. Orvis, George Mason University, Stephen J. Zaccaro, George Mason University, *The Importance of Leadership Processes in Collocated and Distributed Teams*

Jonathan C. Ziegert, University of Maryland, Katherine J. Klein, University of Maryland, Yan Xiao, University of Maryland School of Medicine, *Virtual Leaders: The Impact of Distance and Leadership on Teams*

Suzanne Weisband, University of Arizona, Rebecca McCarthy, University of Arizona, *Views From Leaders in a Global Organization*

Submitted by Julie S. Lyon, jlyon@psyc.umd.edu

220. SYMPOSIUM: SUNDAY, 8:00–9:50

SUPERIOR A (LEVEL 2)

BEYOND SOCIAL DESIRABILITY IN RESEARCH ON APPLICANT RESPONSE DISTORTION

The papers in this symposium investigate factors other than socially desirable responding that impact how applicants distort responses to noncognitive measures used for personnel selection. The research presented demonstrates that faking is a complex function of the person and situation that will require more sophisticated models to explain and predict.

Neil D. Christiansen, Central Michigan University, *Chair*

Patrick H. Raymark, Clemson University, Tracey L. Shilobod, Clemson University, Jay H. Steffensmeier, Clemson University, *An Examination of Job-Relevant Pattern Faking*

Esteban Tristan, Wright State University, Corey E. Miller, Wright State University, *Job Desirability: A More Sensitive Measure of Faking than Social Desirability*

Sarah B. Lueke, CFI Group, Andrea F. Snell, University of Akron, *Effects of Procedural Justice Rules on Noncognitive Test Responses and Test*

Sheri Chaney, Decision Support Services, Inc., Neil D. Christiansen, Central Michigan University, *Disentangling Applicant Faking From Personality: Using Covariance to Detect Response Distortion*

Richard L. Griffith, Florida Institute of Technology, Andrew English, Florida Institute of Technology, Yukiko Yoshita, Florida Institute of Technology, Matthew J. Monnot, Florida Institute of Technology, *Individual Differences and Applicant Faking Behavior: One of These Applicants is Not Like the Others*

Michael A. McDaniel, Virginia Commonwealth University, *Discussant*

Submitted by Neil D. Christiansen, chris1nd@cmich.edu

SUNDAY AM

221. SYMPOSIUM: SUNDAY, 8:00–9:50**SUPERIOR B (LEVEL 2)****BULLYING IN THE WORKPLACE: FOUNDATIONS, FORMS, AND FUTURE DIRECTIONS**

Academicians, psychologists, and managers have recently recognized “bullying” as a significant concern within organizations. This symposium will examine the various forms of workplace bullying, report recent theoretical conceptualizations and empirical research findings, discuss future directions, and offer tips on how managers can control this harassing behavior to better protect employees.

Susan M. Burroughs, Washington State University–Vancouver, *Chair*

Melissa L. Gruys, Washington State University–Vancouver, *Co-Chair*

Suzy Fox, Loyola University–Chicago, Lamont E. Stallworth, Loyola University–Chicago, *Racial/Ethnic Bullying: Exploring Links Between Bullying and Racism in the U.S. Workplace*

Mark N. Bing, Naval Submarine Medical Research Laboratory, Kristl Davison, University of Hartford, *The Instantaneous Creation of a Downward Social Comparison: One Explanation for Verbal Incivility in the Workplace*

Susan M. Burroughs, Washington State University–Vancouver, Melissa L. Gruys, Washington State University–Vancouver, *Establishing Law and Order in Cyberspace: Understanding and Controlling E-Mail Bullying*

Nathan A. Bowling, Central Michigan University, Terry A. Beehr, Central Michigan University, Bryan Gibson, Central Michigan University, Stephen H. Wagner, Central Michigan University, *Meta-Analysis of the Antecedents and Consequences of Workplace Harassment*

Loraleigh Keashly, Wayne State University, Joel H. Neuman, SUNY–New Paltz, Laurela Burnazi, Wayne State University, *Persistent Hostility at Work: What Really Hurts?*

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

Submitted by Melissa L. Gruys, gruys@vancouver.wsu.edu

222. PRACTITIONER FORUM: SUNDAY, 8:00–9:50**HURON (LEVEL 2)****AN INTEGRATED APPROACH TO MANAGING TALENT @ DELL**

A critical challenge for businesses today is managing talent. Increasingly, organizations understand that the ability to build people capability will afford them strategic advantage. Dell’s Talent Management strategy provides a simple integrative framework for many processes including: talent acquisition, talent assessment, performance management, competency assessment, and leadership development processes.

MaryBeth Mongillo, Dell Inc., *Chair*

MaryBeth Mongillo, Dell Inc., *Dell’s Global Talent Management Strategy*

Belinda Hyde, Dell Inc., *Integrating Talent Management With Leadership Development Programs*

MaryBeth Mongillo, Dell Inc., *Talent Direct: Dell’s Integrated Talent Management System*

Kim M. Stepanski, Pfizer, Inc, *Enabling Managers to Effectively Manage Talent*

John R. Adcock, Dell, *Taking Talent Management to the Field*

Submitted by MaryBeth Mongillo, MaryBeth_Mongillo@Dell.com

Special Sunday morning programming has been selected on the topic of emergency response, occupational health, and safety. This follows the theme of Michael Burke’s Presidential Address. There are 12 themed sessions, plus a plenary session, a poster session, and an interactive poster session. These themed sessions are marked with the following symbol: ★

223. PANEL DISCUSSION: SUNDAY, 8:00–9:50**MAYFAIR (LEVEL 3)**

**OPPORTUNITIES AND CHALLENGES CONDUCTING ORGANIZATIONAL
RESEARCH IN MEDICAL SETTINGS**



This panel brings together five organizational researchers who conduct research in medical settings. They will discuss their research, its multidisciplinary nature, the opportunities and challenges of studying medical settings, fund-

ing mechanisms, potential publication outlets, as well as provide lessons learned and guidance about conducting research in medical settings.

Joann S. Sorra, Westat, *Chair*

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

Dawn L. Riddle, University of South Florida, *Panelist*

Eduardo Salas, University of Central Florida, *Panelist*

Amy Edmondson, Harvard University, *Panelist*

Submitted by Joann S. Sorra, joansorra@westat.com

224. POSTER SESSION: SUNDAY, 8:00–8:50

RIVER EXB HALL A (LEVEL 1)

OHP/STRESS



224-1 ABUSIVE SUPERVISION AND EMPLOYEE ALCOHOL USAGE: THE IMPACT ON PERFORMANCE

We investigated whether abusive supervision perceptions and alcohol usage were related and what effect alcohol use had on supervisor perceptions of subordinate performance. Results point to the exacerbation effect of higher alcohol usage on performance in the presence of abusive supervision. We conclude with implications for theory and future research.

Jenny M. Hoobler, Northern Illinois University

Jolene L. Skinner, Northern Illinois University

Submitted by Jolene L. Skinner, skinn30@hotmail.com

224-2 ANXIETY AS A MEDIATOR OF THE GOAL ORIENTATION–PERFORMANCE RELATIONSHIP

Goal orientation framework was explored using structural equation modeling, with subjective and objective anxiety measures as mediators; these were mathematics anxiety and emotionality, respectively. Although results showed limited support for the models, findings provide the basis for further research on the incongruence between subjective and objective measures of anxiety.

Linda Jean McMullen, Bowling Green State University

Michael Horvath, Clemson University

James A. McCubbin, Clemson University

Cynthia Pury, Clemson University

Submitted by Linda Jean McMullen, jeaniemc_2000@yahoo.com

224-3 CHINA VERSUS THE U.S.: DIFFERENCE ON JOB CONTROL AND INTERPERSONAL CONFLICT

We used both quantitative and qualitative approaches to investigate cultural-specific job stressors for Chinese and American employees. We found that lack of job control was an important stressor for Americans but not Chinese. Interpersonal conflict was important for both. However, the two cultural groups tended to have different conflict styles.

Cong Liu, Illinois State University

Paul E. Spector, University of South Florida

Lin Shi, Beijing Normal University

Submitted by Cong Liu, cliu@ilstu.edu

SUNDAY AM

224-4 TESTING THE JOB CONTROL–JOB STRAIN RELATION WITH MULTIPLE DATA

To provide greater insight into the connections between the objective work environment and job strains, we used the O*NET database to measure job control. We found that objectively measured controls were related to physical strain, suggesting that something in the work environment plays a role in an employee's physical health.

Cong Liu, Illinois State University
 Paul E. Spector, Univ of South Florida
 Steve M. Jex, Bowling Green State University
 Submitted by Cong Liu, cliu@ilstu.edu

224-5 DANGEROUS RISK TAKING AND INJURY AMONG ADOLESCENT EMPLOYEES

A dangerous risk-taking model of adolescent injury was tested using structural equation modeling. Results from 2,542 working adolescents indicated that demographic, family modeling, self-esteem, and work characteristics influenced key safety-cognition mediators (dangerous risk taking, safety consciousness, and risk taking at work), which, in turn, predicted longitudinal injury.

James D. Westaby, Columbia University
 Krister Lowe, Columbia University
 Submitted by James D. Westaby, westaby@columbia.edu

224-6 MULTILEVEL EFFECTS OF OCCUPATIONAL STRESS AMONG ACTIVATED NATIONAL GUARD SOLDIERS

We conducted a multilevel study of stress among National Guard soldiers activated for security duty on U.S. military installations. We found both individual and group-level effects of traditional (e.g., predictability) and newer stressors (e.g., fears about terrorism) in relation to soldiers' well-being and combat readiness.

Robert R. Sinclair, Portland State University
 Jennifer A. Sommers, Portland State University
 Paul D. Bliese, Walter Reed Army Institute of Research
 Doris B. Durand, Walter Reed Army Institute of Research
 Jeffrey L. Thomas, U.S. Army Medical Research Unit–Europe
 Alison Dezsofi, Portland State University
 Submitted by Robert R. Sinclair, sinclair@pdx.edu

224-7 COPING WITH WORK–SCHOOL CONFLICT THROUGH SOCIAL SUPPORT

In a survey of 148 employed college students, we found that work–school conflict (WSC) was negatively related to job satisfaction and positively related to somatic complaints. Social support from coworkers and supervisors was marginally related to reduced WSC. In addition, coworker support moderated the relationship between WSC and job satisfaction.

Kyle Gerjerts, University of Northern Iowa
 Adam B. Butler, University of Northern Iowa
 Submitted by Adam B. Butler, adam.butler@uni.edu

224-8 SOURCES OF CONFLICT AT WORK AND TARGETS OF COUNTERPRODUCTIVE BEHAVIORS

The impact of different sources of conflict at work on the target of counterproductive work behaviors (CWB) was investigated. Data were obtained from 133 dyads of full-time working participants representing a variety of occupations at a large southeastern university. Direct relationships between conflict and CWBs supported the proposed hypotheses.

Valentina Bruk Lee, Personnel Decisions Research Institutes, Inc.
 Paul E. Spector, University of South Florida
 Submitted by Valentina Bruk Lee, bruk@helios.acomp.usf.edu

**224-9 ORGANIZATIONAL SUPPORT AND RETURN-TO-WORK POLICIES:
ASSOCIATIONS WITH POST-INJURY JOB SATISFACTION**

This study explores the relationship between employer responses to injuries (i.e., organizational support and return-to-work policies) and post-injury job satisfaction. Survey data were collected from 1,438 employees. Results suggest needs for understanding organizational responses to injuries, employee perceptions of those injury responses, and the impact of both on organizational outcomes.

Yueng-Hsiang E. Huang, Liberty Mutual Research Institute for Safety
William S Shaw, Liberty Mutual Research Institute for Safety
Peter Y. Chen, Colorado State University

Submitted by Yueng-Hsiang E. Huang, yueng-hsiang.huang@Libertymutual.com

224-10 A COMPARISON OF EMPLOYER AND UNION CONCERN FOR OHP-RELATED ISSUES

The extent of employer and union concern for various OHP-related issues was investigated. Data from 136 employers and 27 unions revealed that the extent of organizational concern was linked to issue type (i.e., tangible/intangible) and organization type. Neither frequency of interventions provided nor organizational structure were related to OHP concerns.

Dana M. Glenn, University of Houston

Submitted by Dana M. Glenn, danaglenn29@hotmail.com

224-11 ORGANIZATIONAL WELLNESS PROGRAMS: A META-ANALYSIS

A meta-analysis was conducted to examine the conflicting results associated with the utilization of organizational wellness programs (Conrad, 1987; Kirkcaldy, Cooper, Shephard, & Brown, 1994). It was found that organizational wellness programs are associated with lower absenteeism and higher job satisfaction.

Kizzy Marie Parks, Brevard Community College
Lisa A. Steelman, Florida Institute of Technology/Burke Inc.

Submitted by Kizzy Marie Parks, Kizwiz@hotmail.com

224-12 CONFLICT RESOLUTION TACTICS AND EMPLOYEE PERCEPTIONS OF SAFETY AT WORK

The present study found that conflict resolution tactics used in organizations (reasoning, verbal aggression, and physical aggression) were related to type of disputants involved in disagreements and to employees' feelings of being safe at work. The findings suggest that some work contexts may be characterized as more aggressive than others.

Anika Gakovic, UBS Financial Services, Inc.
Nancy Da Silva, San Jose State University
Lois E. Tetrick, George Mason University
Submitted by Nancy Da Silva, ndasilva@email.sjsu.edu

224-13 NEUTRALIZING THE DYSFUNCTIONAL IMPACT OF NA: ROLE OF POLITICAL SKILL

We examined the neutralizing effects of political skill on NA—job-strain relationships (i.e., tension, dissatisfaction, and EMG). Results supported moderating effects of political skill such that greater political skill reduced negative effects of NA on job tension and job dissatisfaction and increased EMG for those high in NA.

Pamela L. Perrewe, Florida State University
Kelly Zellars, University of North Carolina–Charlotte
Ana Maria Rossi, Clinica De Stress E Biofeedback
Wayne A. Hochwarter, Florida State University
Gerald R. Ferris, Florida State University
Charles J Kacmar, Florida State University
Submitted by Pamela L. Perrewe, pperrew@cob.fsu.edu

224-14 EFFECTS OF WEEKEND EXPERIENCES ON WORK ENGAGEMENT AND PERFORMANCE

This study examined the extent to which experiences during the weekend contribute to job-related variables after the weekend. Data from 85 emergency service workers indicate that private hassles, positive work reflection, and social activity during the weekend predicted work engagement as well as in-role and extra-role performance after the weekend.

Sabine Sonnentag, Technical University–Braunschweig, Germany

Charlotte Fritz, Technical University–Braunschweig, Germany

Submitted by Charlotte Fritz, c.fritz@tu-bs.de

224-15 EMOTIONAL EXHAUSTION, WORK RELATIONSHIPS, AND HEALTH EFFECTS ON ORGANIZATIONAL OUTCOMES

Results from 2,287 participants (1997 National Study of the Changing Workforce) revealed that work relationships partially mediated the relationship between emotional exhaustion and job effort, turnover, job satisfaction, and absenteeism. Furthermore, frequency of health problems reported by an individual partially mediated the effects of emotional exhaustion on these same outcomes.

Carolyn J. Mohler, Colorado State University

Zinta S. Byrne, Colorado State University

Russell S. Cropanzano, University of Arizona

Submitted by Carolyn J. Mohler, cmohler@lamar.colostate.edu

224-16 FIRST-NIGHT SHIFT SIMULATION: EFFECTS ON PERFORMANCE, EFFORT, AND STRESS

The current study simulates a first night shift to determine effects of 24-hour sleep deprivation on performance, perceived effort, and stress on both a challenging task and simple task. Performance decreased on the simple task, but increased on the complex task. Larger stress increases were reported for the simple task.

Heather N. Odle-Dusseau, Clemson University

Jessica Bradley, Clemson University

June J. Pilcher, Clemson University

Submitted by Heather N Odle-Dusseau, hnicole77@yahoo.com.au

224-17 U.S.–CHINA COMPARATIVE STUDY ON PATHWAYS TO MANAGING STRESS

This paper examines the relationship between individualism–collectivism and work locus of control, social support, and family–work conflict. American employees (individualists) reported higher internal work locus of control, family–work conflict, and stress. The effect of family–work conflict on stress was mediated by social support and active coping.

Abhishek Srivastava, West Virginia University

Gerald L. Blakely, West Virginia University

Frances M. McKee-Ryan, Oregon State University

Martha C. Andrews, University of North Carolina–Wilmington

Submitted by Abhishek Srivastava, abhishek.srivastava@mail.wvu.edu

224-18 IMPACT OF INFORMATION TECHNOLOGY STRESSORS ON EMPLOYEE STRAIN OUTCOMES

Although technology is a growing part of many jobs, few studies have examined its impact on employees' well-being. We developed a scale assessing 11 factors of technology stressors. This scale demonstrated good internal reliability and predicted perceived stress and strain outcomes after controlling for traditional job-role stressors.

Arla L. Day, Saint Mary's University

Stephanie L. Paquet, University of Calgary

Laura Hambley, University of Calgary

Colleen Lucas, University of Calgary
Nicholas Borodenko, University of Calgary
Submitted by Stephanie L. Paquet, spaquet@ucalgary.ca

224-19 OCCUPATIONAL SAFETY: THE JOB DEMAND–CONTROL MODEL STRIKES AGAIN

The Job Demand–Control model was applied to the occupational safety domain. Using safety-specific demands (situational constraints), control (safety control), and well-being criteria (safety performance, injuries), the strain and buffer hypotheses were tested. Partial support for the strain hypothesis and significant interactions between demand and control were found for both criteria.

Autumn D. Krauss, Colorado State University
Peter Y. Chen, Colorado State University
Scott Finlinson, The Ohio University
Lori Anderson, Colorado State University
Yueng-Hsiang E. Huang, Liberty Mutual Research Institute for Safety
Kevin B. Tamanini, The Ohio University
Submitted by Lori Anderson, lori@lamar.colostate.edu

224-20 IS WORKPLACE HARASSMENT HAZARDOUS TO YOUR HEALTH?

We examined cross-sectional and lagged effects of sexual harassment (SH) and generalized workplace harassment (GWH) on incidence of self-reported past-year illness/injury/assault in a sample of over 1,500 university employees. SH and GWH, but not other job stressors, were related to increased odds of illness or injury.

Kathleen Rospenda, University of Illinois at Chicago
Judith A. Richman, University of Illinois at Chicago
Jennifer L.Z. Ehmke, University of Illinois at Chicago
Kenneth W. Zlatoper, University of Illinois at Chicago
Submitted by Kathleen Rospenda, krospenda@psych.uic.edu

224-21 A STUDY OF PERSONALITY AND CONFLICT AT WORK USING NURSES

This research study examined the role that personality plays in predicting the amounts of conflict that nurses experience while at work. Conflict was evaluated by source (nurse, doctor, supervisor, or patient) with significant effects found for Agreeableness, Openness to Experience, and Neuroticism.

Ashley M. Guidroz, Minnesota State University–Mankato
Lisa M. Perez, Minnesota State University–Mankato
Submitted by Ashley M. Guidroz, aguidro@bgnet.bgsu.edu

224-22 BENEFITS OF SOCIAL SUPPORT: THE EFFECT OF GENDER

The social support–strain relationship was moderated by gender. Psychological strain, work-to-family conflict, and job-withdrawal intentions were negatively correlated with levels of coworkers' support in women, but not in men. Men and women did not differ in quantity of social support they received, but women benefited more from it.

Olga L. Clark, Bowling Green State University
Christiane Spitzmueller, University of Houston
Charlie L. Reeve, Purdue University
Steven G. Rogelberg, University of North Carolina at Charlotte
Alan G. Walker, Bowling Green State University
Natalie DiGiacomo, Humane Society of the United States
Lisa Schultz, Purdue University
Submitted by Olga L. Clark, oclark@bgnet.bgsu.edu

**224-23 THE RELATIONSHIP BETWEEN ALIGNMENT, DECENTRALIZATION, LEGITIMIZATION,
AND ORGANIZATIONAL SAFETY**

This study examines the relationship of alignment, decentralization, and legitimacy of safety practices, and organizational safety outcomes. Findings indicate that both alignment ($\beta = -.286$, CI = $-.518, -.054$) and decentralization ($\beta = -.366$, CI = $-.586, -.146$) have a relationship with numbers of injuries per 100 employees.

Kristy J. Lauver, University of Wisconsin

Submitted by Kristy J. Lauver, lauverkj@uwec.edu

**224-24 A META-ANALYSIS OF STRESS AND PERFORMANCE:
ASSESSING THE CHALLENGE-HINDRANCE FRAMEWORK**

Using meta-analysis, we found that stress associated with hindrances at work (e.g., role conflict, role ambiguity) is more negatively related to performance than stress associated with challenges at work (e.g., workload, job demands). Results also indicate that the nature of the stress influences relationships with job satisfaction and withdrawal.

Nathan P. Podsakoff, University of Florida

Jeffery A. LePine, University of Florida

Marcie LePine, University of Florida

Submitted by Nathan P. Podsakoff, podsakof@ufl.edu

224-25 INDIVIDUAL DIFFERENCES, RISK, AND ACCIDENTS OUTCOMES IN THE NUCLEAR INDUSTRY

We tested models of accident outcomes with data from 181 employees from a southeastern-based nuclear power facility. Models incorporated multiple sources and multiple conceptualizations of accident criteria. Tests of the models provided partial support for the hypothesis that job-relevant risk moderates the relationship between personality and accident outcomes.

Michael J. Garrity, Aptima, Inc.

Patrick H. Raymark, Clemson University

Submitted by Patrick H. Raymark, praymar@clemson.edu

224-26 COGNITIVE AND TEMPORAL EFFECTS IN EMOTIONAL LABOR: A DIARY STUDY

This study employs a longitudinal design to test the temporal order of emotion regulation processes at work. Results elucidate the cognitive processes involved in, and differential effects of, regulation strategies in a sample of university administrative staff. Qualitative data on deep-acting strategies are also presented.

Jennifer L. Burnfield, Bowling Green State University

Submitted by Jennifer L. Burnfield, jburnfi@bgnet.bgsu.edu

**224-27 MODERATING STRESSOR-STRAIN RELATIONSHIPS WITH EFFICACY AND ALTRUISM:
A MULTILEVEL STUDY**

Given the multilevel structures of organizations, it is important for research in occupational health psychology to examine group-level moderators of stress-strain relationships. We examined collective efficacy and altruism as cross-level moderators of stress-strain relationships. Results indicated that collective perceptions may influence how employees react to stressors in the workplace.

Michael A. Lodato, Bowling Green State University

Steve M. Jex, Bowling Green State University

Mo Wang, Bowling Green State University

Submitted by Michael A. Lodato, mlodato@bgnet.bgsu.edu

224-28

**INVESTMENT IN WORKFORCE HEALTH:
EXAMINING IMPLICATIONS FOR SAFETY AND COMMITMENT**

The current study, conducted in the offshore oil industry ($N = 1,374$), sought to examine whether investment in workforce health reaps organizational benefits beyond improved health. Results suggest that health investment manifests in positive evaluations of health and safety climate and is associated with fewer risk-taking behaviors and greater workplace commitment.

Lorraine Hope, University of Aberdeen
Kathryn Mearns, University of Aberdeen
Alistair Cheyne, Loughborough University
Submitted by Lorraine Hope, l.hope@abdn.ac.uk

224-29 PERSON–JOB FIT: EXTROVERSION, SOCIAL INTERACTION, AND BLOOD PRESSURE

Nonclinical white-collar employees participated in a combined laboratory-field study. Introverts who encountered frequent social interactions as well as extroverts with only few social interactions at work showed elevated habitual ambulatory systolic blood pressure levels. Participants with a person-job fit displayed normal systolic blood pressure levels.

Klaus J. Templer, Nanyang Technological University
Submitted by Kok-Yee Ng, akyng@ntu.edu.sg

224-30 RETIREMENT AND SPILLOVER: DOES WORKPLACE STRESS AFFECT RETIREMENT DRINKING OUTCOMES?

This research extends spillover, stress, and social control theory by examining the extent to which workplace experiences impact well-being in retirement. Longitudinal data from 2,305 employees show a worker–retiree spillover effect in which workplace stressors (sexual harassment, general abuse, job characteristics) predicted drinking (frequency and quantity) in retirement.

Kenneth W. Zlatoper, University of Illinois–Chicago
Judith A. Richman, University of Illinois–Chicago
Jennifer L.Z. Ehmke, University of Illinois–Chicago
Kathleen Rospenda, University of Illinois–Chicago
Submitted by Kathleen Rospenda, krospenda@psych.uic.edu

224-31 THE INFLUENCE OF EMOTIONAL INTELLIGENCE ON PERFORMANCE DURING STRESS

This research examined the relationship between emotional intelligence, stress appraisals, and performance. Participants ($N = 77$) performed a mental math task and a videotaped speech. EI was related to challenge appraisals and performance. The four facets of EI had differential effects depending on the time and type of task performed.

Joseph B. Lyons, Wright State University
Tamera R. Schneider, Wright State University
Tamara L. April, Wright State University
Liz K. Stevens, Wright State University
Submitted by Joseph B. Lyons, lyons.28@wright.edu

225. COMMUNITY OF INTERESTS: SUNDAY, 8:00–8:50**RIVER EXB HALL A (LEVEL 1)**

COMMUNITY OF INTERESTS: DIVERSITY

Participants can come and go as they like, and chat with others conducting similar projects.

SUNDAY AM

227. SYMPOSIUM: SUNDAY, 8:30–9:50**OHIO (LEVEL 2)****FILLING THE PIPE I: STUDYING MANAGEMENT DEVELOPMENT ACROSS THE HIERARCHY**

Although there is a shortage of managerial talent today, there is no shortage of opinions about how to develop managers and leaders at every level. What is needed most is research-based guidance. This symposium features four field studies that contribute to the literature and help point the way.

Robert B. Kaiser, Kaplan DeVries Inc., *Chair*

S. Bartholomew Craig, North Carolina State University, *Co-Chair*

Jennifer J. Deal, Center for Creative Leadership, Ross DePinto, Center for Creative Leadership, *Differences in the Developmental Needs of Managers at Multiple Levels*

Stephen J. Zaccaro, George Mason University, Deanna Banks, HumanR, *Developmental Work Assignments for Middle and Upper Level Organizational Leaders*

Robert B. Kaiser, Kaplan DeVries Inc., S. Bartholomew Craig, North Carolina State University, *What Gets You There Won't Keep You There: Managerial Behaviors Related to Effectiveness at the Bottom, Middle, and Top*

Robert T. Hogan, Hogan Assessment Systems, *Managerial Incompetence Across the Hierarchy*

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

Submitted by Robert B. Kaiser, rkaiser@kaplandevries.com

228. SYMPOSIUM: SUNDAY, 8:30–9:50**MICHIGAN A (LEVEL 2)****RESIZING THE ORGANIZATION: USING RESEARCH TO IMPROVE PRACTICE**

The purpose of this symposium is to investigate gaps between research findings and actual organizational resizing practices. Two field studies explore how companies have implemented various resizing activities and their resulting performance. In addition, a national survey program is used to examine the impact of layoffs on employee attitudes.

Kenneth P. De Meuse, University of Wisconsin–Eau Claire, *Chair*

Wayne F. Cascio, University of Colorado, *Managing a Downsizing Process*

Todd J. Hostager, University of Wisconsin–Eau Claire, *Responses of Customers and Competitors to Organizational Resizing*

Jack W. Wiley, Gantz Wiley Research, *The Effects of Downsizing on Organizational Climate*

Submitted by Kenneth P. De Meuse, demeukp@uwec.edu

229. PRACTITIONER FORUM: SUNDAY, 8:30–9:20**MICHIGAN B (LEVEL 2)****FEDERAL FLIGHT DECK OFFICER PROGRAM: AN INTEGRATED INTERNET-BASED ASSESSMENT SYSTEM**

This forum describes how Internet technology was used to develop a complex assessment system to qualify commercial airline pilots to be armed through participation in the Federal Flight Deck Officer program. An online system collects, integrates, analyzes, and monitors multisource data obtained nationwide including application forms, testing, and clinical interviews.

Reid E. Klion, Performance Assessment Network, *Chair*

Ann M. Quigley, Transportation Security Administration, *Arming Pilots Through the FFDO Program: Legal and Technical Considerations*

Ryan A. Ross, Hogan Assessment Systems, *Using Synthetic and Transport Validation for Assessing FFDO Volunteers*

James Fico, Private Practice, *Psychological Interview and Test Feedback Process: Development and Implementation*

Submitted by Reid E. Klion, reid@pantesting.com

230. SPECIAL EVENT: SUNDAY, 9:00–9:50**CHICAGO VI (LEVEL 4)****SUNDAY PLENARY: PUBLIC SAFETY AND OCCUPATIONAL HEALTH:
OPPORTUNITIES FOR I-O RESEARCH AND PRACTICE**

This Plenary session considers the opportunities for I-O psychologists to contribute to some of the dominant issues of our time—fighting terrorism and ensuring safety/health (public, occupational, national) across multiple levels of analysis. The panel of experts will increase awareness of the research, practice, and funding opportunities currently available.

Michael J. Burke, Tulane University, *Chair*

Daniel R. Ilgen, Michigan State University, *Presenter*

Elizabeth B. Kolmstetter, Transportation Security Administration, *Presenter*

Sue Ann Corell Sarpy, Tulane University, *Presenter*

Submitted by Michael J. Burke, mburke1@tulane.edu

EXPANDED TUTORIALS REQUIRE ADVANCE REGISTRATION AS WELL AS AN ADDITIONAL FEE!

231. EXPANDED TUTORIAL: SUNDAY, 9:00–11:50**MISSISSIPPI (LEVEL 2)****EXPANDED TUTORIAL 1: GETTING YOUR HANDS DIRTY:
ACADEMIC AND APPLIED PERSPECTIVES ON CONDUCTING ORGANIZATIONAL RESEARCH**

Elaine D. Pulakos, Personnel Decisions Research Institutes, *Presenter*

Ann Marie Ryan, Michigan State University, *Presenter*

Susan White, Personnel Decisions Research Institutes, *Coordinator*

EXPANDED TUTORIALS REQUIRE ADVANCE REGISTRATION AS WELL AS AN ADDITIONAL FEE!

232. EXPANDED TUTORIAL: SUNDAY, 9:00–11:50**ARKANSAS (LEVEL 2)****EXPANDED TUTORIAL 2: WORK MOTIVATION IN THE 21ST CENTURY:
MAPPING NEW DIRECTIONS FOR THEORY AND RESEARCH**

Ruth Kanfer, Georgia Institute of Technology, *Presenter*

Gilad Chen, Georgia Institute of Technology, *Coordinator*

EXPANDED TUTORIALS REQUIRE ADVANCE REGISTRATION AS WELL AS AN ADDITIONAL FEE!

233. EXPANDED TUTORIAL: SUNDAY, 9:00–11:50**COLORADO (LEVEL 2)****EXPANDED TUTORIAL 3: MEASUREMENT INVARIANCE:
CONCEPTUAL AND DATA ANALYSIS ISSUES**

David Chan, National University of Singapore, *Presenter*

Steven Scullen, North Carolina State University, *Coordinator*

SUNDAY AM

EXPANDED TUTORIALS REQUIRE ADVANCE REGISTRATION AS WELL AS AN ADDITIONAL FEE!

234. EXPANDED TUTORIAL: SUNDAY, 9:00–11:50

MISSOURI (LEVEL 2)

**EXPANDED TUTORIAL 4: USING CONDITIONAL REASONING
IN ORGANIZATIONAL RESEARCH**

Lawrence R. James, University of Tennessee, *Presenter*
Michael McIntyre, University of Tennessee, *Presenter*
Jose M. Cortina, George Mason University, *Presenter*
James LeBreton, Wayne State University, *Coordinator*

235. INTERACTIVE POSTERS: SUNDAY, 9:00–9:50

PARLOR A (LEVEL 3)

INTERACTIVE POSTERS: DIVERSITY, GLOBAL

235-1 PREDICTING EXPATRIATE SUCCESS: A LOOK AT SOME NEW VARIABLES

Previous research has identified several unique individual and organizational factors that explain success on expatriate assignments. However, we propose that these factors operate through their impact on individual locus of control and expectancy. We present a new process model and several propositions to study success in expatriate assignments.

Arup Varma, Loyola University–Chicago
Shaun Pichler, Loyola University–Chicago
Fiona Nelson, Loyola University–Chicago
Submitted by Arup Varma, avarma@luc.edu

**235-2 CULTURAL INTELLIGENCE:
DEVELOPMENT AND CROSS-VALIDATION OF A MULTIFACETED MEASURE**

This series of studies introduces the concept of cultural intelligence and describes the development and initial validation of a four-faceted measure of cultural intelligence (CQ) including meta-cognition, cognition, motivation, and behavior. Empirical analyses demonstrate factor equivalence in two samples, acceptable reliability, and cross-validation in a second cultural setting.

Soon Ang, Nanyang Technological University
Linn Van Dyne, Michigan State University
Christine Koh, Nanyang Technological University
Submitted by Soon Ang, asang@ntu.edu.sg

**235-3 PREDICTING EXPATRIATE JOB PERFORMANCE FOR SELECTION PURPOSES:
A QUANTITATIVE REVIEW**

Meta-analyses on 23 primary studies ($N = 2973$) revealed that extraversion, emotional stability, conscientiousness, local language ability, cultural sensitivity, and flexibility are predictive of expatriate job performance; agreeableness and openness were unconfirmed. A negative relationship emerged for prior international experience. Predictive validities of personality on performance are compared with those found intraculturally.

Stefan T. Mol, Erasmus University–Rotterdam
Marise Born, Erasmus University–Rotterdam
Madde E. Willemsen, GITP Research, GITP International BV
Henk T. Van Der Molen, Erasmus University–Rotterdam
Submitted by Stefan T. Mol, mol@fsw.eur.nl

SUNDAY AM

235-4**PROFILING THE EFFECTIVE EXPATRIATE:
INDIVIDUAL DIFFERENCES AS PREDICTORS OF SUCCESS**

This research examined the impact of cultural flexibility and ethnocentrism on expatriate effectiveness. Data from 380 Japanese and Korean expatriates not only indicate that these competencies affect expatriate adjustment, withdrawal cognitions, and performance, but that these impacts vary according to expatriates' previous overseas work experience.

Lori A. Ferzandi, Pennsylvania State University
Margaret A Shaffer, Hong Kong Baptist University
Hal B. Gregersen, Brigham Young University
J. S. Black, University of Michigan
Submitted by Lori A. Ferzandi, laf192@psu.edu

236. POSTER SESSION: SUNDAY, 9:00–9:50**RIVER EXB HALL A (LEVEL 1)****TRAINING, LEGAL, PRACTICE ISSUES****236-1****A PROPOSED ATI MODEL FOR THE FIELD OF TRAINING**

In the 50 years since Cronbach's call for increased attention to aptitude-treatment interactions, researchers from many diverse fields, including educational, social, and clinical psychology have attempted to apply the logic of ATI to their fields. This paper represents an attempt to develop an ATI model for the field of training.

Michael J. Cullen, University of Minnesota
Submitted by Michael J. Cullen, cull0061@tc.umn.edu

236-2 EXPERIENCES OF SEXUAL HARASSMENT SCALE: EVIDENCE OF RELIABILITY AND VALIDITY

This research examines the newly developed Experiences of Sexual Harassment (ESH) scale, which more clearly measures the legal definition of sexual harassment (EEOC, 1997). Ninety-nine employees completed the ESH and the SEQ/SHOM. Data analysis included validation of the ESH (e.g. confirmatory factor analysis), and comparing the ESH and the SEQ/SHOM.

Stephanie Swindler, Southern Illinois University–Carbondale
Margaret S. Stockdale, Southern Illinois University–Carbondale
Submitted by Stephanie Swindler, steph_swindler@yahoo.com

236-3**THE INFLUENCE OF INCENTIVES AND TIMING ON ERROR TRAINING**

To improve the task performance of low-ability trainees, incentives were combined with error training instructions presented either early or late in training on a complex task. Results indicated that presenting the instructions late significantly boosted performance, but adding an incentive to those instructions hurt performance.

Michael E. Stiso, Texas A&M University
Stephanie C. Payne, Texas A&M University
Submitted by Stephanie C. Payne, scp@psyc.tamu.edu

236-4**GOAL ORIENTATIONS AND THEIR EFFECTS ON BARGAINING BEHAVIOR AND ATTITUDES**

Goal orientations a person possessed influenced person choice of negotiation strategies and outcomes. Process orientation led to integrative strategies and to integrative attitudes toward negotiation, while an outcome goal led to the use of distributive strategies during the bargaining process and to holding distributive attitudes toward negotiation.

Tal Katz, The Interdisciplinary Center, Herzliya
Chanan Goldschmidt, The Interdisciplinary Center, Herzliya
Submitted by Tal Katz, katzt@idc.ac.il

SUNDAY AM

236-5 ADDING INSULT TO INJURY: PROCEDURAL JUSTICE IN MONETARY EQUITY RESTORATION

In this experimental study, respondents who were offered monetary compensation for distributive inequities were less satisfied when the recompense implied a lack of concern for procedural fairness, even though the compensation itself was perceived as equitably fair. Results suggest that reparations may be undermined by the absence of procedural considerations.

Tyler G. Okimoto, New York University

Tom R. Tyler, New York University

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

236-6 PREDICTORS OF MOTIVATION TO LEARN WHEN TRAINING IS MANDATORY

Few studies have focused on the factors that predict motivation to learn when training is mandatory. The influence of individual (work locus of control, perceived benefits of training) and organizational (negative transfer climate, supervisor support) factors on motivation to learn was entirely mediated by the individual's level of organizational commitment.

Michael A. Machin, University of Southern Queensland

Cherylee A. Treloar, Blue Care

Submitted by Michael A. Machin, machin@usq.edu.au

236-7 INDEPENDENT CONSULTING: IS IT A CHOICE BETWEEN SATISFACTION OR SUCCESS?

A systemic model predicting the job satisfaction and financial success of independent consultants was examined. Psychological work experiences, personality, financial solvency, client base, business activities, and networks all significantly contributed towards job satisfaction and financial success. Cumulatively, the findings suggest that independent consultants' satisfaction and financial success are intimately linked.

Cara T. Jones, University of Melbourne

Submitted by Cara T. Jones, c.jones9@pgrad.unimelb.edu.au

236-8 EXPLORING ALTERNATIVE APPROACHES TO THE EVALUATION OF LEARNING IN TRAINING

We examined two approaches to test development for the purpose of evaluating learning during training. The resulting tests measured task knowledge (content-oriented approach) and task understanding (cognitively oriented approach). Results demonstrated that task understanding mediated task-knowledge effects on performance and provided empirical evidence for the benefits of cognitively oriented test design.

Mark V. Palumbo, Wright State University

Debra Steele-Johnson, Wright State University

Valerie L. Shalin, Wright State University

Lynn-Michelle N. Sassoon, Wright State University

Submitted by Mark V. Palumbo, palumbo.2@wright.edu

236-10 SELF-MANAGEMENT TRAINING: INVESTIGATING THE INFLUENCE OF FISH TRAINING

This field experiment examined self-management training outcomes in an organizational setting. Intrinsic motivation, customer service, altruism, autonomy, and an overall measure of work motivation outcomes were examined. Survey data gathered at Time 1 and immediately after training at Time 2, revealed significant increases on several dependent variables.

Nkeiruka I. Mbah, University of Northern Iowa

Submitted by Nkeiruka I. Mbah, nimbah@uni.edu

236-11 **HR PROFESSIONALS' COMMITMENT TOWARDS CONSULTANCY FIRMS IN
PERSONNEL SELECTION**

This study develops and tests a model of the determinants of HR professionals' commitment towards a consultancy firm in selection. Results among 177 HR professionals showed that specific investments predicted continuance commitment, whereas shared values predicted affective commitment. Only affective commitment was related to the percentage of selection activities outsourced.

Filip Lievens, Ghent University

Liesbet Roose, Ghent University

Submitted by Filip Lievens, filip.lievens@ugent.be

236-12 **TRAINABILITY AND TRAINING PERFORMANCE: BASIC SKILLS, COGNITIVE ABILITY, OR BOTH?**

Noe and Colquitt's (2002) concept of trainability, which is purported to include basic skills and cognitive ability, was examined relative to the Kraiger, Ford, and Salas' (1993) 3-factor training performance model. Basic skills and cognitive ability were found to predict preselection screening outcomes and subsequent training performance.

Erich C. Dierdorff, DePaul University

Eric A. Surface, SOFLO/Army Research Institute

Submitted by Erich C. Dierdorff, ec_dierdorff@msn.com

236-13 **REACTIONS TO DIVERSITY TRAINING: AN INTERNATIONAL COMPARISON**

In response to workplace diversity, organizations implement diversity training programs. The present study examined reactions to diversity training conducted by a multinational corporation in nine countries classified on the individualistic/collectivist continuum. Results showed that trainee culture as well as trainer culture and gender influenced perceptions of usefulness and trainer effectiveness.

Courtney L. Holladay, Rice University

Miguel A. Quinones, University of Arizona

Submitted by Courtney L. Holladay, holladay@rice.edu

236-14 **IMPLICIT-PERSON THEORY EFFECTS ON EMPLOYEE COACHING**

A person's implicit-person theory (IPT) reflects their implicit beliefs about the malleability of personal attributes (C. S. Dweck, 1991, 1999). An experimental study found that an induced incremental IPT predicts willingness to coach a poor-performing employee, as well as the quantity and quality of performance improvement suggestions provided.

Peter A. Heslin, Southern Methodist University

Gary P. Latham, University of Toronto

Don VandeWalle, Southern Methodist University

Submitted by Peter A. Heslin, pheslin@mail.cox.smu.edu

236-15 **THE HUMAN RESOURCE IMPLICATIONS OF THE SARBANES-OXLEY ACT OF 2002**

This paper seeks to increase HR professionals' awareness of the HR issues associated with the Sarbanes-Oxley Act and to provide guidance that will assist them in developing organizational approaches to effectively address those issues.

Mark V. Roehling, Michigan State University

Tyler Allen, Michigan State University

Submitted by Mark V. Roehling, roehling@msu.edu

236-16 THE ROLE OF OPEN-ENDED COMMENTS IN MULTISOURCE FEEDBACK PROGRAMS

Executive development continues to increase in popularity. Accordingly, multisource or 360-degree feedback programs are widely used in today's organizations. This study examines the benefits of including open-ended feedback within 360-degree feedback assessment programs, explores ways to analyze and improve rater comments, and discusses areas for future research.

Maria R. Louis-Slaby, University of Tennessee
 Katherine R. Helland, University of Tennessee
 Submitted by Maria R. Louis-Slaby, mlouis@utk.edu

236-17 GENDER STEREOTYPING AS A HEURISTIC FOR EVALUATING EXPERT TESTIMONY CREDIBILITY

This study investigated whether individuals would differentially rate the testimony of male and female expert witnesses testifying in a masculine domain of expertise. Ratings from 61 students indicate that testimony is rated as less credible when presented by a female than by a male, but only when testimony is complex.

Christine Stanford, New York University
 Submitted by Christine Stanford, ces255@nyu.edu

236-18 TRAINING I-O PSYCHOLOGISTS: WHAT IS AND WHAT SHOULD BE?

The purpose of this research was to investigate the perceptions and views of I-O psychologists as to the relevancy and importance of the competencies that the Society for I-O Psychology (SIOP) suggests be included in the training of I-O psychologists at the doctoral level.

Joel T. Lundstrom, Kansas State University
 Patrick A. Knight, Kansas State University
 Submitted by Joel T. Lundstrom, joell@ksu.edu

236-19 BLOCKED VERSUS RANDOM TRAINING OF THREE-DIMENSIONAL SPATIAL MEMORY

In a cubic chamber, representing a space station node, participants learned to recognize a 3D layout from multiple perspectives. Participants received either blocked or random sequencing for trials in an initial learning phase. Blocked sequencing was superior on initial learning measures, but random sequencing produced superior transfer and memory performance.

Travis Tubre, University of Wisconsin–River Falls
 Amber Hanson Tubre, University of Wisconsin–River Falls
 Wayne Shebilske, Wright State University
 Timothy J. Willis, University of South Florida
 B. Anthony Thomas, Georgia Institute of Technology
 Submitted by Travis Tubre, travis.tubre@uwrf.edu

236-20 INDIVIDUAL DIFFERENCES, EXTENDED PRACTICE, AND THE DEVELOPMENT OF SKILL PROFICIENCY

We conducted a laboratory study involving a complex computer task and demonstrated how extended practice after training was essential to the attainment of expertise. Furthermore, our findings indicated that ability and learning orientation were related to extended practice through the mediating roles of skill acquisition and task enjoyment.

Paul R Boatman, University of Oklahoma
 Eric Day, University of Oklahoma
 Jazmine Espejo, University of Oklahoma
 Lauren E Jackson, University of Oklahoma
 Sheri L Holloway, University of Oklahoma
 Submitted by Eric Day, eday@ou.edu

236-21 COGNITIVE AND DISPOSITIONAL PREDICTORS OF TRAINING PERFORMANCE

This field study integrates learning goal orientation, performance goal orientation, self-efficacy, goal commitment, cognitive ability, and goal setting into a conceptual model to explain sales training performance. Path analytic results indicated that all but cognitive ability and performance goal orientation positively correlated with performance, providing support for the integrated model.

Stephen A. Dwight, Bristol-Myers Squibb
John J. Donovan, Virginia Tech
Dan Schneider, Sepracor Inc.

Submitted by Stephen A. Dwight, stephen.dwight@bms.com

236-22 THE MORE, THE BETTER: MULTIPLE INSTRUCTIONAL MEDIA INCREASE EXECUTIVE LEARNING

This paper examined the impact of learning styles and multiple instructional techniques on learning in executive education. The results suggest it is advantageous to use multiple methods when delivering executive education. However, the differences could not be explained by learning styles.

Jillian A Peat, University of Tennessee
Robert T. Ladd, University of Tennessee
Michael J Stahl, University of Tennessee

Submitted by Jillian A Peat, jpeat@utk.edu

236-23 APPLYING U.S. EMPLOYMENT DISCRIMINATION LAWS TO MULTINATIONAL ENTERPRISES

Federal court cases ($N = 81$) were examined to identify eight general guidelines that determine when U.S. employment discrimination statutes apply to the workforce of multinational enterprises (MNEs). The cases apply to U.S. and foreign-based employers operating inside and outside the U.S. Practical guidance for MNEs is provided.

Richard Posthuma, University of Texas–El Paso
Mark V. Roehling, Michigan State University
Michael A. Campion, Purdue University

Submitted by Richard Posthuma, rposthuma@utep.edu

236-24 CREATIVITY TRAINING: MORE EFFECTIVE FOR SOME?

This paper investigates whether creativity training is more effective in individuals who exhibit higher levels of creativity prior to training. Using data collected from individuals undergoing creativity training, results suggest a positive relationship between a trainee's level of creativity prior to training and the effectiveness of the training.

Shani Silverman, Binghamton University
Joseph W. Harder, University of Virginia
Elizabeth Carroll, Binghamton University
Nurdan Korkmaz, Binghamton University
Kim Jaussi, Binghamton University
Shelley Dionne, Binghamton University

Submitted by Kim Jaussi, kjaussi@binghamton.edu

236-25 AN EMPIRICAL COMPARISON OF I-O PSYCHOLOGY'S INTERNAL AND EXTERNAL IDENTITIES

The nature of I-O psychology's identity has recently been the topic of much discussion within the discipline. However, little empirical work has examined the field's identity, particularly from multiple perspectives. We compare I-O's identity from both internal and external perspectives, identify discrepancies between them, and examine possible courses of action.

Timothy P. McGonigle, Caliber Associates
 Patrick Gavan O'Shea, American Institutes for Research
 Christina K. Curnow, Caliber Associates
 Kenneth G. Brown, University of Iowa
 Submitted by Timothy P. McGonigle, mcgonigt@calib.com

236-26

**EXECUTIVE DEVELOPMENT:
 CHARACTERISTICS OF THE ADULT INTERPERSONAL ACUMEN SCALE**

This study examined the scale structure and criterion validity coefficients of the adult interpersonal acumen scale using an organizational sample. Participants were personnel from a large nationally operative corporation in the United States. Results confirm the ordinal structure of the scale and raise several issues for further research.

Ram N. Aditya, Florida International University
 Christopher J. Johnson, University of Louisiana at Monroe
 Submitted by Ram N. Aditya, adityar@fiu.edu

236-27

PREDICTING CUSTOMER INTENT TO RENEW

Customers of a large service organization rated that organization and its chief competitor. Satisfaction with the organization predicted customers' intent to renew. Ratings of the competition improved the prediction slightly, but significantly. Additional analyses targeted different areas for improvement for customers with high and low intention to renew.

Terri Shapiro, Hofstra University
 Comila Shahani-Denning, Hofstra University
 Submitted by Terri Shapiro, terri.shapiro@hofstra.edu

COFFEE BREAK: SUNDAY, 10:00–10:30

MULTIPLE LOCATIONS

237. SYMPOSIUM: SUNDAY, 10:30–11:50

CHICAGO VI (LEVEL 4)

STIGMAS AS A BASIS OF UNFAIR DISCRIMINATION IN ORGANIZATIONS

Members of various social outgroups are stigmatized, resulting in unfair access- and treatment-related discrimination in organizations. This symposium considers a social identity theory-based model dealing with such discrimination and the results of recent research on three factors that may lead to it (i.e., unattractiveness, foreign accents, and sexual orientation).

Irwin L. Goldstein, University System of Maryland, *Chair*
 Eugene F. Stone-Romero, University of Central Florida, Dianna L. Stone, University of Central Florida, *Effects of Ingroup Versus Outgroup Status on Unfair Treatment in Organizations*
 Robert L. Dipboye, Rice University, Kenneth E. Podratz, Rice University, Stefanie K. Halverson, Rice University, *The Role of Physical Attractiveness as a Moderator of Employment Discrimination*
 Megumi Hosoda, San Jose State University, Eugene F. Stone-Romero, University of Central Florida, Jennifer N. Walter, San Jose State University, *The Effects of Foreign Accent and Gender on Employment-Related Decisions*
 Belle Rose Ragins, University of Wisconsin–Milwaukee, Carolyn Wiethoff, Indiana University, *Heterosexism in the Workplace: What You See is Not Always What You Get*
 Irwin L. Goldstein, University System of Maryland, *Discussant*
 Submitted by Eugene F. Stone-Romero, roughrock@bellsouth.net

238. SYMPOSIUM: SUNDAY, 10:30–11:50**CHICAGO VII (LEVEL 4)****CURRENT ISSUES IN THE CONCEPTUALIZATION AND MEASUREMENT OF
WORKPLACE INCIVILITY**

Despite the high level of interest in workplace incivility, major issues remain regarding the conceptualization and measurement of this construct. This symposium addresses the multidimensional view of incivility, the link between incivility and discrimination (e.g., based on race/gender), and includes a discussion of cross-cultural issues in conceptualizing and measuring incivility/deviance.

Vincent J. Fortunato, University of Southern Mississippi, *Chair*

Jennifer L. Burnfield, Bowling Green State University, *Co-Chair*

Jennifer L. Burnfield, Bowling Green State University, Olga L. Clark, Bowling Green State University, Shelby Devendorf, Bowling Green State University, Steve M. Jex, Bowling Green State University, *Understanding Workplace Incivility: Scale Development and Validation*

Lilia M. Cortina, University of Michigan, Vicki J. Magley, University of Connecticut, Kimberly A. Lonsway, National Center for Women and Policing, *Reconceptualizing Workplace Incivility Through the Lenses of Gender and Race*

Carra S. Sims, University of Illinois at Urbana–Champaign, Reeshad S. Dalal, Purdue University, Michael R. Bashshur, University of Illinois at Urbana–Champaign, Scott Bedwell, IPAT, Deborah E. Rupp, University of Illinois at Urbana–Champaign, *A Common Measure for a Common Problem: Generalized Discrimination*

Rebecca J. Bennett, University of Toledo, *Measurement Issues in Cross-Cultural Studies of Employee Deviance*

Paula L. Grubb, NIOSH, *Discussant*

Submitted by Jennifer L. Burnfield, jburnfi@bgnet.bgsu.edu

239. SYMPOSIUM: SUNDAY, 10:30–11:50**CHICAGO X (LEVEL 4)****IMPLICIT MEASUREMENT IN I-O PSYCHOLOGY: EMPIRICAL REALITIES AND
THEORETICAL POSSIBILITIES**

Implicit measurement is an indirect method that assesses response latencies to speeded categorization tasks to measure attitudes, stereotypes, and self-concepts. This controversial measurement approach is discussed and demonstrated in this symposium, along with papers discussing empirical findings of interest to I-O psychologists concerned with personality measurement and workplace attitudes.

Kenneth Sumner, Montclair State University, *Chair*

Elizabeth Haines, William Paterson University, *Co-Chair*

Elizabeth Haines, William Paterson University, Kenneth Sumner, Montclair State University, *The What, Why, and How of Implicit Measurement: A Primer*

Jonathan C. Ziegert, University of Maryland, Paul J. Hanges, University of Maryland, *Examination of Explicit, Implicit, and Conditional Reasoning Personality Measurement*

Lindsey Marie Young, Wayne State University, David Kuttner, Wayne State University, Boris B. Baltes, Wayne State University, *Implicit and Explicit Racial Attitudes: Relationship to Performance Ratings*

Kenneth Sumner, Montclair State University, Elizabeth Haines, William Paterson University, *Measuring Implicit Work Satisfaction: Empirical Findings and Theoretical Possibilities*

Submitted by Kenneth Sumner, sumnerk@mail.montclair.edu

SUNDAY AM

240. PANEL DISCUSSION: SUNDAY, 10:30–11:50**SHERATON I (LEVEL 4)****THE SILENT KILLER: PREVENTING ERRORS IN HEALTHCARE THROUGH I-O INTERVENTIONS**

It is becoming increasingly important for healthcare organizations to identify the key factors which contribute to organizational effectiveness in reducing errors. Although many organizations have changed systems, processes, or structures, these approaches are incomplete without a requisite assessment of the organizational safety climate and culture.

Russell E. Lobsenz, viaPeople, Inc., *Chair*
 Amanda Seidler Pokryfke, viaPeople, Inc., *Co-Chair*
 David Rosenbloom, McMaster University, *Panelist*
 Chris P. Parker, Northern Illinois University, *Panelist*
 Serge Gagnon, McGill University Health Center, *Panelist*
 Zachary Nelson, Advocate Healthcare, *Panelist*
 Cara C. Bauer, Wayne State University, *Panelist*



Submitted by Amanda Seidler Pokryfke, apokes@usa.net

241. PRACTITIONER FORUM: SUNDAY, 10:30–11:20**SHERATON II (LEVEL 4)****DESIGNING AND IMPLEMENTING A MANAGEMENT PROMOTION SYSTEM AT THE FBI** ★

The FBI faced the challenge of developing, validating, and implementing a promotional system for its managers. Working in partnership with various stakeholders, a comprehensive system was designed and over 3,500 assessments conducted within 10 months. Various challenges accompanying this project are discussed and successful approaches are presented for similar situations.

Joseph A. Gier, Aon Consulting, *Chair*
 Amy Dawgert Grubb, Federal Bureau of Investigation, *The New Mid-Management Promotion System at the FBI*
 Jennifer M. Hurd, Aon Consulting, *Designing a Cognitive Ability Test for FBI Leaders: Working Within a Multiple-Requirement, Multiple-Stakeholder Environment*
 Matthew Dreyer, Aon Consulting, Seymour Adler, Aon Consulting, Joseph A. Gier, Aon Consulting, *Development and Validation of Realistic Telephone Assessment Programs for Midlevel Managerial Positions at the FBI*
 Seymour Adler, Aon Consulting, Matthew Dreyer, Aon Consulting, *Delivering Management Assessment to the Masses*

Submitted by Joseph A. Gier, Joseph_A_Gier@aoncons.com

242. PRACTITIONER FORUM: SUNDAY, 10:30–11:50**SHERATON III (LEVEL 4)****SELECTION RESEARCH FOR PUBLIC SAFETY-RELATED POSITIONS:
CONTRIBUTIONS AND CHALLENGES** ★

This session will highlight examples of I-O research devoted to selection for public-safety and support jobs. Presenters will draw from personal experience in describing selection research in a variety of public-safety settings spanning cognitive, personality, physical ability, and medical domains, as well as future research challenges.

John A. Weiner, Psychological Services, Inc., *Chair*
 Shelley W. Spilberg, California Commission on POST, *Co-Chair*
 Chockalingam Viswesvaran, Florida International University, Deniz S. Ones, University of Minnesota, Eyran Kraus, City of Miami, Mary E. Leckband, City of Miami, Alexander Alonso, Florida International University, *The Role of Applicant Ability and Conscientiousness in Reliability of Assessments*
 John A. Weiner, Psychological Services, Inc., *Cognitive Ability Assessment for Public Safety Positions: Applications and Impact*
 Shelley W. Spilberg, California Commission on POST, Deniz S. Ones, University of Minnesota, Chockalingam Viswesvaran, Florida International University, Michael J. Cullen, University of Minnesota, Stephan Dilchert, University of Minnesota, Shelly A. Wiemann, University of Minnesota, *The Development of Preemployment Psychological Screening Procedures for California Peace Officers: An Arranged Marriage With No Prenup*

Donna L. Denning, City of Los Angeles, *Public-Safety Support Staff: The Challenge of Selection for Scientific Investigation Positions*

Deborah Gebhardt, Human Performance Systems, Inc., *Issues Related to Implementation of Physical Performance Tests and Medical Guidelines in a Public-Safety Setting*

Submitted by John A. Weiner, john@psionline.com

243. PANEL DISCUSSION: SUNDAY, 10:30–11:50

SHERATON IV (LEVEL 4)

THE NUTS AND BOLTS OF OBTAINING EXTERNAL RESEARCH FUNDING



Institutional pressure to obtain external funding is increasing for academic I-O psychologists. The purpose of this panel discussion is to provide an overview of the funding process. Topics to be discussed include sources for external funding, strategies for writing an attractive proposal, and balancing grant writing with other competing demands.

Tammy D. Allen, University of South Florida, *Chair*

Leslie B. Hammer, Portland State University, *Panelist*

Thomas F. Hilton, National Institute–Drug Abuse, *Panelist*

John R. Hollenbeck, Michigan State University, *Panelist*

Eduardo Salas, University of Central Florida, *Panelist*

Submitted by Tammy D. Allen, tallen@luna.cas.usf.edu

244. SYMPOSIUM: SUNDAY, 10:30–11:50

SHERATON V (LEVEL 4)

NEW DIRECTIONS IN CREATIVITY RESEARCH: TEAMS AND REWARDS

Two contextual factors receiving little empirical attention with regards to creativity are teams and rewards. This symposium includes papers investigating the effect of team personality composition on creativity, and how teams' engagement in creative processes impact team effectiveness. In addition, two studies hypothesize and find that rewards can enhance individuals' creativity.

Christina E. Shalley, Georgia Institute of Technology, *Chair*

Markus Baer, University of Illinois, Gwendolyn H. Costa, University of Illinois, Andrea Hollingshead, University of Illinois, Greg R. Oldham, University of Illinois, *The Personality Composition of Teams and Creativity*

Lucy L. Gilson, University of Connecticut, John E. Mathieu, University of Connecticut, Christina E. Shalley, Georgia Institute of Technology, Tom Ruddy, Siemens Corporation, *Creativity and Standardization: Complimentary or Conflicting Drivers of Team Effectiveness?*

Reut Livne-Tarandachm, Technion, Miriam Erez, Technion, Ido Erev, Technion, *Turning Enemies into Allies—The Effects of Performance-Contingent Rewards and Goal Type on Creativity*

Justin Aselage, University of Delaware, Robert Eisenberger, University of Delaware, Ivan L. Sucharski, University of Delaware, *Reward and Creativity: Mediating Roles of Self-Determination*

Michael D. Mumford, University of Oklahoma, *Discussant*

Submitted by Christina E. Shalley, Christina.Shalley@dupree.gatech.edu

245. PRACTITIONER FORUM: SUNDAY, 10:30–11:50

OHIO (LEVEL 2)

FILLING THE PIPE II: BEST PRACTICES IN ORGANIZATION-WIDE MANAGEMENT DEVELOPMENT

The big question facing talent management professionals today is, “How to build an integrated system for churning out homegrown managers and leaders at every organizational level?” This practitioner forum brings together veteran consultants and practitioners with best-practice models, state-of-the-art benchmarking, and sage advice for developing managers across the hierarchy.

Robert B. Kaiser, Kaplan DeVries Inc., *Chair*

Arthur M. Freedman, American University, *Pathways and Crossroads to Executive Leadership*

H. Skipton Leonard, Personnel Decisions International, *When Leadership Development Fails Managers: Making a Clearer Distinction Between Management Training and Leadership Development*

Patricia M. Weik, RHR International Company, *Practices in the Development of Future Leaders for Key Roles*

Jennifer W. Martineau, Center for Creative Leadership, *Creating Synergy and Difference in Development: One Organization's Competencies for Three Organizational Levels*

Submitted by Robert B. Kaiser, rkaiser@kaplandevries.com

246. SYMPOSIUM: SUNDAY, 10:30–11:50

MICHIGAN A (LEVEL 2)

NEW DIRECTIONS IN NAVY SELECTION AND CLASSIFICATION RESEARCH



Presentations in this symposium will describe recent efforts that Navy personnel researchers have undertaken in the area of selection and classification. Implications of this work for future policy, practice, and research will be discussed.

William L. Farmer, Navy Personnel Command, *Chair*

Paul G. Michael, Alliant International University, *JOIN: Jobs and Occupational Interest in the Navy*

Jacqueline A. Mottern, Navy Personnel Research, Studies, & Technology (NPRST), *Retention and Attrition Among New Recruits*

Jerry W. Hedge, Independent Consultant, *Research Directions for the Future of Navy Selection/Classification*

Walter C. Borman, Personnel Decisions Research Institutes, *Discussant*

Submitted by William L. Farmer, William.L.Farmer@navy.mil

247. SPECIAL EVENT: SUNDAY, 10:30–11:20

MICHIGAN B (LEVEL 2)

CAN WE DETECT DECEPTION?



A number of methods have been proposed for detecting or inferring deception. Some of these detect deception at better-than-chance rates, but virtually all methods are constrained by a combination of weak theoretical support, limited validity studies, often of dubious quality, or severe practical constraints. Prospects for the reliable detection of deception are discussed.

Kevin R. Murphy, Pennsylvania State University, *Presenter*

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

248. PANEL DISCUSSION: SUNDAY, 10:30–11:50

SUPERIOR A (LEVEL 2)

MOCK ETHICS HEARING: THE HAND THAT ROCKS THE LICENSING LAW

This audience-interactive demonstration is a mock disciplinary hearing by a fictional ethics panel. The objective is to inform attendees about the applicability of the 2002 Ethical Principles of Psychologists and Code of Conduct. Issues include the practice of I-O psychology by an unlicensed academic and the claim of confidentiality.

Greg Gormanous, Louisiana State University–Alexandria, *Chair*

Judith S. Blanton, RHR International, *Co-Chair*

Darrell Hartke, Aon Consulting, *Co-Chair*

Warren C. Lowe, Lafayette Psychotherapy Group, *Panelist*

Linda Jean McMullen, Bowling Green State University, *Panelist*

S. Morton McPhail, Jeanneret & Associates, Inc., *Panelist*

M. Peter Scontrino, Scontrino & Associates, *Panelist*

Tracey L. Shilobod, Clemson University, *Panelist*

Aeslya A. Slay, Hunter & Morton, *Panelist*

Rodney L. Lowman, Alliant International University, *Discussant*

Kari R. Strobel, Old Dominion University, *Discussant*

Submitted by Greg Gormanous, gg@Lsua.edu

249. PANEL DISCUSSION: SUNDAY, 10:30–11:20**SUPERIOR B (LEVEL 2)****THE USE OF OCCUPATIONAL INFORMATION IN DISABILITY DETERMINATION CONTEXTS**

National occupational information systems play a crucial role in federal and private sector disability determinations. However, concerns persist regarding the ability of existing systems (DOT and O*NET) to fulfill the unique requirements associated with this context. The panel will discuss this dilemma and offer suggestions regarding how to address it.

Patrick Gavan O'Shea, American Institutes for Research, *Chair*

Susan K. R. Heil, American Institutes for Research, *Co-Chair*

Sylvia Karman, Social Security Administration, *Panelist*

Les Kertay, UnumProvident, *Panelist*

Lorin M. Mueller, American Institutes for Research, *Panelist*

Lois E. Tetrick, George Mason University, *Panelist*

Juan I. Sanchez, Florida International University, *Panelist*

Sigrid B. Gustafson, American Institutes for Research, *Panelist*

Andrew M. Rose, American Institutes for Research, *Discussant*

Submitted by Patrick Gavan O'Shea, goshea@air.org

**250. SYMPOSIUM: SUNDAY, 10:30–11:50****HURON (LEVEL 2)**

**PREVENTING BURNOUT THROUGH BETTER MANAGEMENT:
BUILDING ENGAGEMENT WITH WORK**



This symposium addresses the strong alliances necessary between researchers and management to implement organization interventions to prevent burnout and build engagement with work. It also considers the target of such interventions by examining the nature of engagement with work and their implications for practitioners and researchers.

Michael P. Leiter, Acadia University, *Chair*

Esther Greenglass, York University, *Predictors of Work Engagement*

Mina Westman, Tel Aviv University, *A New Research Agenda: Positive Crossover*

Christina Maslach, University of California–Berkeley, Michael P. Leiter, Acadia University, *Professional Efficacy: Contrasts Between Management and Front-Line Staff Members*

Michael P. Leiter, Acadia University, *A New Approach to Changes in Burnout Over Time: Identifying Subgroups Likely to Change*

Christina Maslach, University of California–Berkeley

Submitted by Michael P. Leiter, michael.leiter@acadiau.ca

SUNDAY AM

251. PRACTITIONER FORUM: SUNDAY, 10:30–11:20**MAYFAIR (LEVEL 3)****APPLYING I-O TO HEALTHCARE: CHALLENGES AND SUCCESSES**

I-O psychologists can, and do, play a key role in healthcare settings. The purpose of this practitioner forum is to explore the ways in which traditional I-O skills can help to improve the programs and practices employed by government agencies charged with overseeing our nation's healthcare.

Nancy Matheson, American Institutes for Research, *Chair*

David P. Baker, American Institutes for Research, Jeffrey M. Beaubien, American Institutes for Research, Amy K. Holtzman, American Institutes for Research, Eduardo Salas, University of Central Florida, *Applying I-O to Healthcare: Investigating the Requirements for Team Training*

Fred A. Mael, American Institutes for Research, *Quality of Care and Organizational Culture in Substance-Abuse Treatment Settings*

Joyce D. Mattson, American Institutes for Research, *Application of I-O Psychology to Medical Regulatory and Oversight Functions*

Laura A. Steighner, American Institutes for Research, *Developing Structured Guidance to Assess the Severity of Deficient Nursing Home Practices*

Submitted by Nancy Matheson, nmatheson@air.org

252. INTERACTIVE POSTERS: SUNDAY, 10:30–11:20**PARLOR A (LEVEL 3)****INTERACTIVE POSTERS: OHP/STRESS**

252-1 **SELF-EFFICACY IN SOCIAL SUPPORT'S MODERATING EFFECTS OF STRESSOR-STRAIN RELATIONSHIPS**

Occupational research offers inconsistent findings on social support's moderating effects on the stressor-strain relationship. We contribute to this literature by using longitudinal data showing how social support's moderating effect is dependent on one's self-efficacy. Social support buffered the relationship with high self-efficacy and reverse buffered the relationship with low self-efficacy.

Melba C. Stetz, U.S. Army Medical Research and Materiel Command
 Thomas A. Stetz, National Imagery and Mapping Agency
 Paul D. Bliese, Walter Reed Army Institute of Research

Submitted by Melba C. Stetz, melba.stetz@us.army.mil

252-2 **ROLES OF SAFETY CONTROL AND SUPERVISORY SUPPORT IN WORK SAFETY**

This paper describes the roles of safety control and supervisory safety support in predicting safety performance and injuries. We investigate the process of safety control, in which understanding of why injuries occur leads to prediction of when injuries are likely, which leads to control over the circumstances that cause injuries.

Lori Anderson, Colorado State University
 Peter Y. Chen, Colorado State University
 Scott Finlinson, The Ohio University
 Autumn D. Krauss, Colorado State University
 Yueng-Hsiang E. Huang, Liberty Mutual Research Institute for Safety

Submitted by Lori Anderson, lori@lamar.colostate.edu

252-4 **ANTECEDENTS TO GIVING AND RECEIVING SOCIAL SUPPORT AT WORK**

Social support is an important variable in occupational stress research, yet little is known about the antecedents of giving and receiving support at work. In a sample of 108 diversely employed participants, reciprocity and personality (extraversion and agreeableness, but not neuroticism) each predicted the giving and receiving of social support.

Nathan A. Bowling, Central Michigan University
 Terry A. Beehr, Central Michigan University
 William M. Swader, Central Michigan University

Submitted by Nathan A. Bowling, nathan.a.bowling@cmich.edu